



SHIRE OF
WAROONA
SEA TO SCARP

CODE OF CONDUCT
EMPLOYEES & VOLUNTEERS



SHIRE OF WAROONA CODE OF CONDUCT FOR EMPLOYEES

Policy Number	CORP050
HR Payroll Form No.	HR-P10
Approved By	Chief Executive Officer
Responsible Officer	All Reporting Officers
Last Date Reviewed	16 th September 2021

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1.	INTRODUCTION
	<p>The Shire of Waroona Code of Conduct (the Code) provides employees with clear guidelines for the standards of professional conduct expected of them in carrying out their functions and responsibilities.</p> <p>The Code addresses the broader issue of ethical responsibility and encourages transparency and accountability. The Code expresses the Shire of Waroona’s commitment to high standards of ethical and professional behaviour and outlines the principles in which individual responsibilities are based.</p> <p>The Code is complementary to the principles adopted in the <i>Local Government Act 1995</i> (the Act) and associated regulations, which incorporate four fundamental aims:</p> <ul style="list-style-type: none"> (a) <i>better decision-making by local governments;</i> (b) <i>greater community participation in the decisions and affairs of local governments;</i> (c) <i>greater accountability of local governments to their communities; and</i> (d) <i>more efficient and effective local government.</i>
1.1	Statutory Framework
	<p>The Code addresses the requirement in section 5.51A of the Act for the CEO to prepare and implement a code of conduct to be observed by employees of the Local Government, and includes the matters prescribed in Part 4A of the <i>Local Government (Administration) Regulations 1996</i>.</p> <p>The Code should be read in conjunction with the Act and associated regulations. Employees should ensure that they are aware of their statutory responsibilities under this and other legislation.</p>
1.2	Application
	<p>For the purposes of the Code, the term employees includes persons employed by the Shire of Waroona or engaged by the Shire of Waroona under a contract for services.</p> <p>The Code applies to:</p> <ul style="list-style-type: none"> • All employees and volunteers, including the CEO; • All contractors engaged under any contract for the provision of services; and • All emergency service volunteers, as specifically outlined <p>while on the Local Government’s premises or while engaged in Local Government related activities.</p> <p>Clause 3.15 of this Code (Gifts), does <u>not</u> apply to the CEO.</p> <p>Volunteers acknowledge that they are subject to the provisions of the Code upon registering as a volunteer and whilst they remain a registered volunteer for the Shire of Waroona.</p>

2.	VISION, MISSION & VALUES
2.1	Vision
	The Shire of Waroona will create a sense of place and identity, embracing creativity, our natural environment and a strong a diverse economy.
2.2	Mission
	We will be an organisation with a can-do-attitude that strives for service excellence, continued improvement and a commitment to outcomes.
2.3	Values
	Our values are A REALITY: A – Accountable R – Respect E – Excellence A – Accessible L – Leadership I – Innovative T – Transparent Y – Yours

3.	ROLES AND RESPONSIBILITIES
3.1	Role of employees
	<p>The role of employees in Local Government is determined by the functions of the CEO as set out in section 5.41 of the Act.</p> <p>5.41 Functions of CEO</p> <p><i>The CEO's functions are to:</i></p> <ul style="list-style-type: none"> (a) <i>advise the Council in relation to the functions of a local government under this Act and other written laws;</i> (b) <i>ensure that advice and information is available to the council so that informed decisions can be made;</i> (c) <i>cause Council decisions to be implemented;</i> (d) <i>manage the day to day operations of the local government;</i> (e) <i>liaise with the mayor or president on the local government's affairs and the performance of the local government's functions;</i> (f) <i>speak on behalf of the local government if the mayor or president agrees;</i> (g) <i>be responsible for the employment, management supervision, direction and dismissal of other employees (subject to section 5.37 (2) in relation to senior employees);</i> (h) <i>ensure that records and documents of the local government are properly kept for the purposes of this Act and any other written law; and</i> (i) <i>perform any other function specified or delegated by the local government or imposed under this Act or any other written law as a function to be performed by the CEO.</i> <p style="text-align: right;"><i>Local Government Act 1995</i></p>
3.2	Principles affecting employment by the Shire of Waroona
	<p>The principles set out in section 5.40 of the Act apply to the employment of the Shire of Waroona's employees:</p> <p>5.40 Principles affecting employment by local governments</p> <p><i>The following principles apply to a local government in respect of its employees –</i></p> <ul style="list-style-type: none"> (a) <i>employees are to be selected and promoted in accordance with the principles of merit and equity; and</i> (b) <i>no power with regard to matters affecting employees is to be exercised on the basis of nepotism or patronage; and</i> (c) <i>employees are to be treated fairly and consistently; and</i> (d) <i>there is to be no unlawful discrimination against employees or persons seeking employment by the Shire on a ground referred to in the Equal Opportunity Act 1984 or on any ground; and</i> (e) <i>employees are to be provided with safe and healthy working conditions in accordance with the Occupational Safety and Health Act 1984; and</i> (f) <i>such other principles, not inconsistent with this Division, as may be prescribed.</i> <p style="text-align: right;"><i>Local Government Act 1995</i></p>

3.3	Personal Behaviour
	<p>Employees will:</p> <ul style="list-style-type: none"> (a) act, and be seen to act, properly, professionally and in accordance with the requirements of the law, the terms of this Code and all policies of the Shire of Waroona; (b) perform their duties impartially and in the best interests of the Shire of Waroona uninfluenced by fear or favour; (c) act in good faith (i.e. honestly, for the proper purpose, and without exceeding their powers) in the interests of the Shire of Waroona and the community; (d) make no allegations which are improper or derogatory (unless true and in the public interest); (e) refrain from any form of conduct, in the performance of their official or professional duties, which may cause any reasonable person unwarranted offence or embarrassment; and (f) always act in accordance with their obligation of fidelity to the Shire of Waroona.
3.4	Honesty and Integrity
	<p>Employees will:</p> <ul style="list-style-type: none"> (a) observe the highest standards of honesty and integrity, and avoid conduct which might suggest any departure from these standards; (b) be frank and honest in their official dealing with each other; and (c) report any dishonesty or possible dishonesty on the part of any other employee to their direct reporting manager or the CEO in accordance with this Code and the Shire of Waroona's policies.
3.5	Performance of Duties
	<p>While on duty, employees will give their whole time and attention to the Shire of Waroona's business and ensure that their work is carried out efficiently, economically and effectively, and that their standard of work reflects favourably both on them and on the Shire of Waroona.</p>
3.6	Compliance with Lawful and Reasonable Directions, Decision and Policies
	<ul style="list-style-type: none"> (a) Employees will comply with any lawful and reasonable direction given by any person having authority to make or give such an order, including but not limited to their Reporting Manager, Manager or the CEO or through the chain of command in regard to emergency service volunteers. (b) Employees will give effect to the lawful decisions and policies of the Shire of Waroona whether or not they agree with or approve of them.
3.7	Administrative and Management Practices
	<p>Employees will ensure compliance with proper and reasonable administrative practices and conduct, and professional and responsible management practices.</p>
3.8	Intellectual Property
	<p>The title to Intellectual Property in all duties relating to contracts of employment will be assigned to the Shire of Waroona upon its creation unless otherwise agreed by separate contract.</p>

3.9	Recordkeeping
	Employees will ensure complete and accurate local government records are created and maintained in accordance with the Shire of Waroona's Recordkeeping Plan.
3.10	Dealing with Other Employees
	<ul style="list-style-type: none"> (a) Employees will treat other employees with respect, courtesy and professionalism, and refrain from behaviour that constitutes discrimination, bullying or harassment. (b) Employees must be aware of and comply with their obligations under relevant law and the Shire of Waroona's Policies, Management Plans and Management Practices regarding workplace behaviour and occupational safety and health. (c) Employee behaviour should reflect the Shire of Waroona's values and contribute towards creating and maintaining a safe and supportive workplace.
3.11	Dealing with community
	<ul style="list-style-type: none"> (a) Employees will treat all members of the community with respect, courtesy and professionalism. (b) Employees with statutory enforcement responsibilities are to act consistently without prejudice or favour and in accordance with law. (b) All Shire of Waroona services must be delivered in accordance with relevant policies and procedures, and any issues resolved promptly, fairly and equitably.
3.12	Professional Communications
	<ul style="list-style-type: none"> (a) All aspects of communication by employees (including verbal, written and electronic), involving the Shire of Waroona's activities should reflect the status, values and objectives of the Shire of Waroona. (b) Communications should be accurate, polite and professional.
3.13	Personal Communications and Social Media
	<ul style="list-style-type: none"> (a) Personal communications and statements made privately in conversation, written, recorded, emailed or posted in personal social media, have the potential to be made public, whether intended or not. (b) Employees must not, unless undertaking a duty in accordance with their employment, disclose information, make comments, or engage in communication activities about or on behalf of the Shire of Waroona, it's Council Members, employees or contractors, which breach this Code. (c) Employee comments which become public and breach the Code of Conduct, or any other operational policy or procedure, may constitute a disciplinary matter and may also be determined as misconduct and be notified in accordance with the <i>Corruption, Crime and Misconduct Act 2003</i>.
3.14	Personal Presentation
	Employees are expected to comply with professional, neat and responsible dress standards at all times, in accordance with the Shire of Waroona's relevant policies, procedures and Management practices.

3.15	Gifts
	<p>(a) Application</p> <p>This clause does not apply to the CEO.</p> <p>(b) Definitions</p> <p>In this clause –</p> <p>activity involving a local government discretion has the meaning given to it in the <i>Local Government (Administration) Regulations 1996</i>;</p> <p>activity involving a local government discretion means an activity –</p> <ul style="list-style-type: none"> (a) that cannot be undertaken without an authorisation from the local government; or (b) by way of commercial dealing with the local government; <p style="text-align: right;">[r.19AA of the <i>Local Government (Administration) Regulations 1996</i>]</p> <p>associated person has the meaning given to it in the <i>Local Government (Administration) Regulations 1996</i>;</p> <p>associated person means a person who –</p> <ul style="list-style-type: none"> is undertaking or seeking to undertake an activity involving a local government discretion; or it is reasonable to believe, is intending to undertake an activity involving a local government discretion. <p style="text-align: right;">[r.19AA of the <i>Local Government (Administration) Regulations 1996</i>]</p> <p>gift has the meaning given to it in the <i>Local Government (Administration) Regulations 1996</i>;</p> <p>gift –</p> <ul style="list-style-type: none"> (a) has the meaning given in section 5.57 (of the <i>Local Government Act 1995</i>); but (b) does not include – <ul style="list-style-type: none"> (i) a gift from a relative as defined in section 5.74 (1); or (ii) a gift that must be disclosed under the <i>Local Government (Elections) Regulations 1997</i> regulation 30B; or (iii) a gift from a statutory authority, government instrumentality or non-profit association for professional training; or (iv) a gift from WALGA, the Australian Government Association Limited (ABN 31 008 613 876), the Local Government Professionals Australia WA (ABN 91 208 607 072) or the LG Professionals Australia (ABN 85 004 221 818); <p style="text-align: right;">[r.19AA of the <i>Local Government (Administration) Regulations 1996</i>]</p> <p>gift means –</p> <ul style="list-style-type: none"> (a) a conferral of a financial benefit (including a disposition of property) made by 1 person in favour of another person unless adequate considering in money or money’s worth passes from the person in whose favour the conferral is made to the person who makes the conferral; or (b) a travel contribution; <p>travel includes accommodation incidental to a journey;</p> <p>travel contribution means a financial or other contribution made by 1 person to travel undertaken by another person.</p> <p style="text-align: right;">[r.19AA of the <i>Local Government (Administration) Regulations 1996</i>]</p> <p>relative, in relation to a relevant person, means any of the following –</p>

- (a) a parent, grandparent, brother, sister, uncle, aunt, nephew, niece, lineal descendant of the relevant person or of the relevant person's spouse or de facto partner;
- (b) the relevant person's spouse or de facto partner or the spouse or de facto partner of any relative specified in paragraph (a),
whether or not the relationship is traced through, or to, a person whose parents were not actually married to each other at the time of the person's birth or subsequently, and whether the relationship is a natural relationship or a relationship established by a written law.

prohibited gift has the meaning given to it in the *Local Government (Administration) Regulations 1996*;

prohibited gift, in relation to a local government employee, means –

- (a) a gift worth the threshold amount of \$300 or more; or
- (b) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth the threshold amount of \$300 or more;

[r.19AA of the *Local Government (Administration) Regulations 1996*]

reportable gift means:

- (a) a gift worth more than \$0 but less than \$300; or
- (b) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth more than \$0 but less than \$300.

threshold amount has the meaning given to it in the *Local Government (Administration) Regulations 1996*, subject to the CEO's determination under subclause (c);

threshold amount, for a prohibited gift, means –

- (a) a gift worth the threshold amount of \$300 or more; or
- (b) a gift that is 1 of 2 or more gifts given to the local government employee by the same person within a period of 1 year that are in total worth the threshold amount of \$300 or more;

[r.19AA of the *Local Government (Administration) Regulations 1996*]

- (c) Determination

In accordance with Regulation 19AF of the *Local Government (Administration) Regulations 1996* the CEO has determined, the threshold amount for prohibited gifts in regulation 19AA is \$30.

- (d) Employees must not accept a prohibited gift from an associated person.

- (e) This determination pursuant to Regulation 19AF (1) of the *Local Government (Administration) Regulations 1996* is to be published on the local government's official website.

3.16	Conflict of Interest
	<p>(a) Employees will ensure that there is no actual (or perceived) conflict of interest between their personal interests and the impartial fulfilment of their professional duties.</p> <p>(b) Employees will not engage in private work with or for any person or body with an interest in a proposed or current contract with the Shire of Waroona, without first disclosing the interest to the CEO. In this respect, it does not matter whether advantage is in fact obtained, as any appearance that private dealings could conflict with performance of duties must be scrupulously avoided.</p> <p>(c) Employees will lodge written notice with the CEO describing an intention to undertake a dealing in land which is within the district of the Shire of Waroona or which may otherwise be in conflict with the Local Government's functions (other than purchasing the principal place of residence).</p> <p>(d) Employees who exercise a recruitment or any other discretionary function will disclose any actual (or perceived) conflict of interest to the CEO before dealing with relatives or friends and will disqualify themselves from dealing with those persons. Failing to disclose may result in disciplinary action.</p> <p>(e) Employees will conduct themselves in an apolitical manner and refrain from political activities which could cast doubt on their neutrality and impartiality in acting in their professional capacity.</p>
3.17	Secondary employment
	<p>An employee must not engage in secondary employment (including paid and unpaid work) without receiving prior approval of the CEO.</p> <p>Secondary employment does not include defence reservist or volunteer emergency service activities.</p>
3.18	Disclosure of Financial Interests
	<p>(a) All employees will apply the principles of disclosure of financial interest as contained within the Act.</p> <p>(b) Employees who have been delegated a power or duty, have been nominated as 'designated employees' or provide advice or reports to Council or Committees, must ensure that they are aware of, and comply with, their statutory obligations under the Act.</p>
3.19	Disclosure of Interests Relating to Impartiality
	<p>(a) In this clause, interest has the meaning given to it in the <i>Local Government (Administration) Regulations 1996</i>.</p> <div style="background-color: #e0f2f1; padding: 10px; margin: 10px 0;"> <p>interest –</p> <p>(a) means an interest that could, or could reasonably be perceived to, adversely affect the impartiality of the person having the interest; and</p> <p>(b) includes an interest arising from kinship, friendship or membership of an association.</p> <p style="text-align: right;">[r.19AA of the <i>Local Government (Administration) Regulations 1996</i>]</p> </div> <p>(b) An employee who has an interest in any matter to be discussed at a Council or Committee meeting attended by the employee is required to disclose the nature of the interest:</p> <p>(i) in a written notice given to the CEO before the meeting; or</p> <p>(ii) at the meeting immediately before the matter is discussed.</p>

<p>(c) An employee who has given, or will give, advice in respect of any matter to be discussed at a Council or Committee meeting not attended by the employee is required to disclose the nature of any interest the employee has in the matter:</p> <ul style="list-style-type: none"> (i) in a written notice given to the CEO before the meeting; or (ii) at the time the advice is given. <p>(d) A requirement described under (b) and (c) excludes an interest referred to in Section 5.60 of the Act.</p> <p>(e) An employee is excused from a requirement made under (b) or (c) to disclose the nature of an interest because they did not now and could not reasonably be expected to know:</p> <ul style="list-style-type: none"> (i) that they had an interest in the matter; or (ii) that the matter in which they had an interest would be discussed at the meeting and they disclosed the nature of the interest as soon as possible after the discussion began. <p>(f) If an employee makes a disclosure in a written notice given to the CEO before a meeting to comply with requirements of (b) or (c), then:</p> <ul style="list-style-type: none"> (i) before the meeting the CEO is to cause the notice to be given to the person who is to preside at the meeting; and (ii) at the meeting the person presiding must bring the notice and its contents to the attention of persons present immediately before a matter to which the disclosure relates is discussed. <p>(g) If:</p> <ul style="list-style-type: none"> (i) to comply with a requirement made under item (b), the nature of an employee's interest in a matter is disclosed at a meeting; or (ii) a disclosure is made as described in item (e)(ii) at a meeting; or (iii) to comply with a requirement made under item (f)(ii), a notice disclosing the nature of an employee's interest in a matter is brought to the attention of the persons present at a meeting, <p style="padding-left: 40px;">the nature of the interest is to be recorded in the minutes of the meeting.</p>
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3.20	Use and Disclosure of Information
<p>(a) Employees must not access, use or disclose information held by the Shire of Waroona except as directly required for, and in the course of, the performance of their duties.</p> <p>(b) Employees will handle all information obtained, accessed or created in the course of their duties responsibly, and in accordance with this Code, the Shire of Waroona's policies and procedures.</p> <p>(c) Employees must not access, use or disclose information to gain improper advantage for themselves or another person or body, in ways which are inconsistent with their obligation to act impartially and in good faith, or to improperly cause harm, detriment or impairment to any person, body, or the Shire of Waroona.</p> <p>(d) Due discretion must be exercised by all employees who have access to confidential, private or sensitive information.</p> <p>(e) Nothing in this section prevents an employee from disclosing information if the disclosure:</p> <ul style="list-style-type: none"> (i) is authorised by the CEO or the CEO's delegate; or (ii) is permitted or required by law. <p>Improper use or the disclosure of information as determined by the CEO may result in disciplinary action.</p>	

3.21	Improper or Undue Influence
	<p>(a) Employees will not take advantage of their position to improperly influence Council Members or employees in the performance of their duties or functions, in order to gain undue or improper (direct or indirect) advantage or gain for themselves or for any other person or body.</p> <p>(b) Employees must not take advantage of their position to improperly influence any other person in order to gain undue or improper (direct or indirect) advantage or gain, pecuniary or otherwise, for themselves or for any other person or body.</p> <p>(c) Employees must not take advantage of their positions to improperly disadvantage or cause detriment to the local government or any other person.</p>

3.22	Use of Shire of Waroona Resources
	<p>(a) In this clause –</p> <p>Shire of Waroona resources includes local government property and services provided for or paid for by the Shire of Waroona.</p> <p>local government has the meaning given to it in the Act.</p> <p>local government property means anything, whether land or not, that belongs to, or is vested in, or under the care, control or management of, the local government.</p> <p style="text-align: right;">[Section 1.4 of the <i>Local Government Act 1995</i>]</p> <p>(b) Employees will:</p> <ul style="list-style-type: none"> (i) be honest in their use of Shire of Waroona resources and must not misuse them or permit their misuse (or the appearance of misuse) by any other person or body; (ii) use the Shire of Waroona resources entrusted to them effectively, economically, in the course of their duties and in accordance with relevant policies and procedures; and (iii) not use the Shire of Waroona’s resources (including the services of employees) for private purposes (other than when supplied as part of a contract of employment), unless properly authorised to do so, and appropriate payments are made, except for incidental use, (as determined by the CEO).

3.23	Use of Shire of Waroona Finances
	<ul style="list-style-type: none"> (a) Employees are expected to act responsibly and exercise sound judgement with respect to matters involving the Shire of Waroona's finances. (b) Employees will use Shire of Waroona finances only within the scope of their authority, as defined by Shire of Waroona policies and procedures. (c) Employees with financial management responsibilities will comply with the requirements of the <i>Local Government (Financial Management) Regulations 1996</i>. (d) Employees exercising purchasing authority will comply with the Shire of Waroona's Purchasing Policy, and the systems and procedures established by the CEO in accordance with regulation 5 of the <i>Local Government (Financial Management) Regulations 1996</i>. (e) Employees will act with care, skill, diligence, honesty and integrity when using local government finances. (f) Employees will ensure that any use of Shire of Waroona finances is appropriately documented in accordance with the relevant policy and procedure, including the Shire of Waroona's record keeping plan.
3.24	Reporting of Suspected Breaches of the Code of Conduct
	Employees may report suspected breaches of the Code to their reporting manager, any Director or the CEO or through the chain of command in regard to emergency service volunteers.
3.25	Handling of Suspected Breaches of the Code of Conduct
	Suspected breaches of the Code of Conduct will be dealt with in accordance with the relevant Shire of Waroona policies and procedures, depending on the nature of the suspected breach.
3.26	Reporting Suspected Unethical, Fraudulent, Dishonest, Illegal or Corrupt Behaviour
	<ul style="list-style-type: none"> (a) Employees may report suspected unethical, fraudulent, dishonest, illegal or corrupt behaviour to their reporting manager, Director or CEO in accordance with Shire of Waroona policies and procedures. (b) In accordance with the <i>Corruption, Crime and Misconduct Act 2003</i>, if the CEO suspects on reasonable grounds that the alleged behaviour may constitute misconduct as defined in that Act, the CEO will notify: <ul style="list-style-type: none"> (i) the Corruption and Crime Commission, in the case of serious misconduct; or (ii) the Public Sector Commissioner, in the case of minor misconduct. (c) Employees, or any person, may also report suspected serious misconduct to the Corruption and Crime Commission or suspected minor misconduct to the Public Sector Commissioner. (d) Employees, or any person, may also make a Public Interest Disclosure to report suspected unethical, fraudulent, dishonest, illegal or corrupt behaviour, using the Shire of Waroona Public Interest Disclosure Procedures, published on the Shire of Waroona's website.

3.27	Handling of Suspected Unethical, Fraudulent, Dishonest, Illegal or Corrupt Behaviour
	Suspected unethical, fraudulent, dishonest, illegal or corrupt behaviour will be dealt with in accordance with the appropriate Shire of Waroona policies and procedures, and where relevant, in accordance with the lawful directions of the appropriate statutory body.

3.28	Breach of Code
	An employee who breaches this Code may be subject to disciplinary action, in accordance with the Shires established processes and procedures, which may result in employment being terminated.

4.	DECLARATION
	<p>All current and newly appointed employees and volunteers are required to have read and understood the adopted Shire of Waroona Code of Conduct as per Policy CGP001 – Adopted OCM21/06/071 and agree to abide by the Code as detailed in the document.</p> <p>The declaration shall be made by completing Human Resources Form HR-P4 ‘Confidentiality Clause & Code of Conduct Declaration’ which is provided separately. A copy of the declaration is filed on the employee or volunteer’s personnel file.</p>

5.	POLICY DETAILS		
	Division	Corporate & Governance	
	Policy Number	CGP001	
	Contact Officer	Chief Executive Officer	
	Related Legislation	Local Government Act 1995 Local Government (Administration) Regulations 1996	
	Related Shire Documents	Code of Conduct for Council Members, Committee Members and Candidates Code of Conduct for Employees, Contractors and Volunteers CGMP001 – Induction of Councillors CGMP002 – Induction of Employees and Volunteers CGMP003 – Complaint About Alleged Breach of Code of Conduct - Council Members, Committee Members and Candidates CGMP004 – Complaint About Council Service or Employee CG1 – Induction Certification CG2 – Complaint About Alleged Breach Form - Code of Conduct for Council Members, Committee Members and Candidates CG3 – Complaint About Council Service or Employee Form	
	Risk Rating	Low	Review Frequency Biennially
	Next Review	May 2023	Date Adopted 18/12/18 – OCM18/12/126

6.	AMENDMENTS		
	Date	Details of Amendment	Reference
	01/07/2021	Amended to reflect updated legislation	OCM21/06/071



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