



Supporting a Just and Learning Culture (1) A Quick Guide to the New Disciplinary Policy 2022

What is an Open, Just and Learning (OJL) Culture?

- A culture of fairness, openness and learning that aligns with our HSC values and associated behaviours of excellence, compassion, working together, openness and honesty
- A culture that shifts mind-sets from focusing on 'who is responsible' to 'what is responsible'.
- A culture that creates an environment where staff feel supported and empowered to learn when things don't go as expected, rather than feeling blame.
- Our response to an incident when things don't go as planned.



How does the new disciplinary policy differ from the previous one?

There are four key changes;

1. Introduction of HSC Values approach to Disciplinary with aim to achieve a more 'Just & Learning Culture'
2. Introduction of 3 part assessment process
3. Removal of Informal Warning Sanction -The informal warning sanction has been removed and counselling has been replaced with 'Informal Structured Discussion'
4. Introduction of a Fast Track Process

What does the assessment process look like?



Where can I access additional information and support?

The new policy and associated guidance documentation is available from your local Human Resources Department. Awareness sessions and clinics for line managers will also be provided. Contact your HR Department on...



Working together



Excellence



Openness & Honesty



Compassion