

Report on	REVISED CODE OF CONDUCT FOR LOCAL GOVERNMENT EMPLOYEES
Date of Meeting	4 th March 2021
Reporting Officer	Marissa Canavan, Director of Organisational Development
Contact Officer	Marissa Canavan, Director of Organisational Development

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	X

1.0	Purpose of Report
1.1	To seek Members approval of adoption of a revised Code of Conduct for Local Government Employees for Mid Ulster District Council as approved by the Local Government Staff Commission at its meeting on 19 th January 2021.
2.0	<p>Background</p> <p>Under Section 40 (4) (cc) of the Local Government Act (NI) 1972, the functions of the Local Government Staff Commission include:- <i>'establishing and issuing a code of recommended practice as regards conduct of Officers of Councils'</i>.</p> <p>This revised Code of Conduct was developed by a working group comprising representatives from the Councils, NIHE, the Department for Communities & the Trade Unions.</p> <p>It has been agreed by the Local Government Staff Commission and is promulgated under the authority of the Local Government Staff Commission under Section (40(4) of the Local Government Act (NI) 1972.</p> <p>It is therefore issued by the Local Government Staff Commission as a statutory recommendation for adoption by all Councils and the Commission from 1st April 2021.</p>
3.0	Main Report
	<p>The structure of the Code remains the same. Amendments to the code have been made to take account of:- best practice & following a review of examples of similar Codes of Conduct in other public sector bodies.</p> <p>The significant changes relate to:-</p> <ul style="list-style-type: none"> • Hyperlinks included throughout the document for greater clarity & information on Council's policies e.g. Social Media, Hospitality & Gifts, Fraud. • A link has been provided to the NI Audit Office 'Conflicts of Interest: A Good Practice Guide' (page 8) • A link has been provided to the SOLACE Local Public Services Senior Managers: Code of Ethics (page 8) • A link has been provided to the RTPi Code of Professional Conduct for those who are employed in planning departments (page 12)

	<ul style="list-style-type: none"> • 4.3 Political Neutrality (page 10):- A paragraph has been added to clarify that an employee of a council cannot stand, be elected or be co-opted as a councillor for the council in which they are employed. • 4.4 Potential Conflict of Interest Situations (page 10):- This has been updated to provide greater clarity, for example, the wording in relation to the relationship between councillors and officers, and between the community and service users. • 4.6 Outside commitments (page 14):- This paragraph has been updated to reflect current ways of working, that is, that an individual is required to advise their line manager if have a second job or business. • 4.11 Use of Financial and other Council Resources (page 17) This paragraph has been amended to include a reference to a council employee, who is responsible for a budget, informing their line manager if they become insolvent or bankrupt. • Appendix 1 (page 20) The definition of family relationship has been extended • An extract from the NI Civil Service Handbook relating to additional employment has been adapted for local government and included. • <u>Appendix 2</u> (page 24) A model declaration of interest form has been included.
4.0	Other Considerations
	Financial, Human Resources & Risk Implications
4.1	Human:- Greater clarity for employees & links to relevant codes, policies etc
4.2	Financial:- less potential for Financial mismanagement etc as Code provides greater clarity with links to relevant codes & internal policies etc.
4.3	Risk Management: less potential for Fraud, Conflict of interests etc as greater clarity on what is acceptable, not acceptable etc
4.4	Screening & Impact Assessments
	Equality & Good Relations Implications: N/A
	Rural Needs Implications: N/A

5.0	Recommendation(s)
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	Members are asked to adopt the revised Code of Conduct for Local Government employees for Mid Ulster District Council from 1 ST April 2021.
6.0	Documents Attached & References
	Letter, Director of the Local Government Staff Commission Revised Code of Conduct for Local Government Employees Schedule of Amendments