

ACSO Our People & Culture Policy



Person Responsible: Manager People & Culture

1. Introduction, purpose, audience, scope and principles

ACSO employees deliver forensic services in regional and metropolitan communities in New South Wales, Queensland and Victoria. The comprehensive range of services are designed to provide support for individuals at all points of the criminal justice continuum.

We work in a wide range of contexts, from client facing roles to support and business services.

2. Definitions

“We”, “Each other” and “our people”: All ACSO employees.

3. Policy Statement

Our people are safe, well and engaged with our One ACSO culture.

The way we work at ACSO is guided by our values of passion for our work, belief in humanity, integrity in all we do and an innovative spirit. We hold ourselves and each other to account to live our values.

Together we attract and retain the best people

We focus on attracting and developing the best people by providing meaningful and rewarding careers.

We have an admired employee value proposition in the community sector and communities in which we operate.

We are focused on identifying emerging and developing leaders who translate our strategy into actions.

We collaborate closely with leading educational institutions in our communities, to build bridges between learning and our workplace and to develop research capability.

We partner with industry leaders to attract, retain and develop our people.

We recommend ACSO to our friends and communities.

Together we build an engaging, inclusive and diverse culture

We treat each other fairly, with dignity, value diversity and inclusion.

We support each other's careers and development to grow professionally and personally.

We are committed to ACSO being free of discrimination, harassment and bullying, and respecting each other. We value our differences. We maintain professional boundaries with clients (past and present)

We disclose current, perceived and potential conflicts of interest such as employment, financial, client, procurement of goods and services

Together we are industry leaders in the safety, care and wellbeing of our people

We care and take accountability for each other's safety and wellbeing, including our own.

We will ensure our work is well designed and reliably delivers safe outcomes.

We will return home after work, safe and well.

4. Key Responsibilities

All ACSO employees are responsible for adhering to this Policy.

The Chief People Officer working closely with Chief Executive Officer, Chief Operations Officer and Chief Financial Officer is responsible for establishing the necessary procedures and frameworks to implement this policy across the organisation;

- ACSO leaders are responsible for attracting, retaining, developing, engaging, promoting diversity, safety and wellbeing of the people in their teams;
- The People, Culture, Quality and Risk team is responsible for building and constantly improving our people infrastructure to support ACSO leaders and all employees.

5. Other Policies and Procedures to be cross- referenced with this Policy

All ACSO policies, procedures, guides, templates and frameworks.

We will comply with all applicable Australian Government and state governments service requirements including codes of conduct for Disability Service Workers, National Disability Insurance Scheme and National Principles of Child Safe Organisations.

6. Relevant Legislation

ACSO will comply with all relevant workplace legislation

- and the following: NDIS (Practice Standards – Worker Screening) Rules 2018

7. References

- NDIS Worker Code of Conduct: <https://www.ndiscommission.gov.au/providers/ndis-code-conduct>
- DHHS Code of Conduct for Disability Workers <https://providers.dhhs.vic.gov.au/code-conduct-disability-workers>