

Underpinning Professional Values (FRAME IT)

Fairness

Respect

Accountability

Merit

Equity

Integrity

Transparency

//10/2017

The Values Framework

Fairness	<p>Make decisions and take actions that are, and are seen to be fair and equitable, with due regard to the impact of such decisions/actions on current situations and their potential impact on future processes</p> <p>Use a mix of selection tools to ensure that each candidate has a fair and equal chance</p> <p>Ensure mechanism(s) exist for impartial recourse and redress</p>
Respect	<p>Involve employees in decision-making processes, including matters of relevance to their welfare</p>
Accountability	<p>Be prepared to accept responsibility for decisions and actions and to be held accountable</p>
Merit	<p>Ensure that, in the conduct of selection processes for appointments and promotions, the person best suited for the position is selected, using selection criteria that are truly relevant to the position</p>
Equity	<p>Gather sufficient pertinent information about all candidates in any selection process for appointments, promotion and training</p> <p>Ensure that all persons are treated equitably, consistent with prevailing human rights and gender considerations</p>
Integrity	<p>Behave in a manner such that decisions and actions can withstand the highest level of scrutiny</p>
Transparency	<p>Ensure that there is adequate access to relevant manuals, circulars etc. & opportunities exist for on-going communication between management and staff at all levels</p>