



To: Richmond City Council **Date:** April 6th, 2006
From: Mayor Malcolm D. Brodie **File:**
Chair, General Purposes Committee
Re: **RICHMOND FIRE-RESCUE DEPARTMENT – CODE OF CONDUCT**

The General Purposes Committee, at its meeting held on Monday, April 3rd, 2006, considered the attached report, and recommends as follows:

Committee Recommendation

- (1) That the Code of Conduct (as outlined in the proposal dated April 3, 2006), be approved for implementation;*
- (2) That current and future members of Richmond Fire-Rescue be expected to agree to the Code of Conduct;*
- (3) That staff prepare a formal Code of Conduct, to be inclusive of City Council and all employees of the City, and further, that staff prepare a discussion paper to address existing policies on harassment; and*
- (4) That staff prepare a discussion document on a Conflict of Interest policy relating to City employees and how it would apply to City employees.*

Mayor Malcolm D. Brodie, Chair
General Purposes Committee

Attach.

The City of Richmond Richmond Fire-Rescue Department



April 3, 2006

The Richmond Fire-Rescue Department is proud to serve our community and all those who pass through it. We are committed to the safety of all. In order to be the best Fire Rescue Department in Canada, the following Mission, Values and Code of Conduct will be followed by our staff.

Mission

To protect and enhance the City's liveability through service excellence in public education, fire protection and emergency response

Values

- Belief in People
- Pursuit of Excellence
- Quality Leadership
- The Power of Team
- Innovation

Code of Conduct

This code applies to all staff who work for and/or represent the Richmond Fire-Rescue Department. All staff shall:

1. Be responsible for their actions and understand that conduct that breaches this code will result in disciplinary action, up to and including termination of employment.
2. Respect the rights of all staff to work in a safe, welcoming, inclusive and non discriminatory environment.
3. Behave professionally. Be respectful of others' rights and be courteous, especially when there is disagreement.
4. Respect and follow the chain of command.
5. Place public interest above individual, group or special interests, and honour the public trust in all actions.
6. Act with honesty and integrity. Abide by and uphold all rules and regulations and assist/encourage others to do the same.
7. Communicate appropriately.
8. Operate and use equipment, supplies and facilities as directed and in accordance with regulations.