



Wakefield Health

VALUES AND GUIDING PRINCIPLES

Wakefield Health will conduct its role by using the following values and guiding principles:

VALUES:	We expect and encourage	We do not accept
Honesty Being transparent in the way we work.	<ul style="list-style-type: none"> Telling the truth about bad as well as good situations – saying it how it really is without fear or favour. Sharing information. Doing what we say we will do. 	<ul style="list-style-type: none"> Lying. “Yes” people. ‘Half or hidden truths. Withholding information for the sake of power. Suppression of opinion. “Happy talk” – that ignores the issues and pretends all is well.
Integrity Being consistent both publicly and privately.	<ul style="list-style-type: none"> Recognising contributions and worth of others. Consistently adopting and following our values. Being honest about our own humanity and failings. Standing by our people. Standing for something. 	<ul style="list-style-type: none"> We don’t hang people out when the pressure is on. Disrespect. Favouritism. Opportunism. Bigoted behaviour. Blame.
Respect Valuing diversity.	<ul style="list-style-type: none"> Valuing people no matter what their role or seniority. Listening and responding to people. Generosity of spirit. Recognising / acknowledging people and their contributions. Forgiving. Acknowledging that diversity exists within our communities. Showing courtesy to our peers and our customers. 	<ul style="list-style-type: none"> Bigotry. Dismissing divergent views / people’s opinions. Rudeness. “White anting” – undermining or damaging people or projects within the region. Pulling rank. Bullying. Personal attacks. Discrimination.
Equity Being fair in our dealings.	<ul style="list-style-type: none"> Fairness. Recognising difference. Acknowledging factors that affect health status. 	<ul style="list-style-type: none"> Sameness. Differences in outcomes.
Quality Achieving excellence through innovation and learning.	<ul style="list-style-type: none"> Striving for best practice. Continuous improvement. Seeking and offering feedback. Asking questions. Evaluation. Innovation. Supporting people and encouraging them to achieve their best. 	<ul style="list-style-type: none"> Acceptance of status quo. Lack of effort. No evaluation. Complacency. Poor performance. Inaction.

These values largely focus on how we treat each other. We also want to cultivate a culture that promotes a passion for achieving the highest standards of services for the community of the Wakefield Region, using the following guiding principles:

GUIDING PRINCIPLES:
<ul style="list-style-type: none"> Creating an environment where collaboration is the norm. Igniting and keeping a passion for our goals. Striving for innovation and improvements. Fostering a passion for excellence in service. Genuinely caring for the wellbeing of our peers and community.