

Values and Guiding Principles:

- **Integrity:** To live and work in accordance with high ethical standards, being truthful in character and behaviour.
- **Respect:** To treat people fairly while safeguarding their rights. Objective, unbiased consideration and regard for the rights, values, beliefs and property of all people.
- **Citizen Service:** To ensure every citizen receives dedicated, timely and conscientious service.
- **Continuous Improvement and Learning:** To constantly improve ourselves and our organization.
- **Leadership:** To inspire, influence and support others in our organization and communities.
- **Innovation:** To adapt and respond to changing circumstances and laws.
- **Compassion:** Demonstrating care and sensitivity in word and deed.
- **Accountability:** To the community and to leadership.
- **Teamwork:** To work as a team, in crisis or otherwise.