



HUMAN RESOURCES POLICY

PO2

Responsible Manager:	Executive Manager Corporate Services
Heads of power:	<p><i>Local Government Act 2009 (Qld)</i> <i>Local Government Regulation 2012 (Qld)</i> <i>Public Service Act 2008 (Qld)</i> <i>Industrial Relations Act 1999 (Qld)</i> <i>Anti-Discrimination Act 1991 (Qld)</i> <i>Sex Discrimination Act 1984 (Commonwealth)</i> <i>Racial Discrimination Act 1975 (Cth)</i> <i>Disability Discrimination Act 1992 (Cth)</i> <i>Human Rights and Equal Opportunity Act 1986 (Cth)</i> <i>Public Sector Ethics Act 1994 (Qld)</i> <i>Crime and Corruption Act 2001 (Qld)</i> <i>Queensland Competition Authority Act 1997 (Qld)</i></p>
Authorised by:	Council
Authorised on:	May 2017
Implemented from:	2014
Last reviewed:	2017
Review history:	2013, 2014
Review date	June 2019
Corporate Plan:	Art, Culture, People

1. POLICY STATEMENT

- a) Torres Strait Island Regional Council [Council] is committed to being an employer of choice by maintaining industry parity in relation to the development, management and support of human resources.
- b) Council, local government employees, Councillors, contractors 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; and
 - (ii) sustainable development and management of assets and infrastructure and delivery of effective services; and
 - (iii) democratic representation, social inclusion and meaningful community engagement; and
 - (iv) good governance of, and by local government; and
 - (v) ethical and legal behaviour of Councillors and local government employees; and
 - (vi) integrity and impartiality; and
 - (vii) promoting the public good; and
 - (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 Council, its employees, Councillors, contractors and agents.
- d) A failure of a local government employee, Councillor, contractor 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 the Chief Executive Officer of the Department of Infrastructure, Local Government and Planning].

2. SCOPE

This Policy applies to all Council employees, Councillors, contractors and agents of Council.

3. AUTHORISATION

This page and the previous bearing my initials was/were duly authorised by Council as the Torres Strait Island Regional Council Human Resources Policy on 31 May 2017 and shall hereby supersede any previous policies of the same intent.



Chris McLaughlin
Acting Chief Executive Officer

DATE: 31 / 05 / 2017