

Council Member Behavioural Support Policy

XX July 2023

Legislative

PURPOSE

This policy has been prepared and adopted by City of Adelaide pursuant to section 75F of the *Local Government Act 1999* (the Local Government Act). This policy forms part of the Behavioural Management Framework for council members.

Section 75F(2) provides that a Behavioural Support Policy may:

- a. Specify directions relating to behaviour that must be observed by members of the council; and
- b. Set out guidelines relating to compliance by members with the Behavioural Standards for Council Members and directions under clause a. above; and
- c. include any other matter relating to behaviour of council members considered appropriate by the council.

Section 75F(3) provides that a Behavioural Support Policy:

- a. must not be inconsistent with the Behavioural Standards for Council Members; and
- b. must comply with any requirements specified by the behavioural standards.

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 local government.

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.

STATEMENT

We, the Council Members of the City of Adelaide commit to the following values and supporting behaviours:

1. **Value & Respect** – We engage with each other respectfully in robust debate. We listen to others' views and speak 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 are willing to learn from each other and from staff input.
3. **Integrity** – We are well prepared and stay focused on agreed strategic priorities. We uphold decisions of Council. Where it is not a unanimous decision, we respectfully communicate the decision to others.
4. **Connected** – We ensure we provide a safe, supportive environment where people thrive, are listened to and communication is open and transparent.
5. **Excellence** – We value leading toward clear strategic and inspiring goals and implement outcomes that benefit the community as a whole.

Council member commitments

To support our shared values and behaviours, we, the Council Members of the City of Adelaide agree:

1. That as the currently elected custodians, entrusted to oversee the affairs of the City of Adelaide 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 Presiding Member 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. 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 outcomes for the community.

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

Other matters relating to the behaviour of Council Members

We, the council members of the City of Adelaide consider it appropriate and agree that all council members will act in accordance with the following specific obligations:

Media

1. 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.
2. 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
3. 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.

4. 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.

Communication and engagement

1. Council Members, as representatives of Council, 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.

OTHER USEFUL DOCUMENTS

[Council Member Behavioural Standards](#)
[Standing Orders Containing the Behavioural Management Policy](#)

GLOSSARY

ADMINISTRATIVE

As part of Council's commitment to deliver the City of Adelaide Strategic Plan, services to the community and the provision of transparent information, all policy documents are reviewed as per legislative requirements or when there is no such provision a risk assessment approach is taken to guide the review timeframe.

This Policy document will be reviewed six months after each general election.

Review history:

Trim Reference	Authorising Body	Date/ Decision ID	Description of Edits
ACC2018/9000 <i>(example)</i>	CEO/Council/Governance	XX/XX/2023	Original document

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