

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 success
- flippancy regarding the stewardship of funds
- getting stuck in the process to the detriment of the results.