

CABINET CYNGOR GWYNEDD



Report to a Meeting of Gwynedd Council Cabinet

Date of Meeting:	3 July 2018
Cabinet Member:	Councillor Nia Jeffreys
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Title of Item:	Code of Practice: Ethical Employment in Supply Chains

1 THE DECISION SOUGHT

Agree to commit to the Code of Practice.

2 THE REASON FOR THE NEED FOR A DECISION

Request from Wales Government for every public organisation to commit to the Code of Practice.

3 INTRODUCTION

The Welsh Government has introduced a Code of Practice on ethical employment in supply chains. Its aim is to highlight the need, at each stage of the supply chain, to ensure that good employment practices exist for all employees who carry out work on behalf of the Council. The Code complies with the United Kingdom legislation in the form of the Modern Slavery Act 2015.

The Code covers the following employment issues:

- Modern Slavery and human rights breach
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and zero-hour contracts
- Living Pay

The Welsh Government expects all public sector organizations to enter into the Code of Practice in an attempt to eliminate illegal and non-ethical employment practices. This commitment includes raising awareness of the Code within the Council as well as with companies and organizations that are part of the Council's supply chain.

In order to implement the commitments contained in the Code, the staff (and elected Members) have a key role associated with the purchase of goods and

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services as well as recruitment. To this end committing to the Code of Practice would mean that those key officers and Members receive further training in this area.

It is proposed that the Council is sensible to commit to working towards achieving all the objectives of the Code of Practice in order to ensure that best practice is followed and that it plays its part to eliminate any illegal and unethical employment practices that it comes to Clearly when procuring work on behalf of the people of Gwynedd.

There are 12 commitments in the Code and our Action Plan (Appendix 1) highlights what obligations the Council is already meeting and which commitment to the Code is about carrying out further work. The Welsh Government accepts that the commencement of the journey is the commitment to the Code of Practice and we do not expect to be able to achieve all expectations at present.

In addition, it is required by law that the Council publishes an Annual Statement on its website, which reports on events from Modern Slavery / People's Trading (see the statement for 2017/18 in Appendix 2). On committing to the Code of Practice, the progress on other elements of the Code could be included in that annual statement for the future.

CONCLUSIONS

Based on what is set out in the Action Plan and the acceptance of the Welsh Government that no public organization will be able to fully meet the requirements at present, it is recommended that this Council commits to the Code of Practice for Employment Ethical in Supply Chains as a clear indication of its desire and willingness to contribute to this important agenda.

OPINION OF STATUTORY OFFICERS

Monitoring Officer:

Nothing to add from a propriety perspective.

Head of Finance:

While noting that there are obvious benefits of signing up to the Code of Practice, we assume that this will not commit the Council to additional expenditure and that any additional costs will fall within the budgets of departments. Any specific request for additional expenditure will be treated in the usual way.