



Light
Regional
Council

Behavioural Support Policy

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Responsible Department:	Governance
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Resolution Number:	OCM-2023/156
Version Number:	Original
Next Review Date:	June 2027
Review Frequency:	Within 12 months of a periodic election

1. Statement of Intent

Elected 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.

The Chief Executive Officer (CEO) has a statutory responsibility to manage the organisation through the implementation of the goals and strategies that have been endorsed by Council, and management of the day-to-day operations and affairs of the Council. The CEO plays a critical role in achieving excellence in governance through the development of a culture that sees Council as the peak decision-making body through strategy and policy development, supported and advised by the administration.

While the CEO is the only employee of the elected body, and it is the CEO that is responsible for all other Council employees, it is acknowledged that constructive and effective working relationships between Elected Members, the CEO and all Council employees are essential to building and maintaining community trust and successful governance in the local government sector.

To ensure that our culture and working relationships encompass respect, trust, collaboration and cooperation, Elected Members and the Executive Team of Light Regional Council commit to the following values and supporting behaviours:

Foundation values of respect, honesty, integrity and transparency

- Say what we mean, and mean what we say
- Treat others as they would wish to be treated
- Seek to understand the other person's viewpoint
- Show real empathy to all and sundry
- Understand the respective roles and responsibilities of Elected Members and staff
- Always tell the truth
- Show good intentions
- Provide context
- Trust one another

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Showing high performance leadership

- Think like a owner
- Have a bias to action
- Focus externally
- Demonstrate passion and energy
- Have high aspirations and a desire to succeed
- Behave as 'individuals who team'

Having a constant awareness of the community we serve

- Lead by walking around
- Be approachable
- Actively listen
- Attending events
- Generate publicity
- Promote Council positively at all times
- Remain open-minded and non-judgmental
- Welcoming new community members

**Our need to be viable in financial, environmental and human resources
(through core principles of Growth, Community, Innovation and Discipline)**

- Development and implement positive strategies
- Having clarity around discretionary and non-discretionary spending
- Maintain an effective risk management register
- Problem-solving and decision making based on evidence
- Having a business continuity plan
- Balance organisational needs with human resourcing
- Maintaining a positive, inclusive, anti-discriminatory culture free of psycho-social hazards
- Reaching out to industry expertise and information as necessary

Striving for quality outcomes

- Have clear, concise and achievable goals
- Celebrate the wins
- Invest in learning and development
- Pursue appropriate accreditation
- Use best practice in achieving outcomes
- Benchmark against other councils
- Adopt a continuous improvement approach
- Provide community feedback
- Aim to get it right first time
- Move quickly to correct mistakes
- Own ones mistakes
- Constantly monitor performance

A focus on achieving positive environmental, social and governance outcomes from Council's activities

- Minimise energy use
- Explore innovative ways to lead by example
- Follow Council's Environmental Sustainability Strategy action plan and update as needed
- Embracing and promoting positive social inclusion
- Provide support to community ventures which support social inclusion
- Ensure compliance with statutory legal, ethical and moral obligations
- Enhancing decision-making and problem-solving abilities through increased self and others awareness
- Be self-analytical and reflective
- Ensure policies, systems, structures and procedures are fit for purpose and are followed

To support our shared values and behaviours, we, the Elected Members and Executive Team of Light Regional Council agree to the following **Statement of Commitment**:

As Elected Members and members of Council's Executive Team, we recognise the significance of our roles in serving the community and working towards the betterment of our region. We hereby commit ourselves to fostering a collaborative and productive working relationship that prioritises the needs and aspirations of our community.

Open Communication: We commit to maintaining open lines of communication, promoting transparency, and actively engaging in constructive dialogue. We will listen to one another's perspectives, value diverse opinions, and ensure that information flows freely between Elected Members and the Executive Team. We recognise the separation of powers between Elected Members and the CEO and the importance of working together constructively to achieve outcomes for the community.

Respect and Professionalism: We will treat each other with respect, professionalism, and dignity, fostering an inclusive and supportive working environment. We recognise that our diverse backgrounds, expertise, and experiences contribute to the strength of our collective decision-making process.

Shared Goals and Vision: We will align our efforts around a shared vision for the region's future. We will work together to develop and implement strategic plans, policies, and initiatives that address the needs of our community, enhance the quality of life, and promote sustainable growth.

Collaboration and Cooperation: We commit to collaborating closely and cooperating on matters of mutual interest. This includes regular meetings, workshops, and joint planning sessions to explore innovative solutions, share knowledge, and leverage our collective resources effectively.

Accountability and Integrity: We will uphold the highest standards of accountability and integrity in our work. We will act in the best interests of the community, maintaining transparency in decision-making processes and adhering to ethical guidelines that promote public trust.

Constructive Problem Solving: We will approach challenges and conflicts with a solutions-oriented mindset, seeking common ground and compromise whenever possible. We will encourage constructive problem-solving approaches that prioritise the greater good and promote the well-being of our community.

Continuous Improvement: We are committed to continuously improving our performance and effectiveness as Elected Members and as members of the Executive Team. We will engage in ongoing professional development, seek opportunities for learning and growth, and actively apply new insights and best practices to our roles.

By affirming this commitment, we pledge to work together harmoniously, leveraging our respective strengths, and promoting the common good. We recognise that our collaboration and cooperation are crucial to achieving meaningful progress and positively impacting the lives of the people we represent. Together, we can build a stronger, more vibrant community and realise our shared vision for the future.

To support the undertakings made above, the Elected Members and Executive Team of Light Regional Council additionally commit to participating in activities to monitor and review the shared values and behaviours throughout the term of Council.

2. Scope

This policy applies to Elected Members, CEO and Council staff.

3. Legislation and References

- Local Government Act, 1999
- Behavioural Standards for Council Members, gazetted 17 November 2022
- Behavioural Management Policy

4. Application

Elected Members	Work together with the Executive Team to develop and adopt a Behavioural Support Policy that provides guidance on acceptable behaviours. Commit to live the values and behaviours as outlined in the policy.
Executive Team	Work together with the Elected members to develop and adopt a Behavioural Support Policy that provides guidance on acceptable behaviours. Commit to live the values and behaviours as outlined in the policy.

5. Definitions

CEO	Chief Executive Officer of Light Regional Council
Elected Member	Means a person elected to the Council, including the Mayor
Executive Team	The CEO and the CEO's direct reports

6. Review Schedule and History

This Policy will be reviewed by the Policy Owner, in consultation with the Elected Members and Executive Team, as outlined below or more frequently where legislation or organisational needs change or non-conformance is identified and approved by the Council and Executive Team.

Policy Owner	Governance
Version Number	Original
Endorsed By	Council and Executive Team
Resolution Number	OCM-2023/158
Review Frequency	Within 12 months of a periodic election
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Version History

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