

# **River Stour (Kent) Internal Drainage Board**

## **Employees Code of Conduct**

### **1. INTRODUCTION**

The Employees Code of Conduct is set out below. It covers the main standards of behaviour the Board requires from employees and includes the Board's Rules, which employees need to follow.

The Board's Rules and the examples of misconduct are not exhaustive. All employees are under a duty to comply with the standards of behaviour and performance required by the Board, and to behave in a professional and reasonable manner at all times.

A breach of the Board's Rules may result in disciplinary action. A single instance of gross misconduct may result in dismissal without notice. Examples of misconduct, which the Board normally regards as gross misconduct, are included in the Board's Rules.

### **2. BOARD'S RULES**

#### **2.1 Attendance and Timekeeping**

Employees are required to comply with the Board's rules relating to notification of absence (as detailed in the ADA White Book).

Employees are required to arrive at work promptly, ready to start work at their contracted starting times. Employees are required to remain at work until their contracted finishing times.

Employees must obtain management authorisation if for any reason they wish to arrive later or leave earlier than their agreed normal start and finish times. The Board will always allow some flexibility, but employees must attend meetings and events when requested.

The Board reserves the right not to pay employees in respect of working time lost because of poor timekeeping.

Persistent poor timekeeping may result in disciplinary action.

#### **2.2 Standards and Conduct**

Employees are required to maintain satisfactory standards of performance at work. The Clerk will advise if standards are not being met.

Employees are required to comply with all reasonable management instructions, and to conduct themselves in a polite and professional manner at all times.

Employees are required to take all necessary steps to safeguard the Board's public image and preserve positive relationships with their local authorities, members of the public, ratepayers, Environment Agency, other organisations and other IDBs.

Employees must never deliberately take any action or behave in such a way that could damage or undermine the Board. Employees are required to ensure that they behave in a way that does not constitute unlawful discrimination.

Employees are required to comply with the Board's operating policies, regulations and procedures.

Any queries received from the media must be referred immediately to the Clerk of the Board. Employees must not attempt to deal with queries from the media themselves.

### **2.3 Gifts and Hospitality**

If you receive a gift or hospitality in connection with your work for the Board which has an estimated value of at least £25, this must be declared to the Clerk of the Board and entered in the Gifts and Hospitality Register. Under no circumstances may cash be accepted as a gift (see also the Gifts & Hospitality Policy).

### **2.4 Flexibility**

Employees may be required to work additional hours at short notice, in accordance with the needs of the business (in compliance with the Working Time Regulations).

Employees may be required from time to time to undertake duties outside of their normal job remit.

Employees may be required from time to time to work at locations other than their normal place of work.

### **2.5 Conflicts of Interest**

Employees must declare an interest in any of the Board's business, where there is a direct or indirect personal or prejudicial interest. Such interests are defined in the Members Code of Conduct.

### **2.6 Confidentiality**

Employees are required to keep confidential, both during their employment and at any time after its termination, all information gained in the course of their employment about the Board's business, members, colleagues or ratepayers, except as required by law or in the proper course of their duties.

Employees are not permitted to engage in any activity outside their employment with the Board, which could reasonably be interpreted as competing with the Board.

Employees are required to inform the Clerk of the Board before taking on any other employment while employed by the Board, and to consider any potential conflict of interest as in 2.5 above (and as defined in the Members Code of Conduct).

## **2.7 Work Clothing and Personal Protective Equipment**

Employees are required to wear the appropriate clothing for the role in which they are employed.

Employees are required to wear or use any personal protective equipment provided and to comply with all Board Policies.

## **2.8 Health and Safety**

### **2.8.1 General**

Employees are required:

- a) To observe the Board's health and safety procedures.
- b) To ensure that safety equipment and clothing are always used in accordance with their intended purpose and in accordance with the Board's health and safety policy and procedures.
- c) To report all accidents, however small, in the Board's Accident Book.
- d) To report all accidents, however small, as soon as possible to the Clerk.
- e) To report near misses and hazards to the Clerk as soon as possible.

### **2.8.2 On-Site Rules**

Employees working on customer, client or other third-party sites are required to comply with site-specific rules and procedures.

### **2.8.3 Smoking**

In order to provide a working environment which is pleasant and healthy, no smoking or vaping is permitted on any IDB site, building or in vehicles.

## **2.9 Property and Equipment**

Except for use on authorised Board business, employees are not permitted to make use of the Board's telephone, fax, postal or other services, unless agreed with the Clerk of the Board.

Employees must not remove Board property or equipment from the Board's sites or premises unless for use on authorised Board business or with the permission of the Clerk of the Board.

Where an employee damages property belonging to the Board, either through misuse or carelessness, the Board reserves the right to make a deduction from the employee's pay in respect of the damaged property.

On termination of their employment employees must return all Board property, such as keys, laptops, mobile telephones, Board vehicles, documents or any other items belonging to the Board. This list is not exhaustive.

### **2.10 Personal Property**

Employees are solely responsible for the safety of their personal possessions on Board premises and should ensure that their personal possessions are kept in a safe place at all times.

Should an employee find an item of personal property, he or she is required to inform the Clerk immediately.

## **2.11 Environment**

In order to provide a cost-effective service, employees are requested to use the Board's equipment, materials and services wisely. Employees should try to reduce wastage and the subsequent impact on the environment by ensuring that they close windows, avoid using unnecessary lighting or heating or leaving taps running, switch off equipment when it is not in use and handle all materials with care.

## **2.12 Changes in Personal Details**

Employees must notify the Clerk of the Board of any change in personal details, including change of name, address, telephone number or next of kin. This will help the Board to maintain accurate personal details in compliance with the Data Protection Act and ensure it is able to contact the employee or another designated person in case of an emergency.

## **2.13 Gross Misconduct**

Examples of behaviour which the Board treats as gross misconduct are set out below. Such behaviour may result in dismissal without notice. This list is not exhaustive:

- assault, acts of violence or aggression
- breach of confidentiality, including the unauthorised disclosure of Board business to the media or any other party
- bringing the Board into disrepute
- falsification of records or other Board documents, including those relating to obtaining employment
- gambling, bribery or corruption
- possession or use of or being under the influence of alcohol on Board premises or during working hours
- possession or use of or being under the influence of non-medical drugs on Board premises or during working hours
- refusal to carry out reasonable management instructions
- serious breach of the health and safety policies and procedures
- serious or gross negligence
- serious insubordination
- sleeping during working hours
- theft, dishonesty or fraud
- unacceptable use of obscene or abusive language
- unauthorised accessing or use of computer data
- unauthorised copying of computer software
- unlawful discrimination, including acts of indecency or harassment (please refer to the Equal Opportunities Policy set out in the ADA White Book)
- willful or negligent damage to Board, employee or ratepayer property

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