

# WORKING IN THE PUBLIC SECTOR

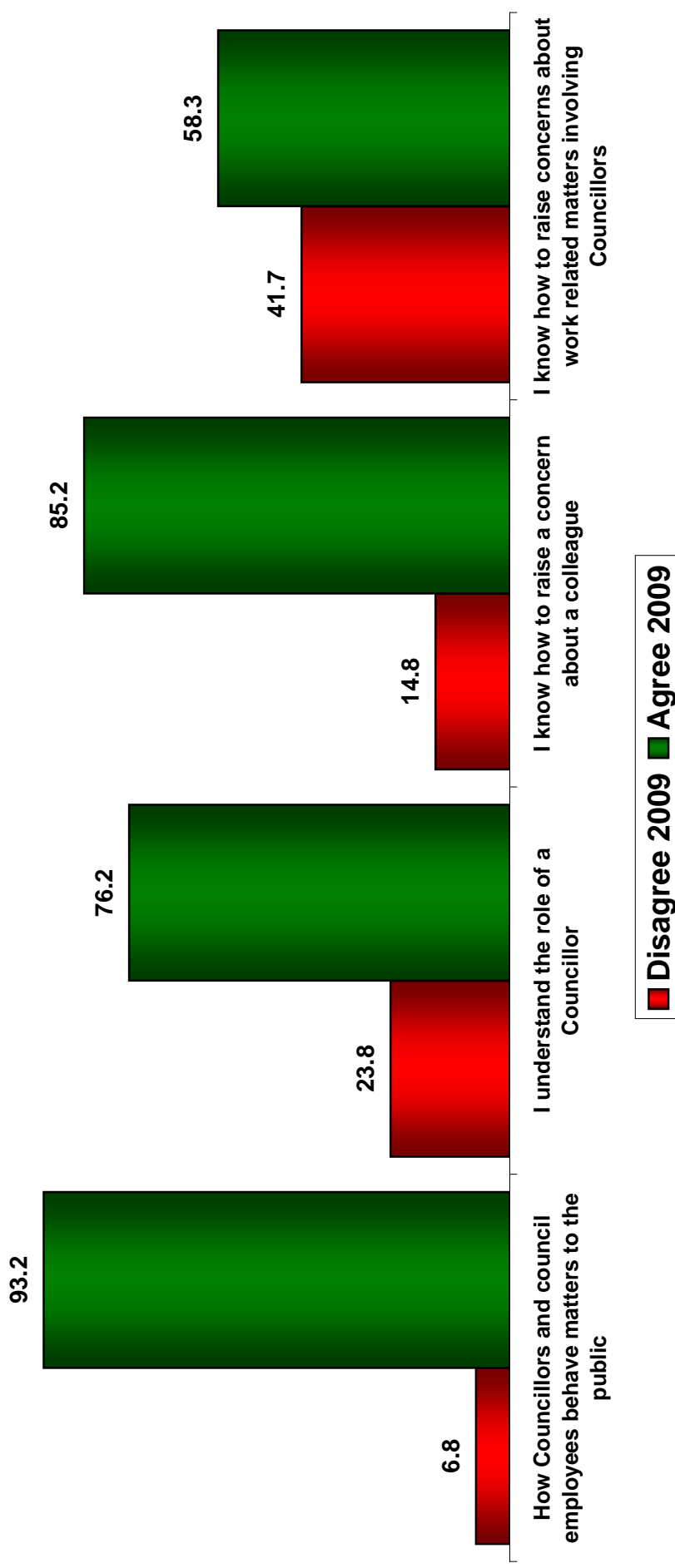
## Working in the Public Sector - by Directorate

	Council Total		Adult Social Care		Children's Services		City Develop		Env & Neigh		Corporate & Central Services	
		2009		2009		2009		2009		2009		2009
How Councillors and council employees behave matters to the public		93.2%		92.1%		93.4%		93.5%		93.5%		93.7%
I understand the role of a Councillor		76.2%		72.3%		73.6%		77.4%		79.4%		77.6%
I know how to raise a concern about a colleague		85.2%		89.7%		88.3%		81.4%		83.2%		84.4%
I know how to raise concerns about work related matters involving Councillors		58.3%		60.3%		57.3%		55.5%		61.7%		58.2%

## Working in the Public Sector

Working in the public sector is a new section for the 2009 survey. It looks at 'ethical governance' which is used to describe the standards expected of council workers by the public. It covers the 'council's constitution', the 'code of conduct' and the role of Councillors.

Figures below are shown in percentages.



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	No 2009	Yes 2009
➤ Did you know that the following documents, which provide guidance on the standards and behaviours expected of Councillors and employees, are available in the council's constitution?		
• Members' code of conduct	45.3%	54.7%
• Members'/officers' protocol	58.9%	41.1%
• Officers' code of conduct	50.3%	49.7%

	No 2009	Yes 2009
➤ Do you know that as an employee of the council the 'code of conduct' requires you to register interests that may affect you carrying out your work?	31.6%	68.4%
➤ Do you know that as an employee of the council the 'code of conduct' requires you to register any gifts or hospitality you receive?	19.6%	80.4%

## Interpretation of Working in the Public Sector

Employees throughout the council strongly believe that the way Councillors and council employees behave matters to the public (93.2%). Those less likely to agree that it is important are those under 35 years old (90.9% under 35 years old, 93.6% 36-45 years old, 94.3% 46-54 years old and 94.7% over 55 years old), in lower grades (93.6% SW (A/R/O), 89.5% craft/manual, 90.7% A1-B1, 91.6% B3-C3, 94.1% SO1-SO2, 96.2% PO1-PO3, 97.9% PO4-PO6, 98.7% 40%-75% (Director) and above) and BME (89.6% BME vs.93.8% white). There are no significant differences across the directorates, all rating this as important (92.1% Adult Social Care, 93.4% Children's Services, 93.5% City Development, 93.5% Environments and Neighbourhoods and 93.7% Corporate and Central Services).

When asked about documents that provide guidance on standards and behaviours for Councillors and employees there is limited awareness with approximately half knowing about them (members' code of conduct 54.7%, members'/officers' protocol 41.1% and officers' code of conduct 49.7%).

Those that haven't worked at the council as long are more likely not to be aware (members' code of conduct: 46.0% less than a year, 48.7% 1-5 years, 54.6% 6-10 years, 55.0% 11-15 years, 58.6% 16-20 years and 61.8% over 20 years: members'/officers' protocol: 33.3% less than a year, 37.3% 1-5 years, 40.8% 6-10 years, 41.5% 11-15 years, 43.4% 16-20 years and 46.3% over 20 years: officers' code of conduct: 36.8% less than a year, 43.6% 1-5 years, 48.9% 6-10 years, 49.1% 11-15 years, 54.4% 16-20 years and 58.6% over 20 years).

As are those at lower job grades (members' code of conduct: 50.9% SW (A/R/O), 42.0% craft/manual, 48.5% A1-B1, 48.8% B3-C3, 52.4% SO1-SO2, 56.7% PO1-PO3, 72.2% PO4-PO6, 89.4% 40%-75% (Director) and above: members'/officers' protocol: 32.1% SW (A/R/O), 29.3% craft/manual, 32.7% A1-B1, 36.6% B3-C3, 40.8% SO1-SO2, 43.7% PO1-PO3, 57.2% PO4-PO6, 79.7% 40%-75% (Director) and above: officers' code of conduct: 41.3% SW (A/R/O), 31.5% craft/manual, 36.5% A1-B1, 44.2% B3-C3, 51.9% SO1-SO2, 58.4% PO1-PO3, 71.4% PO4-PO6, 90.4% 40%-75% (Director) and above).

These employees in particular could be targeted to increase their awareness of these documents.

There is high awareness of the need to register gifts/hospitality (80.4%), but more limited knowledge of the need to register interests that may affect employee's work (68.4%).

Again, those with lower awareness are those who have not been employed by the council for very long (register gifts/hospitality: 64.8% less than a year, 72.9% 1-5 years, 80.9% 6-10 years, 81.3% 11-15 years, 88.0% 16-20 years and 88.5% over 20 years: register interests: 51.7% less than a year, 61.3% 1-5 years, 69.5% 6-10 years, 67.1% 11-15 years, 75.9% 16-20 years and 76.7% over 20 years), and those at lower job grades (register gifts/hospitality: 89.9% SW (A/R/O), 51.6% craft/manual, 67.0% A1-B1, 79.7% B3-C3, 85.2% SO1-SO2, 90.8% PO1-PO3, 95.7% PO4-PO6, 99.7% 40%-75% (Director) and above: register interests: 68.2% SW (A/R/O), 40.7% craft/manual, 51.3% A1-B1, 64.7% B3-C3, 73.6% SO1-SO2, 83.6% PO1-PO3, 89.1% PO4-PO6, 99.7% 40%-75% (Director) and above).

Sharing this information at induction would ensure that new starters are made aware of the documents.