



Leicester
City Council

WARDS AFFECTED

All Wards

FORWARD TIMETABLE OF CONSULTATION AND MEETINGS:

Standards Committee

13th November 2018

Code of Conduct for Employees

Report of the Head of Human Resources

1. PURPOSE OF REPORT

To invite the Standards Committee to review the Code of Conduct for Employees.

2. RECOMMENDATIONS (OR OPTIONS)

That the Standards Committee receives the report and recommends any changes.

3. REPORT

3.1 The Terms of Reference of the Standards Committee include the following:

1. *To oversee and promote the Council's arrangements to ensure and maintain probity and the highest standards of governance in the conduct of business by members (including co-opted members) and officers.*
2. *To oversee and advise Full Council and the City Mayor on matters relating to the Council's corporate governance and ethical framework.*

3. *To oversee, promote, monitor observance and recommend necessary change to Members' and officers' Codes of Conduct and Political Conventions.*
4. *To oversee and ensure the provision of appropriate training to Members and officers to enable them to adhere at all times to the provisions of the Council's Political Conventions and governance arrangements.*

3.2 Given this remit it is appropriate that the Standards Committee undertakes a review of the Code of Conduct for Employees.

3.3 Overall it is felt that the policy is comprehensive, robust and up to date. It is referenced frequently within conduct cases with allegations based on specific paragraphs in the policy. It also provides a framework of use to reference additional specific policies e.g. Data, Information Technology, Health and Safety.

3.4 This specific policy is tied into contract and any amendments would mean varying an employee's terms and conditions. This would need us to consult and achieve collective agreement from unions.

4. FINANCIAL, LEGAL AND OTHER IMPLICATIONS

4.1. Financial Implications

None

4.2 Legal Implications

None

5. OTHER IMPLICATIONS

OTHER IMPLICATIONS	YES/NO	Paragraph Within the Report	References
Equal Opportunities	NO		
Policy	YES		
Sustainable and Environmental	NO		
Crime and Disorder	NO		
Human Rights Act	NO		
Elderly/People on Low Income	NO		
Corporate Parenting	NO		

6. BACKGROUND PAPERS - LOCAL GOVERNMENT ACT 1972

None

7. CONSULTATIONS -

The original Code of Conduct policy was consulted and agreed with Unions at Authority Wide Consultative Committee on the 13th June 2013. Amendments made since ensure legal compliance which do not need union consultation.

8. REPORT AUTHOR –

Craig Picknell
Head of Human Resources