

— OFFICE OF THE —

SCOTTISH ROAD WORKS COMMISSIONER

Code of Conduct

Introduction

The Scottish Road Works Commissioner (the Commissioner) is an independent public official established under Section 16 of the Transport (Scotland) Act 2005 and is accountable to the Scottish Ministers and ultimately the Scottish Parliament.

The Commissioner works closely with the Scottish Government and is generally aligned with their policies and procedures.

The Civil Service Code

Given that staff of both the Commissioner and civil servants employed by the Scottish Government are subject to an expectation that they will conduct themselves in a manner that is above reproach when undertaking their duties, the Commissioner has implemented the [Civil Service Code - gov.scot \(www.gov.scot\)](http://www.gov.scot) as the code of conduct for both themselves and their staff. This approach should maintain values and professionalism, whilst protecting them from misunderstandings and criticisms in a manner consistent with that applied in the Civil Service more widely.

NB. The Civil Service Code has a number of references which are explicit to the functions of the Civil Service. When reading the Code, it is necessary to adhere to the spirit, rather than the letter of it.

Supplementary guidance

Supplementary guidance, as applicable to staff of the Scottish Government is also adopted:

[Authorisation for specific activities \(sharepoint.com\)](#)

[Outside occupations and external interests \(sharepoint.com\)](#)

[The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](#)

Escalation

Whereas, employees of the Civil Service have recourse to the Civil Service Commission, employees of the Commissioner do not. Accordingly, where staff have concerns about the conduct of other staff members, these should be referred to the Commissioner. In the event that a member of staff has concerns about the conduct of the Commissioner, or has some other concern that they do not feel that they can refer to the Commissioner, these should be referred to the Sponsor Team.

Policy dissemination

Employees will be made aware of the contents of this code as part of induction training.

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