STARCLUB NT

Code of Behaviour

There are a variety of different codes: different names, styles and content. Some are concise and straightforward and some are more detailed and are accompanied by an ethics program.

Whilst codes of conduct differ across organisations, they aim to influence behaviour by setting out the values, standards of behaviour and business practices that are expected of employees and other stakeholders.

In order to be effective the development and the implementation of an organisational code needs to be carefully considered. Codes should reflect the true values and behaviours that the organisation wants to uphold rather than being a public relations exercise.

The content of an organisation's code will be influenced by the objectives of the code as well as the organisation's strategy and culture. Codes should use plain, positive language, should be clear and precise and widely accessible. Their implementation should be actively monitored.

There also needs to be training and support for individuals to enable them to deal with circumstances which may threaten the values the organisation wants to uphold.

One of the unknown factors in developing and implementing a code of conduct depends on how individuals are likely to respond to it. An organisation needs to understand how codes will affect individuals' decision making and behaviour.

The effectiveness of the code will depend on an individual's ability to interpret and apply the code to a variety of situations. Codes of conduct can be characterised as either principles based or rules based

Top Ten Tips for Developing an Effective Code of Conduct

1. Establish a team of drafters and identify the person who will oversee compliance.
2. Include appropriate topics.
3. Write for your reader.
4. Include avenues to report violations and seek guidance.
5. Make the code available to everyone.
6. Establish a commitment to ethics at the highest level of the organisation.
7. Adopt a training program.
8. Enforce consistently.
9. Check to see if it is working.
10. Revise and update.

NORTHERN TERRITORY GOVERNMENT