

Code of Conduct for Officers

Officers of the Authority employed through the County Council are subject to the Council's terms and conditions of employment including conduct and disciplinary procedures. Contractors employed by the Authority will be subject to such conditions as are set out in individual contracts. Those terms and conditions shall determine the process that will be followed in the event that allegations of officer misconduct arise.

Notwithstanding the above, all officers working for or in the name of the Authority will be expected to comply with the Nolan Committee's standards of public life as follows:

Selflessness

Holders of public office take decisions in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in their performance of the official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts or recommending individuals for rewards or benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.

Officers working for or in the name of the Authority will be expected to declare offers of gifts and hospitality in the Register maintained by the Police Authority, and will be expected to declare any potential conflicts arising between their personal interests and the interests of the Police Authority on an annual basis or as those interests otherwise arise.