



WUJAL WUJAL ABORIGINAL SHIRE COUNCIL

HUMAN RESOURCES POLICY

Responsible Manager: Director Finance & Corporate Services

Head of Power:

Local Government Act 2009 (Qld)

Local Government Regulation 2012 (Qld)

Public Service Act 2008 (Qld)

Industrial Relations Act 1999 (Qld)

Anti-Discrimination Act 1991 (Qld)

Sex Discrimination Act 1984 (Cth)

Racial Discrimination Act 1975 (Cth)

Disability Discrimination Act 1992 (Cth)

Human Rights and Equal Opportunity Commission Act 1986 (Cth)

Public Sector Ethics Act 1994 (Qld)

Crime and Corruption Act 2001 (Qld)

Queensland Competition Authority Act 1997 (Qld)

Authorised by: Council

Authorised on: 21 May 2020

Implemented from: 21 May 2020

Review Date: 30 June 2021

1. POLICY STATEMENT

- (a) Council is committed to be an employer of choice by maintaining industry parity in relation to the development, management and support of human resources.
- (b) Employees, Councillors, contractors, consultants, work experience students, volunteers and agents of Council shall conduct themselves strictly in accordance with the *Local Government Principles* set out in section 4(2) of the *Local Government Act 2009* (Qld) and the *Ethics Principles* set out in section 4(2) of the *Public Sector Ethics Act 1994* (Qld), namely:
- (i) transparent and effective processes, and decision-making in the public interest;
 - (ii) sustainable development and management of assets and infrastructure, and delivery of effective services;
 - (iii) democratic representation, social inclusion and meaningful community engagement;
 - (iv) good governance of, and by, local government;
 - (v) ethical and legal behaviour of Councillors and local government employees;
 - (vi) integrity and impartiality;
 - (vii) promoting the public good;
 - (viii) commitment to the system of government; and
 - (ix) accountability and transparency.
- (c) Council shall maintain open and transparent internal and external complaints management processes enabling continuous review of the conduct of its employees, Councillors, contractors, consultants, work experience students, volunteers and agents.
- (d) A failure of a local government employee, Councillor, contractor, consultant, work experience student, volunteer or agent to conduct oneself strictly in accordance with the *Local Government Principles* and *Ethics Principles* shall be thoroughly investigated by Council and if proven, met with appropriate disciplinary action as available under Council Policy, Procedure and/or Regulation, including but not limited to mandatory reporting to regulatory bodies (e.g. the Queensland Crime and Corruption Commission or to the Department of Local Government, Racing and Multicultural Affairs).

2. SCOPE

This Policy applies to all Wujal Wujal Aboriginal Shire Council employees, Councillors, contractors, consultants, work experience students, volunteers and agents.

3. AUTHORISATION

This page and the previous bearing my signature were duly authorised by Council as the **Wujal Wujal Aboriginal Shire Council Human Resources Policy** on 21 May 2020 and shall hereby supersede any previous policy of the same intent.



Stephen Wilton
Chief Executive Officer

Date: 21 May 2020