

Policy Reference Number:	2.38
Classification:	Legislative
Last Reviewed:	November 2023 (Res. 161/2023)
Next Review Date:	December 2026
Approved By:	Council Resolution
Responsible Officer:	Chief Executive Officer
Applicable Legislation:	Local Government Act 1999 S262B Local Government (Transitional Provisions) (Conduct) Amendment Regulations 2022 Independent Commission Against Corruption Act 2012 Public Interest Disclosure Act 2018
Relevant Policies, Procedures and Standards:	Policy 2.37 Behavioural Management Policy

1. PREAMBLE

This Behavioural Support Policy has been prepared pursuant to section 75F of the Local Government Act 1999 (the Local Government Act).

The policy is intended to support appropriate behaviour by Council members and forms part of the Behavioural Management Framework that resulted from the Statutes Amendment (Local Government Review) Act 2021. The policy sets out the behaviour that members of the Southern Mallee District Council agree to observe in addition to the statutory Behavioural Standards published by the Minister for Local Government (refer SA Government Gazette, 17 November 2022, p. 6658).

A breach of the Behavioural Support Policy will be dealt with in accordance with the Council's Behavioural Management Policy and may be referred to the Behavioural Standards Panel in accordance with section 262Q of the Local Government Act.

2. INTRODUCTION

Council members in South Australia have an obligation to serve the best interests of the people within the community they represent and to discharge their duties conscientiously, to the best of their ability, and for public, not private, benefit at all times.

To serve the community well, council members must work together constructively as a Council. This, in turn will foster community confidence and trust in the Council and local government more generally.

Council members will make every endeavour to ensure that they have current knowledge of both statutory requirements and the required standards of practice relevant to their position.

The District Council of Robe is committed to providing training and education opportunities that will assist Council member to meet their responsibilities under the Local Government Act.

3. POLICY STATEMENT

We, the Council members of District Council of Robe commit to the following values and supporting behaviours:

1. *Value and Respect* – We engage with each other in a respectful manner at all times. We listen to others' views and direct our comments to the issue and not the person/s.
2. *Optimism* – We are positive, constructive and creative in our problem solving. We are open minded and willing to learn from each other and from the advice provided by Council staff.
3. *Integrity* – We are well prepared, read background papers and reports and stay focused on agreed strategic priorities. We uphold the decisions of Council. When a Council decision is not unanimous, we the decision makers of the Chamber respectfully communicate the decision to others.
4. *Connected* – We ensure we provide a safe and supportive environment where people are listened to and where communication is open, courteous and transparent.
5. *Excellence* - We value leading clear strategic goals and implementing outcomes that benefit the community as a whole.

4. COUNCIL MEMBER COMMITMENTS

To support our shared values and behaviours, we, the Council members of District Council of Robe agree:

1. That as the currently elected custodians, entrusted to oversee the affairs of District Council of Robe, we have a duty to put the interests of the community before our own interests.
2. As most Council members will serve at least a four-year term on council together, it is important to spend time focused on building and maintaining positive and constructive relationships and participate in workshops and undertake training.
3. To fulfill our duties, we will establish and maintain relationships of respect, trust, confidentiality, collaboration, and cooperation with other Council members and the employees of Council.
4. As a democratic tier of the government in South Australia we acknowledge our role in representing a wide diversity of viewpoints within the community. We:
 - a) recognise that it is appropriate and important for a range of views to be expressed at council meetings.
 - b) accept we are likely to disagree at times as part of robust debate, but we will always show respect in our differences.
 - c) undertake, when we disagree, that we will do this respectfully. In particular, we undertake, when disagreeing with others, that we will focus on the merits of the argument and not make personal or derogatory remarks about other Council members or Council employees.

5. At Council meetings we will engage with each other in a respectful and civilised manner, and we will exercise care in expressing views regarding the conduct of other Council members and Council employees.
6. The Mayor has the primary role in maintaining good order at Council meetings. However, all Council members will responsibly lead in demonstrating and supporting constructive and positive behaviour in effective decision making at Council.
7. If relationships between Council members become strained, all Council members will work collegially and constructively to resolve the conflict and restore positive relationships.
8. When engaging and communicating with Council administration we will do so in accordance with the requirements of the CEO and relevant legislation, recognising the separation of powers between Council Members and the CEO and the importance of working together constructively to achieve positive outcomes for the community.

To support the undertakings made above, the Council members of District Council of Robe additionally commit to participating in activities to monitor and review the shared values and behaviours throughout the term of Council.

5. AGREED COUNCIL MEMBER BEHAVIOUR

We, the Council members of The District Council of Robe consider it appropriate and agree that all Council members will act in accordance with the following specific obligations:

5.1 Media:

- 5.1.1 The Local Government Act provides that the Mayor is the principal spokesperson for Council unless the Council has appointed another Council member to act as its principal spokesperson either at all times or on specific issues.
- 5.1.2 Subject to this section, Council members should refrain from making any public comment that is inconsistent with the resolutions of Council.
- 5.1.3 Council members may express their individual personal views through the media. When this occurs, it needs to be clear that any such comment is a personal view and does not represent the position of Council.
- 5.1.4 If Council members choose to express dissent in the media, they should address the policy issues and refrain from making personal criticism of other Council members or Council staff. Any such commentary should not include any remarks that could reasonably be construed as being derogatory, defamatory or insulting to any person.
- 5.1.5 Council members may link and disseminate key information from official Council social media platforms in messaging to the community but should refrain from changing or interpreting the information.
- 5.1.6 For clarity, this Policy does not attempt to prevent robust political debate in the media on political issues. This policy does set rules on how views should be expressed.

5.2 Social Media

- 5.2.1 Council recognises that social media is an important platform for communication and public engagement and, as such, Council members may establish and maintain their own social media sites.
- 5.2.2 The District Council of Robe’s website is the principal source of council’s public information and is supported by social media platforms
- 5.2.3 Council members may link and disseminate key information from official Council media platforms in messaging to the community but should not change the information.
- 5.2.4 Council members shall refrain from linking or disseminating information that is inconsistent with resolutions of Council.

5.3 Communication and engagement:

- 5.3.1 Council is open and transparent in its decision making. As representatives of Council, Council members, will communicate and engage with the community on Council’s key directions, providing factual information on the challenges and opportunities respectfully and in accordance with resolutions of Council.

6 FURTHER INFORMATION

This Policy is available free of charge on the Council’s Website: www.robe.sa.gov.au

A printed copy of the Policy is available for inspection or may be purchased during ordinary business hours from the Principal Council Office, Royal Circus, Robe SA 5276 upon payment of a prescribed fee in accordance with Council’s Schedule of Fees and Charges,

Copies will be provided to interested parties upon request. Email council@robe.sa.gov.au

Any grievances in relation to this policy or its application should be forwarded in writing addressed to the Chief Executive Officer of Council.

7 POLICY REVIEW

This Policy will be reviewed within 12 months after the conclusion of each periodic election or more frequently if legislation or Council requires

8 ADOPTION & AMENDMENT HISTORY

The table below sets out the adoption, review and amendment history of the policy.

Version No:	Issue Date:	Authorised by:	Description of Change:	Minutes Reference:
1	ENTER DATE OF ADOPTION	Council	Council adopted Behavioural Support Policy as part of Behavioural Management Framework introduced by <i>Statutes Amendment (Local Government Review) Act 2021</i> .	?????