

Report to: Council, 20th February 2024

Report of: Chair of Joint Consultative and Safety Committee

Subject: REFERRAL REPORT FROM JOINT CONSULTATIVE AND SAFETY COMMITTEE 29TH NOVEMBER 2023 – EMPLOYEES’ CODE OF CONDUCT

1. Recommendation

1.1 That the Council agrees to adopt the amended Employees’ Code of Conduct at Appendix 1, as part 14 of the Constitution.

2. Background

2.1 At the meeting on 29th November 2023, the Joint Consultative and Safety Committee (“JCSC”) considered a report on the review of the Employees’ Code of Conduct.

2.2 The JCSC meets quarterly and comprises trade union representatives and each of the four Political Group Leaders.

2.3 Officers bring a review of HR policies to each meeting of the JCSC. Most HR policies are then subsequently approved by the Personnel and General Purposes Sub-Committee.

2.4 However, in the case of the Employees’ Code of Conduct, a formal decision from the full Council is required because this Code forms part 14 of the Council’s Constitution.

3. Preferred Option

3.1 The JCSC agreed to approve the amendments to the Employees’ Code of Conduct set out in the appendix attached to the main report. The only changes proposed by JCSC were minor typographical ones or minor clarifications in the drafting. These changes have now been made and a clean final draft of the amended Code is attached at **Appendix 1.**

3.2 The JCSC report is also attached at **Appendix 2.**

4. Alternative Options Considered

4.1 See attached report.

5. Implications

5.1 Financial and Budgetary Implications
See attached report.

5.2 Legal and Governance Implications
See attached report.

- 5.3 Risk Implications
See attached report.
- 5.4 Corporate/Policy Implications
See attached report.
- 5.5 Equality Implications
See attached report.
- 5.6 Human Resources Implications
See attached report.
- 5.7 Health and Safety Implications
See attached report.
- 5.8 Social, Environmental and Economic Implications
See attached report.

Ward(s): All Wards
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Background Papers: None

Appendix 1: Proposed amended Employees' Code of Conduct

Appendix 2: Report to the Joint Consultative and Safety Committee 29th November 2023