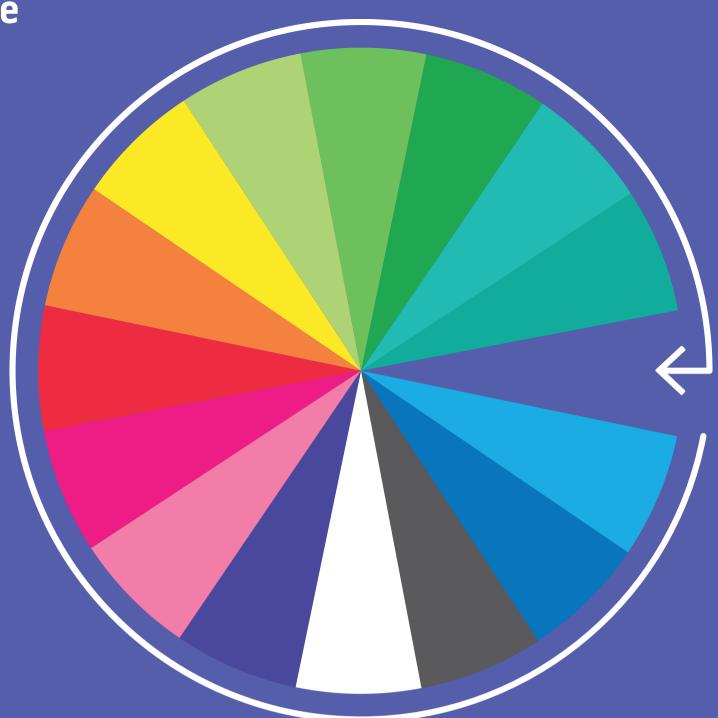
Employee Culture Charter



The VicHealth Employee Culture Charter outlines four principles that set the cultural and professional standards we all commit to and expect other employees to demonstrate.

## 1. Trust

Our culture is built on a foundation of trust. We all work to cultivate, establish and maintain trust through our actions and words.

#### WE STAND FOR:

- open, supportive, consistent and respectful communication
- respect in ourselves and others
- listening and acknowledging diversity and other points of view
- working competently with VicHealth goals in mind
- keeping each other informed of what we need to know to enable us to do our jobs.

#### WE WILL NOT STAND FOR:

- bullying, harassment or discrimination
- the exclusion of others from relevant opportunities, discussions or activities.

## 2. Challenge

We are open to challenging ideas, each other, and the way things are done to get better outcomes and resolutions.

### WE STAND FOR:

- speaking up and saying what we mean in a respectful and constructive way
- reflecting on how we work and considering how it aligns with VicHealth goals
- being open to doing things differently, to new ideas and processes, and embracing the change
- being frank and fearless and engaging in robust debate
- welcoming healthy conflict.

### WE WILL NOT STAND FOR:

- ignoring or avoiding problems or issues
- non-constructive behaviour such as passive aggressiveness, being patronising in public and critical in private, picking holes without contributing to solutions
- not recognising and respecting the right of others to express their opinions and viewpoints.

# 3. Accountability

We know where our responsibilities lie. We are accountable for our own actions and inactions, and we create an environment that enables others to do the same.

### WE STAND FOR:

- doing what you say you are going to do
- honesty, integrity and an inclusive and respectful work environment
- being open and 'owning' our mistakes, and valuing the personal courage it takes to do so
- focusing on what we can do to rectify issues rather than focusing on who is to blame
- constantly learning and recognising that mistakes are part of growth and learning
- contributing to VicHealth as a good place to work and ensuring that it is true.

### WE WILL NOT STAND FOR:

- bystander apathy when we see something, we do something
- being inconsistent or unrealistic in our expectations
- blaming others or making excuses.

# 4. Results

We are focused on achieving the best results for VicHealth and the Victorian community. We celebrate and recognise success.

#### WE STAND FOR:

- a commitment to best practice
- high quality outcomes
- being efficient
- helping others at all levels, even if outside the scope of our role.

## WE WILL NOT STAND FOR:

- taking too much personal ownership of something
- unnecessary bureaucracy and red tape
- poor performance or return on investment
  personal status and ego taking
- precedence over the team's successflippancy regarding the stewardship of
- getting stuck in the process to the detriment of the results.

