



## Ireland – Civil Service Code of Conduct



Public Procurement Principle: **Integrity, Capacity**



Procurement Stage: **All stages**



Audience: **Procuring entity, Policy makers**

### Description

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The Civil Service Code was introduced to underpin the change process, an integrated approach to the values, standards and behaviour of civil servants. The Code sets out a clear framework within which civil servants must work. It sets out in a single document the principles which should govern the behaviour of civil servants and the values which the Civil Service espouses.

It builds on the principles set out in “The Ombudsman’s Guide to Standards of Best Practice for Public Servants”. It is not intended to be an exhaustive list of guidelines for all possible eventualities. Individual Departments and Offices will wish to provide additional guidance as appropriate for their own personnel relevant to their own particular circumstances.

Moreover, in Ireland, after years of campaigning and working with a number of whistle-blowers from all sectors, the Protected Disclosures Act was finally passed in parliament in 2013 and it entered into force in July 2014. It offers comprehensive protection for whistle-blowers. It replaces a patchwork of protections that had previously been scattered in different Irish legislation. In addition to using a broad definition of a worker protected under the act, the protection offered to whistle-blowers extends to personnel who might not have made a disclosure themselves, but who might have suffered as a consequence of someone else making a disclosure.

The manner in which the burden of proof has been regulated is also of interest: it is up to the employer to prove that the disclosure was not a protected disclosure. The law lays down clear requirements and procedures for making and receiving a disclosure, and it envisions periodic reviews to ensure it remains relevant.

Source: Boryczka, M., D. Bochnar and A. Larin (2019), "[Guidelines for assessing the quality of internal control systems](#)", SIGMA Papers, No. 59, OECD Publishing, Paris

