

The Olympic Lottery Distributor as an Employer

The OLD Board has adopted the following statement of policy.

1. The Board should ensure:
 - that it complies with all relevant legislation and that it employs suitably qualified staff who will discharge their responsibilities in accordance with the high standards expected of staff employed by such bodies. All staff should be familiar with the body's main aims and objectives;
 - that the OLD adopts management practices which use resources in the most economical, efficient and effective manner;
 - that the OLD's rules for the recruitment and management of staff provide for appointment and advancement on merit on the basis of equal opportunity for all applicants and staff. In filling senior staff appointments, the Board should satisfy itself that an adequate field of qualified candidates is considered and should always consider the merits of full and open competition. In recruiting external candidates, this should normally be used; and
 - that the OLD's staff, and the Board's own members, have appropriate access to expert advice and training opportunities in order to enable them to exercise their responsibilities effectively (in line with wider Government commitments on training strategies).
2. The Board will adopt a code of conduct for its staff using the model issued for executive NDPBs by Cabinet Office in August 1996, subject to any modifications that may be necessary – and that are agreed with the DCMS – to take account of their own particular characteristics and circumstances. The model code covers arrangements enabling members of staff to raise concerns about propriety with a nominated official or Board – member of the NDPB in the first instance and subsequently, if necessary, with a nominated official in the DCMS. There will be safeguards to prevent conflicts of interests when staff leave.

3. The Board has a responsibility to monitor the performance of the Chief Executive and other senior staff. Where the terms and conditions of employment of the Chief Executive and other senior staff include an entitlement to be considered for performance-related pay, and where such payments are assessed by the Board should ensure that they have access to the information and advice required to make the necessary judgements.