

Consequences of breaching the Code of Conduct

A breach of the Code of Conduct may result in disciplinary action being taken. This may range from a warning or reprimand through to termination of employment.

A breach may also result in external action being taken by Eldercare such as civil or criminal proceedings.

Need more information?

Speak to your manager or a member of the Eldercare Human Resources team on 8291 1000.

Eldercare has a range of policies and procedures with copies available from administration at all sites including:

- Grievance Procedures for Employees
- Employee Assistance Program Policy
- Drugs and Alcohol – Employee Assistance Policy
- Respectful Workplace Policy
- Respectful Workplace Guidelines
- Equal Employment Opportunity Policy
- Diversity and Inclusion Policy
- LGBTIQ Inclusion Policy

Consultation with external organisations may also be helpful and include:

Employee Assistance Program

Access Programs provides an external counselling service which is free, voluntary and confidential.

Phone 1300 667 700

www.accessprograms.com.au

SA Equal Opportunity Commission

Phone (08) 8207 1977

www.eoc.sa.gov.au

Fair Work Ombudsman

Phone 131 394

www.fairwork.gov.au

Working Women's Centre SA

Phone 1800 652 697

www.wwcsa.org.au

Email: wwc@wwc.org.au

Australian Nursing and Midwifery Federation (SA Branch)

Phone (08) 8334 1900

www.anmfsa.org.au

Email: enquiry@anmfsa.org.au

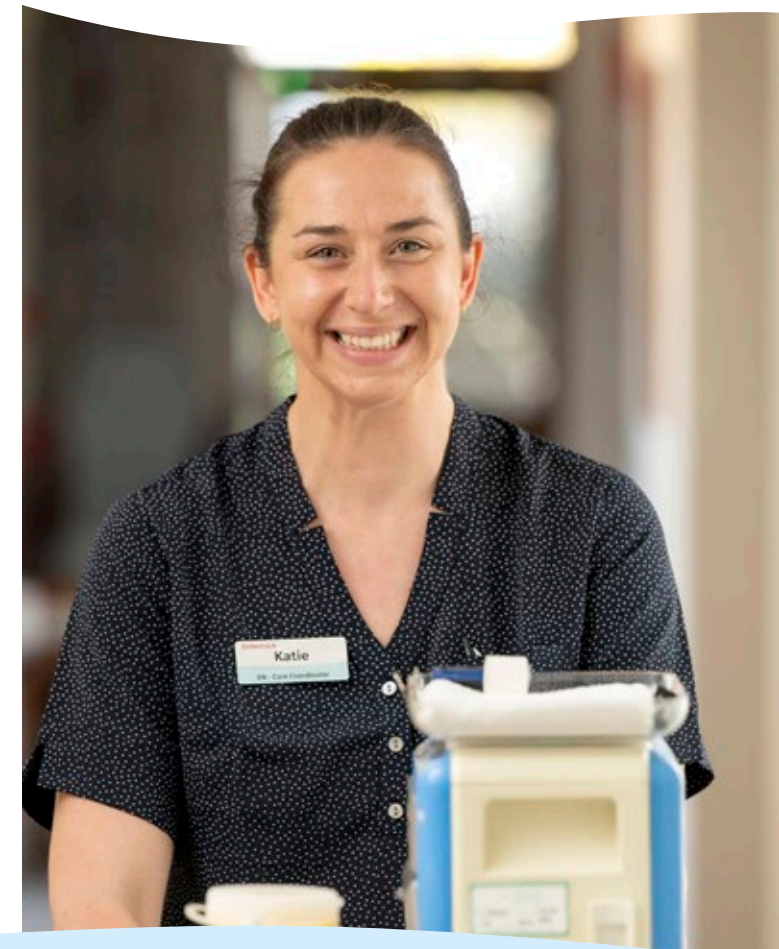
United Workers Union

Phone 1800 622 900

www.unitedworkers.org.au

Eldercare
peace of mind

Code of Conduct



eldercare.net.au

About the code of conduct

The Code of Conduct applies to all members of the community. It is based on Eldercare's purpose and values and each individual's responsibility for their own actions and the welfare of others

The Code of Conduct seeks to provide and maintain a work environment where individuals:

- act in accordance with the Eldercare values of respect, accountability and connection
- actively contribute towards a positive work environment where they feel valued
- are free from bullying, harassment or any form of unlawful discrimination
- celebrate diversity
- understand that their decisions affecting others must be fair, equitable, in context and based on all available information
- work within the boundaries of the prevailing legislation and support the organisational requirements in an unbiased manner
- act honestly
- ensure that their private, political or personal views, values or beliefs do not adversely impact on their work or the work or welfare of others

- adhere to all relevant professional codes of conduct
- maintain a high level of personal presentation and exercise behaviour of a high professional standard
- treat all Eldercare property and resources with due care

Our purpose

Delivering peace of mind with our care

Our values

Respect

We protect the dignity, rights and values of individuals.

- All people are important to Eldercare and deserve respect
- How we do things is just as important as what we do
- Diversity is valued and encouraged, regardless of culture, spirituality, age, gender, or ability
- We welcome and support lesbian, gay, bisexual, transgender and intersex (LGBTIQ) people
- Informed choices and consent are paramount for sound decision-making about care and wellbeing

Accountability

We are all responsible for working safely and with integrity.

- Everyone at Eldercare is responsible for ensuring the best quality care is provided, and for the success of the organisation
- All of our actions are focussed on maintaining the integrity of our commitments
- We are all responsible for what we say and what we do
- Eldercare will serve our community for the long term, so our decisions are made with this in mind

Connection

We develop vibrant and supportive relationships based on warmth and generosity.

- We create environments where warmth and generosity are present
- We connect residents with their own purpose and meaning and do everything we can to help them live a fulfilling life
- We are committed to building environments where the uniqueness of each individual is celebrated