



WESTERN AUSTRALIA POLICE FORCE

CODE OF CONDUCT



COMMISSIONER'S COMMENTS



Our Values of **Duty**, **Teamwork**, **Integrity** and **Care** maintain and strengthen the trust and confidence the community has in us.

Our Code of Conduct outlines the minimum standard I expect from every employee of the WA Police Force to behave and act in a way that upholds our Values each and every day.

As Commissioner I will not condone malicious or corrupt actions, criminality or dishonesty and will embed a very strong culture within the organisation that this behaviour will not be tolerated.

The community rightly holds us to a high standard in our behaviours, decisions and actions.

I acknowledge policing is challenging and complex, and mistakes can occur even when trying to do the right thing for the right reason. We will work with employees in a timely, proportionate and consistent manner to address these issues.

I want you to be confident that when you are accountable for your actions and executing your duties in alignment with our values you are adhering to our Code of Conduct and you have my support.

Commissioner Col Blanch APM

July 2024

We will uphold our
DUTY
to our community,
building confidence
and trust.



We will demonstrate
INTEGRITY
at all times across the
organisation and our
community.



We will promote
TEAMWORK
and value the
contribution of all.



We will act with
CARE
recognising the impact
we have on others.

Acknowledgement of Country

The WA Police Force respectfully acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander peoples and their cultures; and to Elders both past and present.

INTRODUCTION

Our *Values* are at the forefront of everything we do individually and as an agency; when we focus on our *Functions*, deliver on our *Priorities* and fulfil our *Fundamentals*. Our *Values* are an essential enabler to being an exceptional Police Force for our community.

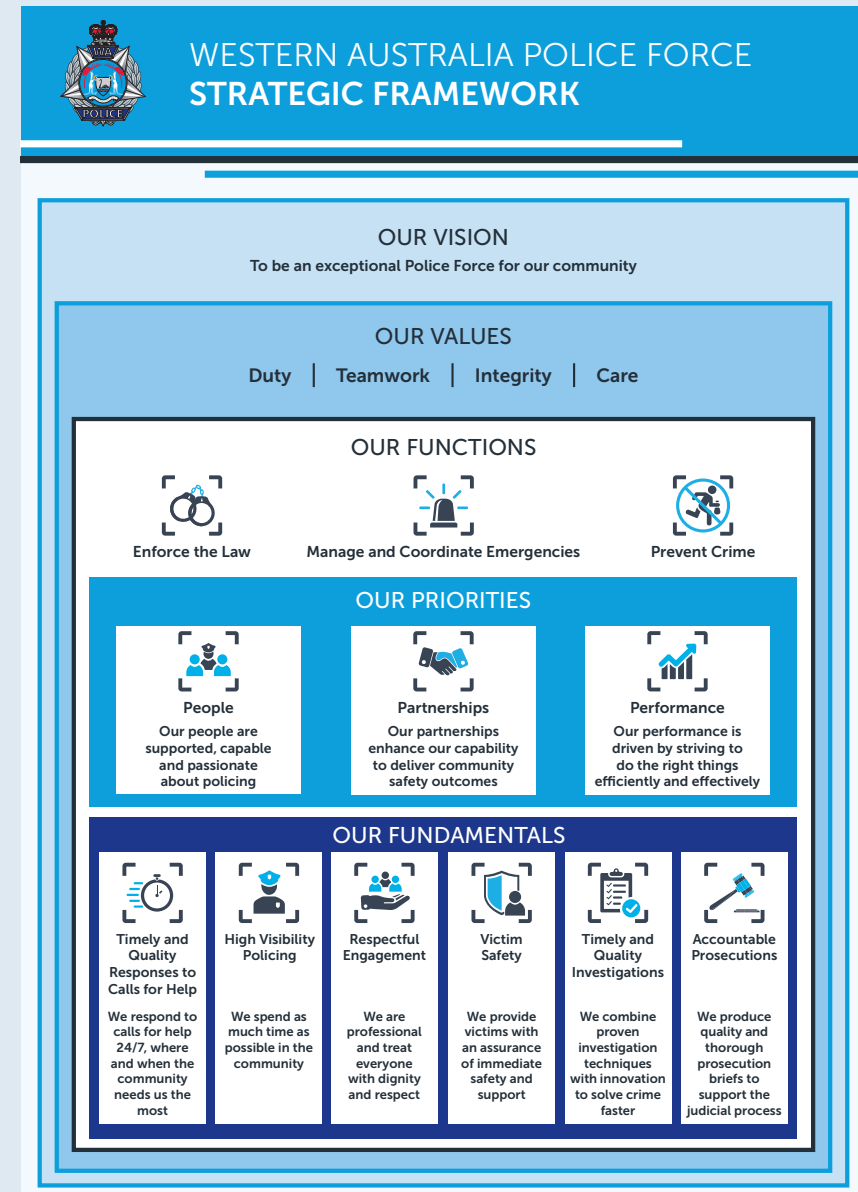
All employees must ensure their individual behaviour and actions are in accordance with our *Values*. The *Code of Conduct* outlines how **every employee can fulfil this expectation**. It articulates individual responsibilities and provides information on how to seek further guidance.

However, the *Code of Conduct* cannot cover every possible situation. It requires employees to be personally responsible and accountable for their behaviour and actions, to ensure the intent of our *Values* is upheld at all times. By choosing to work for the WA Police Force, you have agreed to honour our *Values*, align with our *Code of Conduct*, and become a representative of the WA Police Force.

WHO DOES IT APPLY TO AND WHEN?

The *Code of Conduct* applies to all employees, regardless of rank or position, including employees who are permanent, consultants, volunteers, casual, contractors or any other group or individual who is engaged with the WA Police Force. It also applies to what we do outside of work hours, in situations that may damage the trust and confidence the agency has in an employee, or if their actions bring the WA Police Force into disrepute.

STRATEGIC FRAMEWORK



OUR VALUES

DUTY

We will uphold our duty to our community building confidence and trust.

- We strive to consistently deliver quality police services, actions and outcomes, which are of value to our team, the agency and the community.
- We lead by example and continually strive to improve our personal capability to faithfully serve the community to the best of our ability.
- We model self-discipline, demonstrating professional conduct and reflecting agency values and lawful behaviour at all times.
- We understand the responsibilities of our role and conduct ourselves with competence and accountability, in line with policies, procedures and legislation.



TEAMWORK

We promote teamwork and value the contribution of all.

- We act with personal responsibility within our teams, to assist all to achieve agency objectives.
- We support, encourage and inspire each other to work to the best of our abilities, valuing diversity and promoting honesty, trust and inclusiveness.
- We work with our agency partners and stakeholders, innovating to enhance our policing response and providing value for money to the community.
- We work together across operational, specialist and corporate areas, supporting each other in our service delivery.



OUR VALUES

INTEGRITY

We demonstrate integrity at all times across the agency and in the community.

- We have high standards and we are trusted by the agency and our communities to do the right thing, every time.
- We respect and are guided by the WA Police Force values in our decision making, which will take precedence if in conflict with our personal values.
- We are honest with ourselves, our colleagues and our community and take appropriate and timely action if colleagues do not meet the agency standards.
- We ensure our conduct is professional and appropriate at all times and will not bring the agency, or ourselves, into disrepute.



CARE

We act with care, recognising the impact we have on others.

- We treat everyone with dignity and humanity, demonstrating appropriate empathy and safeguarding the rights of people who are vulnerable, a victim of crime, in our custody or wishing to make a complaint.
- We care for ourselves and our colleagues, promoting a healthy and safe workplace and ensuring that we are fit to serve for the safety of all.
- We acknowledge Aboriginal people as the traditional custodians of this land and work together in a spirit of goodwill and mutual respect.
- We are committed to ensuring children and young people are respected, protected and safe when engaged with us.



OUR RESPONSIBILITIES

RULES AND REGULATIONS

- We will adhere to all WA Police Force policies, protocols, procedures, relevant legislation and any other lawful direction.
- We pay particular attention to the: *Police Act 1892*, *Police Force Regulations 1979*, *Public Sector Management Act 1994* (and relevant guidelines), *Equal Opportunity Act 1984*, *Occupational Safety and Health Act 1984* (and relevant regulations).

RESOURCES

- We are trusted as the custodians and protectors of our official information and records and only access, share, or disclose agency-held information in the execution of our duty, as authorised by policy or legislation.
- We use agency resources, fleet, assets and equipment in a responsible and accountable way for legitimate and approved purposes only.

REPUTATION

- We are responsible for safeguarding the reputation of the WA Police Force at all times, in our comments, actions and behaviours, in person or online.
- We seek approval first for any secondary employment, declare any gifts, benefits or hospitality offered, and where appropriate, decline the receipt of these.

RELATIONSHIPS

- We are respectful and professional in our relationships in the workplace and in the community.
- We will act in the best interests of the WA Police Force and the public, not use our influence, role or position to personal advantage or to the advantage of others we are associated with and declare and manage any conflicts of interest.

RECORD KEEPING

- We record our actions and decisions in an accurate, complete and non-misleading manner to assist with agency transparency and meet community and oversight body expectations.
- We store and dispose of all records and evidentiary material in accordance with the relevant legislation.

REPORTING

- We report inappropriate, unlawful or illegal behaviours, misconduct and actions that undermine the safety of our people or the wider community and take a leadership role in modelling positive behaviours.
- We comply with agency and statutory self-reporting requirements and co-operate with and report to relevant public office oversight bodies as required.

ETHICAL DECISION MAKING

To help guide employees, the S.E.L.F. test is a tool that can assist with making the right decisions, on a day-to-day basis.

SCRUTINY

S Will your decision or behaviour withstand scrutiny from the community, the organisation, the judiciary, the Corruption and Crime Commission, the Government or the media?

ETHICAL

E Does your decision or behaviour comply with your Oath of Service, organisational *values* and the code?

LAWFUL

L Does your decision or behaviour comply with policy, procedure and legislation?

FAIR

F Is your decision or behaviour fair for the WA Police Force, the community, your colleagues, your family, or yourself?

WHAT IS MISCONDUCT

Misconduct is defined in the *Corruption Crime and Misconduct Act 2003* and the agency has an obligation to report incidents of misconduct to relevant oversight bodies.

Employees whose behaviours, actions and decisions do not meet agency standards, will be managed in accordance with the Integrity Framework, WA Police Force policy, procedure and legislation and may be subject to managerial or disciplinary action.

Early intervention and a timely, respectful and proportionate response are key to addressing the relevant behaviours which in some cases may only require a discussion and guidance to remedy. In this way self-reporting is encouraged as an opportunity to learn and improve performance.

More serious matters will be fully investigated as is appropriate for both the subject member and complainant, with both afforded procedural fairness and access to support services.

Holding ourselves and each other accountable ensures that the community receives the best possible policing services we can provide.

REPORTING

We protect the integrity and reputation of the WA Police Force by speaking up about any inappropriate behaviour we see or hear through a variety of mechanisms such as:

- » Immediate supervisor, line manager or officer-in-charge.
 - » A Minor Conduct Report (MCR) or Police Conduct Report (PCR).
 - » A Commissioned Officer, Manager, Assistant Commissioner or Director.
 - » The confidential BLUELINE system.
 - » The confidential Sexual Misconduct Reporting Line (SMRL).
 - » The Internal Affairs Unit.
 - » The Assistant Commissioner of Professional Standards.
 - » Employee Relations Division.
 - » The Corruption and Crime Commission.
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If you wish to talk through the WA Police Force Code of Conduct, or any other expectations, please contact:

- » Your supervisor, manager or officer-in-charge;
- » Ethical Standards Division; or
- » Employee Relations Division.

Relevant legislation, policies, procedures and information:

- » *Public Sector Management Act 1994*
- » Western Australian Public Sector Code of Ethics
- » Public Sector Standards in Human Resource Management, made under the *Public Sector Management Act 1994*
- » *Police Act 1892*
- » Police Force Regulations 1979
- » *Equal Opportunity Act 1984*
- » *Occupational Safety and Health Act 1984* (and relevant regulations)
- » *Corruption Crime and Misconduct Act 2003*
- » Australian New Zealand Police Integrity Principles
- » WA Police Force Fraud and Corruption Control Plan 2022-2025
- » WA Police Force Policies, Procedures and Guidelines
- » WA Police Force Capability Framework
- » Sir Robert Peels Principles of Policing 1829
- » Procedural Justice

Disclaimer: The information contained in this publication is provided in good faith and believed to be accurate at time of publication. The State shall in no way be liable for any loss sustained or incurred by anyone relying on the information.
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