

## Council member Code of Conduct

<b>Purpose of paper</b>	<p>The Council member Code of Conduct sets out the expectations of Council members collectively and individually. It was last approved by Council in July 2016 and is reviewed every two years.</p> <p>Following conversations at Remuneration Committee and Council two changes have been made to reflect decisions:</p> <ol style="list-style-type: none"> <li>1. That Council members will not normally assume a paid position with the GDC within one year of demitting Council;</li> <li>2. That Council members should <b>not</b> be considered Associates of the GDC and should have their own Code of Conduct.</li> </ol>
<b>Action</b>	For <b>approval</b>
<b>Corporate Strategy</b>	Performance Objective 1: To improve our performance across all our functions so that we are highly effective as a regulator
<b>Decision Trail</b>	<p>At the meeting on 13 December 2018 Council agreed the Remuneration Committee recommendation that Council members would not normally assume a paid position with the GDC within one year of demitting office (minute 15.2).</p> <p>The Associates Project has confirmed the definition of Associates, which does not include Council members. Associates currently have their own Governance Manual, and in the future Associate policies will be managed by HR.</p>
<b>Next stage</b>	If approved the Code of Conduct will be updated in the Governance Manual published online and available to members via their iPads.
<b>Recommendations</b>	The Council is asked to <b>approve</b> the revised Council Code of Conduct.
<b>Authorship of paper and further information</b>	<p>Rachel Knight Head of Governance</p> <p>Lisa Marie Williams Executive Director, Legal and Governance</p>
<b>Appendices</b>	Appendix 1: Revised Council Member Code of Conduct

## 1. Executive summary

- 1.1 The Council member Code of Conduct (the Code) sets out the expectations of Council members collectively and individually. It was last approved by Council in July 2016 and is scheduled for a review every two years.
- 1.2 The Code forms part of the wider Governance Manual, which will be reviewed as part of the ongoing Council Effectiveness Review, currently being carried out by Deloitte. Although it is expected that further changes will need to be made to the Manual, the Council is asked to approve two changes now so that the Code does not become out of date. The two requested changes are:
  - 1.2.1 That Council members will not normally assume a paid position with the GDC within one year of demitting Council; and
  - 1.2.2 That Council members should not be considered Associates of the GDC and should have a separate Code of Conduct.

Council is asked to:

**Approve** the revised version of the Council member Code of Conduct 2019

## 2. Summary of changes

- 2.1. As set out above, given that there are further changes likely to be required to the Code, following the Effectiveness Review, a light touch review has been carried out at this time. The suggested amendments have been tracked changed and the **attached** Appendix 1, and the changes can be summarised as follows:

A separate Code of Conduct

- 2.1.1 Most references to "*Council members and Associates*" have been removed and replaced with "Council members".
- 2.1.2 It should be noted however, that the Code will continue to apply to Statutory Panellist Assurance Committee members and to Independent members of the Remuneration and Performance and Finance Committees. These posts have similar purposes and are also administratively managed by the Governance function. This is made clear in revised drafting at Section 4. These posts are referred to as "*Relevant Committee Members*", to distinguish them from other Associates.
- 2.1.3 It is recognised that there are a number of documents which will need to be reviewed to ensure separation, see further Section 21 of the Code. These will be added to the governance work plan, with a revision date of 2020.

Demitting Office

- 2.1.4 A paragraph on demitting office has been added at Section 12 of the Code, as agreed by Council.

## Miscellaneous

2.1.5 A number of other changes are also suggested, including the addition of the current Council member and role description at Annex 2, as this was referred in section 3.2 of the Code. The role description is the current document and has not been amended since the 2018 recruitment activity.

2.1.6 A number of typographical and tidying up amendments have also been made.

## **3. Recommendation**

3.1 Approve the revised version of the Council member Code of Conduct 2019

## **4 Appendices**

4.1 Appendix 1: Revised Council Member Code of Conduct