



COUNCIL OF EUROPE



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CDDG(2019)9 ADDENDUM
Item 8.1 of the agenda

**EUROPEAN COMMITTEE ON DEMOCRACY AND GOVERNANCE
(CDDG)**

**DRAFT GUIDE ON PUBLIC ETHICS
STEPS TO IMPLEMENTING PUBLIC ETHICS
IN PUBLIC ORGANISATIONS**

For adoption

Secretariat Memorandum
prepared by the
Directorate General of Democracy
Democratic Governance Department

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Introduction

The present addendum includes proposed additions (A) and drafting amendments (B) which have been received by the Secretariat after the meeting of the CCDG Bureau on 15 November 2019.

Action required

The CDDG is invited to consider whether to approve the proposed additions and drafting amendments.

A) Proposed additions

Proposal by Estonia:

At page 21, in the box on 'Codes of conduct and codes of ethics', in ***Estonia: Public Service Code of Ethics (1999)***, at the end of the text add the following:

In March 2015, the Council of Ethics for Officials approved new Code of Ethics for Officials: https://www.rahandusministeerium.ee/sites/default/files/personalipoliitika/code_of_ethics.pdf The Code includes the set of ethical values and principles which a person exercising public authority has to follow. The Council of Ethics for Officials is responsible for supporting the implementation of the Code.

Proposal by Slovakia:

Slovakia: The Civil Service Council (2018)

The Civil Service Council is an independent coordinating and monitoring body for the protection of civil service principles, established by the Civil Service Act. The primary function of the Council is to oversee the compliance and protection of the Civil Service Principles and to oversee the Code of Ethics for Civil Servant. The Council has 5 members (chairperson and 4 members), who are elected by the National Council of the SR for seven years term.

The Council's remit includes the handling of written complaints by citizens or civil servants considering violations of the civil service principles by the civil service authority. If violations are found, the Council recommends the adoption of a remedial measure and at the same time informs the Government Office of the SR. Annually the Council prepares and submits the Report on the current situation and development of civil service to National Council of the SR. Another activity of the Council is the elaboration of expert studies on the application of the principles of the civil service as well as on the provisions contained in the Code of Ethics of the civil servant.

The Council elaborates a Code of Ethics for Civil Servant, the basic objective of which was to establish uniform rules of ethics for all civil servants in the Slovak Republic. The Office of the Government of the Slovak Republic issues the Code of Ethics for civil servant through implementing regulations. The Council is currently awaiting its promulgation in the Collection of Laws. The document establishes the principles of ethical behavior: political neutrality, impartiality, professionalism, public interest and dignity as well as respect in interpersonal relations. The following section covers gifts and other benefits. The document provides the opportunity to appoint an ethical advisor. As long as he is not appointed, civil servant may turn to the civil service office in the event of an ethical dilemma. Towards better application of the Code of Ethics for civil servant, the Council elaborated a Methodological Guideline on the Code of Ethics for Civil Servants. This Guideline elaborates the individual principles of ethical behavior with concrete examples.

In its practical work, the Council has started conducting training in ethics. The first was a training for the Office of the President of the Slovak Republic based on a request and with the personal support of the President of the Slovak Republic. The training included topics related to theory but also the application of ethics in the civil service. The training also provided guidance on how to deal with situations that may arise during the employment, such as conflicts of interest, receiving gifts, or acting publicly of employees. In the future, the Council plans to start providing on-line counseling.

B) Drafting amendments

Proposed by Slovakia

- In *The Principles of Public Ethics*, page 9, put 'integrity' as the first principle (a)
- In *Standards of conduct*, page 11, letter h), amend as follows: being discrete and comply with relevant rules when dealing with information of a confidential or private nature
- In *Incentives and rewards*, page 33, modify as follows: The leadership of an organisation ~~should~~ might consider rewarding outstanding ethical behaviour reflecting the organisation's public ethics culture