



# Code of Conduct

## Purpose

The Safety, Rehabilitation and Compensation Commission (Commission) recognises the importance of a work environment which actively promotes best practice.

The purpose of this Code of Conduct (Code) is to describe the standards of behaviour and conduct expected from Commissioners in their dealings with Members, stakeholders and the public.

Commissioners may be subject to other codes of conduct as part of their other roles and responsibilities, such as the Australian Public Service (APS) Code of Conduct. This Code is intended to supplement any other Code of Conduct already applicable to members.

## Values

The Code is underpinned by a set of values which inform the behaviours of all Commissioners.

These values are:

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| <b>INTEGRITY</b>      | We act with honesty and are guided by ethical and moral principles in all that we do.   |
| <b>ACCOUNTABILITY</b> | We take responsibility for our actions, we are accountable to all our stakeholders for our performance and integrity and we strive to continuously improve and find better ways to do things. |
| <b>TRANSPARENCY</b>   | We are open in our dealings with others and where appropriate, we share information about our organisation and our work.  |
| <b>EFFECTIVENESS</b>  | We strive to deliver outcomes that bring about better practice across licensees.  |
| <b>COOPERATION</b>    | We work with and alongside others in a spirit of mutuality, respecting diversity and difference in the pursuit of common goals.   |
| <b>RESPECT</b>        | We recognise the value and diversity of every person and are committed to treating others with due regard for their rights, dignity and integrity.  |

## Expected behaviour

Due care and diligence	being honest and exercising all due care and diligence in the performance of duties and functions
Honesty	providing authorised persons, fellow members and auditors when asked, with complete, accurate and correct information, which is not misleading in any respect
Confidentiality	maintaining the confidentiality of information and decisions obtained while performing Commissioner duties
Respect of position	never making improper use of position as a Commissioner, or the information gained through that position, to the advantage of themselves or any other person
Behave ethically	never taking any course of action that would bring the Commission into disrepute
Behave legally	when acting in connection with the Commission, comply with all applicable Australian laws
Declare all relevant interests	Members have a duty to declare any conflict of interest (real or apparent) of any material personal interest of themselves in connection to Commission matters. The Commission considers interests declared by Members and takes reasonable steps to manage conflicts
Respect governance	demonstrating loyalty to the public interest and to the standards set out in the Commission's Guide to Governance

## Compliance with the Code of Conduct

Commissioners and Deputy Commissioners must familiarise themselves with this Code and other available guidance.

The Commission expects all Commissioners and Deputy Commissioners to observe the standards set out in this Code.

## Compliance with laws and regulations

The Commission is bound by the *Safety, Rehabilitation and Compensation Act 1988* (SRC Act) and the *Work Health and Safety Act 2011*.

**Endorsed by the Safety, Rehabilitation and Compensation Commission in January 2022.**