



Civil Service Values

1. The Civil Service is an integral and key part of the government of the United Kingdom¹. It supports the Government of the day in developing and implementing its policies, and in delivering public services. Civil servants are accountable to Ministers². They are in turn accountable to the National Assembly for Wales³.
2. As a civil servant, you are appointed on merit on the basis of fair and open competition and are expected to carry out your role with dedication and a commitment to the Civil Service and its core values: integrity, honesty, objectivity and impartiality. In this Code:
 - ‘integrity’ is putting the obligations of public service above your own personal interests;
 - ‘honesty’ is being truthful and open;
 - ‘objectivity’ is basing your advice and decisions on rigorous analysis of the evidence; and
 - ‘impartiality’ is acting solely according to the merits of the case and serving equally well Governments of different political persuasions.

3. These core values support good government and ensure the achievement of the highest possible standards in all that the Civil Service does. This in turn helps the Civil Service to gain and retain the respect of Ministers, the National Assembly for Wales, the public and its customers.
4. This Code⁴ sets out the standards of behaviour expected of you and all other civil servants. These are based on the core values.

Standards of behaviour

Integrity

5. You must:
 - fulfil your duties and obligations responsibly;
 - always act in a way that is professional⁵ and that deserves and retains the confidence of all those with whom you have dealings;
 - make sure public money and other resources are used properly and efficiently;
 - deal with the public and their affairs fairly, efficiently, promptly, effectively and sensitively, to the best of your ability;
 - handle information as openly as possible within the legal framework; and
 - comply with the law and uphold the administration of justice.

6. You must not:

- misuse your official position, for example by using information acquired in the course of your official duties to further your private interests or those of others;
- accept gifts or hospitality or receive other benefits from anyone which might reasonably be seen to compromise your personal judgement or integrity; or
- disclose official information without authority. This duty continues to apply after you leave the Civil Service.

Honesty

7. You must:

- set out the facts and relevant issues truthfully, and correct any errors as soon as possible; and
- use resources only for the authorised public purposes for which they are provided.

8. You must not:

- deceive or knowingly mislead Ministers, the National Assembly for Wales or others; or
- be influenced by improper pressures from others or the prospect of personal gain.

Objectivity

9. You must:

- provide information and advice, including advice to Ministers, on the basis of the evidence, and accurately present the options and facts;
- take decisions on the merits of the case; and
- take due account of expert and professional advice.

10. You must not:

- ignore inconvenient facts or relevant considerations when providing advice or making decisions; or
- frustrate the implementation of policies once decisions are taken by declining to take, or abstaining from, action which flows from those decisions.

Impartiality

11. You must:

- carry out your responsibilities in a way that is fair, just and equitable and reflects the Civil Service commitment to equality and diversity.

12. You must not:

- act in a way that unjustifiably favours or discriminates against particular individuals or interests.

Political Impartiality

13. You must:

- serve the Government, whatever its political persuasion, to the best of your ability in a way which maintains political impartiality and is in line with the requirements of this Code, no matter what your own political beliefs are;
- act in a way which deserves and retains the confidence of Ministers, while at the same time ensuring that you will be able to establish the same relationship with those whom you may be required to serve in some future Government; and
- comply with any restrictions that have been laid down on your political activities.

14. You must not:

- act in a way that is determined by party political considerations, or use official resources for party political purposes; or
- allow your personal political views to determine any advice you give or your actions.

Rights and responsibilities

15. The Welsh Assembly Government has a duty to make you aware of this Code and its values. If you believe that you are being required to act in a way which conflicts with this Code, the

Welsh Assembly Government will consider your concern, and make sure that you are not penalised for raising it.

16. If you have a concern, you should start by talking to your line manager or someone else in your line management chain. If for any reason you would find this difficult, you should raise the matter with the Welsh Assembly Government's nominated officers who have been appointed to advise staff on the Code.
17. If you become aware of actions by others which you believe conflict with this Code you should report this to your line manager or someone else in your line management chain; alternatively you may wish to seek advice from your nominated officers. You should report evidence of criminal or unlawful activity to the police or other appropriate authorities.
18. If you have raised a matter covered in paragraphs 15 to 17, in accordance with the relevant procedures⁶, and do not receive what you consider to be a reasonable response, you may report the matter to the Civil Service Commissioners⁷. The Commissioners will also consider taking a complaint direct. Their address is:

3rd Floor, 35 Great Smith Street,
London SW1P 3BQ.

Tel: 020 7276 2613

email:

ocsc@civilservicecommissioners.gov.uk

If the matter cannot be resolved using the procedures set out above, and you feel you cannot carry out the instructions you have been given, you will have to resign from the Civil Service.

19. This Code is part of the contractual relationship between you and your employer. It sets out the high standards of behaviour expected of you which follow from your position in public and national life as a civil servant. You can take pride in living up to these values.

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1. This Code applies to all Home civil servants who are members of staff of the Welsh Assembly Government. Other Home civil servants have their own versions of the Code. Similar Codes apply to the Northern Ireland Civil Service and the Diplomatic Service.
2. In this version of the Code, “Ministers” means the First Minister for Wales, the Welsh Ministers, Deputy Welsh Ministers and the Counsel General to the Welsh Assembly Government. The Counsel General to the Welsh Assembly Government may not be an Assembly Member but he/she may participate in Assembly proceedings.
- 3 Constitutionally, civil servants are servants of the Crown. The Crown’s executive powers are exercised by the UK Government on non-devolved matters and by the First Minister for Wales, the Welsh Ministers, Deputy Welsh Ministers, or the Counsel General to the Welsh Assembly Government on devolved matters in relation to Wales.
4. The respective responsibilities placed on the First Minister for Wales, the Welsh Ministers, Deputy Welsh Ministers and the Counsel General to the Welsh Assembly Government and special advisers in relation to the Civil Service are set out in their Codes of Conduct: www.wales.gov.uk/civilservicecode
5. This includes taking account of ethical standards governing particular professions.
6. The whistleblowing legislation (the Public Interest Disclosure Act 1998) may also apply in some circumstances. The Directory of Civil Service Guidance gives more information: www.wales.gov.uk/civilservicecode
7. The Civil Service Commissioners’ Appeals leaflet gives more information: www.civilservicecommissioners.gov.uk. This Code does not cover HR management issues.