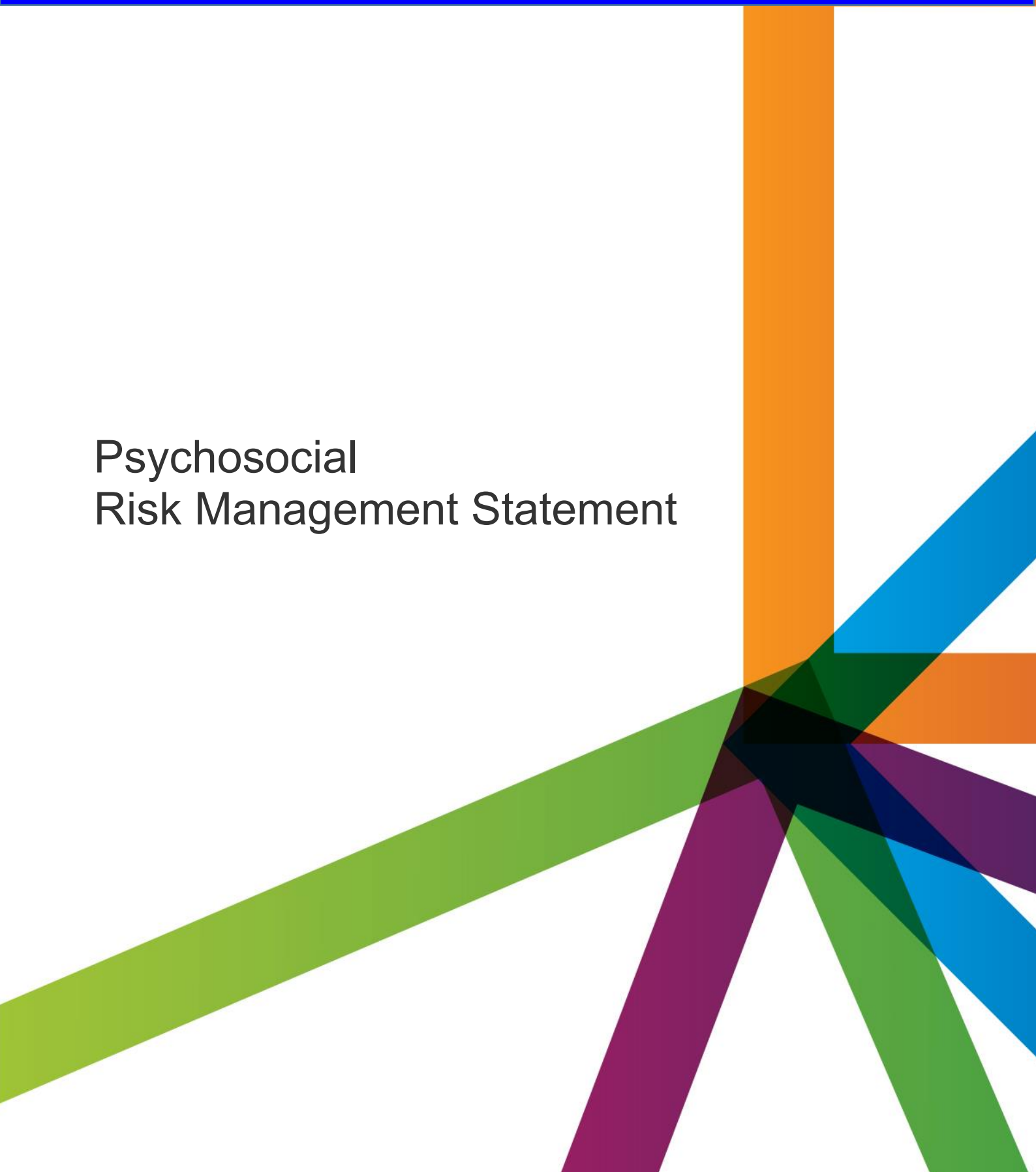


Illawarra Shoalhaven Joint Organisation Policy Manual

Psychosocial Risk Management Statement



Policy Statement

This Psychosocial Risk Management Statement is a key component of the ISJO's Conduct Framework and provides guidance on the standards of behaviour the ISJO expects and adheres to.

It should be read in conjunction with the [Model Code of Practice for Managing Psychosocial Hazard in the Workplace](#) developed by SafeWork Australia.

The Illawarra Shoalhaven Joint Organisation's Code of Conduct is based on the principles contained within the Model Code of Conduct for local government in NSW and sets out standards of conduct that meet both these principles and the statutory provisions applicable to local government activities.

Integrity

We must not place ourselves under any financial or other obligation to any individual or organisation that might reasonably be thought to influence us in the performance of our duties.

Leadership

We have a duty to promote and support the key principles by leadership and example and to maintain and strengthen the public's trust and confidence in the integrity of the ISJO.

Selflessness

We have a duty to make decisions in the public interest and not act to gain financial or other benefits for ourselves, our family, friends, or business interests.

Impartiality

We make decisions on merit and in accordance with our statutory obligations when carrying out public business.

Accountability

We are accountable to the public for our decisions and actions and should consider issues on their merits including taking into account the views of others.

Openness

We have a duty to be as open as possible about our decisions and actions, giving reasons for decisions and restricting information only when the wider public interest clearly demands.

Honesty

We have a duty to act honestly. We must declare any private interests relating to our public duties and take steps to resolve any conflicts arising in such a way that protects the public interest.

Respect

We must always treat others with respect. We do not use derogatory terms towards others, we observe the rights of other people, treating people with courtesy and recognising the different roles others play in local government decision making.

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Document	Code of Business Ethics	Author:	Roger Stephan	Approved by:	Chief Executive
Date:	30 November 2024	Review Date	Annually on 30 June	Doc ID:	
Version:	1	Amendment notes:			

We're here for our community.

We're focused on the safety and wellbeing of our people and the people impacted by our work and we prioritise safe working practices as part of our service delivery.

Our people are our most important asset. They are empowered to take responsibility for their work health and safety, continually improving our safety culture and behaviour by working together to achieve a healthy, safe environment that is free from harm.

We lead the way by caring for one another, looking after the environment and the wellbeing of the people we work with and the people that work with us, including employees, contractors, volunteers, and visitors.

We'll achieve this through:

- Establishing measurable safety objectives and targets to achieve continuous and sustainable improvement
- Establishing clear levels of responsibility, accountability and authority Involving our workers and/or their workgroup representatives in the decision-making process through consultation and communication on safety related matters
- Complying with relevant safety legislation, standards and controls including the Model Code of Practice for Managing Psychosocial Hazard in the Workplace as prepared and periodically updated by SafeWork Australia.
- Applying our risk-based approach to eliminate or control our safety hazards and critical risks
- Enhancing our safety knowledge through a program of education and training.

Our Safety Values underpin these principles:

1. Ready and capable of working safely
2. Aware of our risks and act to control them
3. Taking ownership of our actions
4. Speaking up if we see hazards or unsafe behaviours
- 5.
6. Celebrating our successes and learning from our mistakes.

We want everyone to recognise the importance of developing and maintaining healthy and safe working conditions at Council. To enable this, our safety policies, procedures, work practices and systems are continually monitored and reviewed to ensure ongoing improvements.

By working together, with a commitment to preventing physical and psychological injury and illness, we will continue to provide a safe and healthy working environment.

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Document	Managing Psychosocial Risk Statement	Author:	Roger Stephan	Approved by:	Chief Executive
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