

Overview of project objectives, deliverables and benefits

Objectives and deliverables

1. The key objectives and deliverables from the *Do The Right Thing* project have been to:
 - (a) simplify the policy framework and messaging for all staff
 - (b) require accountability from staff and people leaders
 - (c) rationalise and consolidate all corporate policies, review and improve the underlying principles and hard lines/standards and test these with leaders and staff (200 policies simplified and structured into Our Charter and 50 guides)
 - (d) clarify the options staff have to speak up and encourage and enable them to do so
 - (e) provide necessary guidance, standards, processes, procedures and systems where more direction is called for and link these to the principles and expected behaviours
 - (f) deliver one central place for all behavioural policies to enable easy access. Copies of all documents will also be available to those staff without computers.
 - (g) create a common set of principles across the wider council family to drive consistency in staff behaviours and set common, clear expectations and guiderails for conduct and behaviours.

Benefits

2. Some examples of the benefits from the proposed changes are:
 - (a) improved awareness and understanding of what is expected by staff, contractors and people leaders and improved clarity and embedding of expected behaviours.
 - (b) more effective mitigation of key risks, resulting in an overall improvement of residual risks in the following areas – reputational, financial compliance and people risks
 - (c) reduction in breaches and near misses and behavioural issues requiring escalation, privacy and LGOIMA, Health and Safety, legal and people and capability support.
 - (d) reduced incidence of Ombudsman and Privacy Commission complaints being upheld
 - (e) improvement alignment with Our Strategy and Our Behaviours.
 - (f) establish a group approach for behavioural policies to provide consistency and drive efficiency.