

Setting high ethical  
standards

Metropolitan Police  
Authority

PROGRESS ON FEBRUARY  
2004 ACTION PLAN

	Recommendation Feb 2004	Progress at February 2005 (Supporting documents)	Conclusion/Remaining action points
	<b>STANDARDS COMMITTEE</b>		
	R1 Extend the Standards' Committee terms of reference to recent regulations regarding referrals from the Standards Board for England.	Done April 2005	Action taken.
	<b>CODE OF CONDUCT</b>		
	R2 Consider how responsibilities under equalities and diversities can be integrated with conduct issue to ensure Members have a full understanding of all their responsibilities.	As part of the induction programme for Members, the Monitoring Officer gave a briefing on issues such as the Code of Conduct and ethical behaviour, although this did not directly cover diversity issues. A separate Member briefing was given on equalities issues, but this included only limited reference to ethical governance issues.	Briefings have been provided but not all Members attended.
	R3 Undertake an assessment of standards of conduct at the MPA so that an appropriate programme of activity can be developed.	This has been approached by developing a set of Standards Indicators, to be monitored by the Standards Committee at each meeting. It is intended that this process will identify areas of concern and allow the Committee to decide how to tackle them. The first report is scheduled for the June meeting.  <i>(Report to Standards Committee 13 December 2005 – Standards Indicators)</i>	This is a pragmatic approach which has the capacity to work satisfactorily. The Committee may wish to develop a Forward Plan to give structure to its future work programme.
	R4 Include training about ethics and conduct in the induction for new Members in June 2004.	See R2 above.	See R2
	R5 Ensure information about the standards committee and the code of conduct is shared with employees of the MPA when the Member/Officer protocol is implemented.	The protocol on Member/officer relations has been put in place. The link with the Standards Committee was made through a lunchtime briefing for staff. The written protocol makes explicit reference to the Standards Committee.  <i>(Protocol on Member/Officer relations)</i>	Satisfactory. Officers report that there is a further opportunity to publicise the role of the Standards Committee when the new officer Code of Conduct is produced later this year.
	R6 Consider how the proactive role of the standards committee can be developed.	This is being addressed in more than one way: a) through Standards Indicators (see R3) b) by producing regular reports to the Authority, updating them on the work of the Standards Committee and raising its profile in the organisation as a whole. Officers report that	Appropriate action has been taken to raise the profile of the Standards Committee.

		<p>this led to some discussion of issues such as changes in the regulations, Members' allowances and the Standards Indicators.</p> <p><i>(Reports of the Standards Committee to the Authority – 25 March 2004 and 27 January 2005)</i></p>	
R7	Promote the code of conduct with stakeholders.	<p>The MPA is reviewing its relationship with its main stakeholders for this purpose, the CPCGs, so officers report that it is not a good time to raise this issue.</p> <p>However, information about the Code of Conduct is available to the public through the MPA's website. It is also included in the publication scheme under the Freedom of Information Act.</p>	<p>Information on the Code of Conduct is available to stakeholders via the MPA website but has not been actively promoted. When the principles of greater delegation to the CPCGs are established, it would be a good time to publicise the code of conduct.</p>
	<b>INVESTIGATIONS</b>		
R8	Ensure all members of the MPA receive a briefing on the implications of the new regulations regarding referrals from the Standards Board for England.	<p>A report has gone to the Standards Committee explaining how this works.</p> <p>The issues were also covered by the Monitoring Officer in induction.</p> <p><i>(Report to Standards Committee 13 December 2005 – Local Investigations)</i></p>	Action taken.
	<b>MONITORING OFFICER</b>		
R9	Ensure the monitoring officer supports the proactive role of the standards committee.	The MO has played a role in all aspects. For example, see R2 and R8.	Action taken.
R10	Consider the role of the monitoring officer in carrying out investigations into breaches of the code of conduct.	The MPA has yet to decide which role the MO will take, and whether a reciprocal arrangement will be made with a similar Authority.	This issue remains to be resolved. A decision should be taken before a 'real case' arises, so the MPA can be seen to be prepared.