



Name	HR16 CEO Code of Conduct
Policy Type	Council
Responsible Officer	Director Corporate Services
Approval Date	20/07/2026
Review Date	19/07/2030

1. Purpose

This purpose of this policy is to set out the code of conduct for the Chief Executive Officer (CEO) of Litchfield Council.

2. Scope

This policy applies to the Litchfield Council CEO.

3. Definitions

For the purposes of this Policy, the following definitions apply:

Chief Executive Officer	Chief Executive Officer of Litchfield Council
Council	<i>Means the council members of the council acting in their official capacity as the governing body of the council.</i>
Outside employment	Outside employment means any employment, business, trade, profession, consultancy, or other work activity performed outside normal duties with Council, whether undertaken for financial gain or on a voluntary basis. Includes paid Board roles.

4. Policy Statement

4.1. Principle

- 4.1.1. In order to maintain public confidence in the integrity of Litchfield Council, the CEO must exhibit the highest ethical standards in the administration of the affairs of the organisation.

4.2. Support for Council

- 4.2.1. The CEO must:
- i. provide full support to the Council;
 - ii. proactively provide the Council with relevant, accurate and timely information;

- iii. provide accurate, frank and impartial advice to the Council;
- iv. implement council policies and decisions;
- v. be familiar with and comply with the requirements of the *Local Government Act 2019* and other legislative, industrial or administrative requirements relevant to the CEO's official responsibilities;
- vi. take all reasonable steps to ensure that the information upon which the CEO's decisions or actions are based is factually correct and relevant to the decisions or actions; and
- vii. comply with the council staff code of conduct.

4.3. Management of Council Staff

4.3.1 In relation to the management of Council staff, the CEO must ensure that:

- i. appropriate documented processes and procedures are in place;
- ii. selection processes for appointment or promotion are fair, equitable and based on merit;
- iii. staff have reasonable access to training and development and opportunities for advancement and promotion;
- iv. staff are treated fairly and consistently and are not be subject to arbitrary or capricious decisions;
- v. there are suitable processes for dealing with employment-related grievances; and
- vi. working conditions are safe and healthy.

4.4. Use of information

4.4.1 The CEO must not misuse information gained in the CEO's official capacity. Misuse includes, but is not limited to:

- i. seeking to gain personal advantage for self, or for another person, on the basis of information held on official records;
- ii. initiating or spreading gossip or rumours on the basis of personal or other information held on official records; and
- iii. providing a person, or appearing to provide a person, with favourable treatment or access to privileged information.

4.4.2 The CEO must take care to maintain the integrity and security of documents and information.

4.5. Use of official facilities, equipment and resources

4.5.1 The CEO must not utilise council equipment, or the skills or working time of council staff members, for personal benefit.

4.6. Disclosure of offences against the law

- 4.6.1 If the CEO is charged, convicted or acquitted of an offence, the CEO must advise the Council regardless of whether the CEO believes the offence relates directly to the CEO's assigned duties.

4.7. Outside employment

- 4.7.1 Outside employment for the CEO is not allowed, except in exceptional circumstances and approved unanimously by the Council in writing and must disclose the nature of the work.
- 4.7.2 When considering an application from the CEO to undertake outside employment, the Council will give approval only if the outside employment:
- i. could not be perceived by a reasonable person to be a conflict of interest;
 - ii. all interests must not create a perception of bias or improper influence; and
 - iii. will not interfere with the performance of the CEO's duties.
- 4.7.3 Any outside employment or voluntary work must be performed wholly in the CEO's private time and must not use Council resources.

4.8. Decisions based on statutory power

- 4.8.1 Where the CEO makes a decision based on a statutory power, the CEO must:
- i. ensure that the legislation under which the decision is made authorises the making of that decision;
 - ii. ensure that the CEO has the authority or the delegation to make the decision;
 - iii. ensure that any procedures which are required by law to be complied with in the making of a decision have been observed; and
 - iv. ensure that the decision, the evidence upon which it is based, and the reasons for the decision are properly documented.

4.9. Anti-discrimination

- 4.9.1 The CEO must not discriminate in relation to a person unless such discrimination is allowed by law and council policy (for example, positive discrimination or special measures).

5. Associated Documents**6. References and Legislation**

Northern Territory Local Government Act 2019

7. Review History

Date Reviewed	Description of changes
21/07/2021	New Policy required under the new Local Government Act
20/07/2026	Policy reviewed and minor amendments made to sections 4.1, 4.2 and 4.7, and definitions updated to assist with clarity of the policy.