Figure 1: Targeted reforms to the Code of Conduct Framework – Summary

# 1. Improving consistency and clarity across councils

- A single, Model Code of Conduct will automatically apply to all Tasmanian councillors
- Any additional behavioural codes/standards to be managed at the individual council level
- All councillors will be provided with induction training in the Code of Conduct

#### 2. Using dispute resolution for less serious issues

- Councils must adopt a dispute resolution policy
- Where appropriate, the council dispute resolution process must be attempted before a formal complaint is lodged

## 3. Focusing initial assessment on more serious allegations

- Complaints will only be investigated if council dispute resolution has been attempted, or is not appropriate in the circumstances
- Complaints will only be investigated if in the 'public interest'

# 4. Increasing confidence in assessments and investigations

- Initial assessment will be by an independent legal member of the Panel.
- The initial assessor will not be part of any subsequent Panel investigating that complaint
- Confidentiality provisions will be further strengthened

# 5. Stronger monitoring of compliance with sanctions

 Compliance with sanctions will be monitored by the Code of Conduct Panel Executive Officer

## 6. Positioning the framework for the future

- The model Code of Conduct will be reviewed after legislative amendments are in place and the council workplace culture review is complete.
- An assessment of the feasibility of transferring the Code of Conduct Framework, or elements of it, to TasCAT will commence in 2022. Legal representation, appeal rights and other relevant matters will be considered at this time. Extra sanctions for serious or repeated breaches will also be considered as part of this assessment.