



NES's CODE OF CONDUCT



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NES expects all staff including workers to conduct themselves in a manner consistent with our policies, procedures, leadership behaviours and values, irrespective of their seniority and role. This Code explains how these behaviours and values should be put into everyday practice and we must familiarise ourselves with the standards expected of us. Adherence to our Code is essential in order to create a safe, appropriate and positive workplace which both respects the rights of all colleagues and meets the needs of our organisation.

The Code comprises of the following four sections:



Our Way : Our vision, mission, behaviours, and values

Further information can be found in [‘Our Way’](#) which explains the leadership behaviours and values that support our vision and mission.

Workforce Policies

The [NHSScotland Workforce Policies](#) are single, standardised policies used consistently and seamlessly across the NHS in Scotland to ensure our employees and workers are treated fairly and consistently at work. They outline the NHS’s core values and provide clear guidance on process and procedure.

NES Policies

The Code of Conduct encompasses policies in relation to [corporate governance](#) and [how we do our business, information governance and security, financial policies and controls to include counter fraud, HR policies](#) and other [NES policies](#). Our business code of conduct is available [here](#) and complaints procedure is available [here](#). All staff working for us / delivering a service for us should familiarise themselves with the above policies and should approach their line manager in the first instance should they have any queries. Occasionally, situations will arise where neither the staff member or their line manager are certain of what action to take, or the staff member may feel

unable to raise the matter with their manager. In these circumstances you should contact your HR Business Partner via our [Workforce Service Desk](#).

“Speak Up” The national whistleblowing standards.

We encourage a trusting and supporting environment for all those who provide a service to us including our staff and workers. Any concerns in relation to speaking up in the public interest about patient safety and malpractice can be raised via the NHS [Scotland Workforce Policy on Whistleblowing](#), applicable to all NHS Services.