

Position Title	CONSTRUCTION SUPERVISOR
Directorate	City Futures
Department/Business Unit	Project Delivery & PMO
Team	Construction
Classification	Band 6
Date	January 2026
Reports to:	Coordinator Construction
Supervises:	Nil
Internal Liaison:	Design Engineer, Works Supervisor, Teamleader, Coordinator, Manager, stakeholders, staff
External Liaison:	Community agencies, authorities, contractors, residents, community groups, consultants, industry organisations, emergency services, relevant government departments (State, Local, Federal)

Position Objectives

The primary objectives of the position are to:

- Contribute to the successful delivery of Council improvement project/s and maintenance works carried out by contractors, by effectively leading and managing contract requirements, OH&S and risk management, budget and funding, quality controls, targets and timelines, resourcing, reporting, issues resolution and achievement of high-quality outcomes.

Key Selection Criteria

Selection of the most suitable applicant will be based on the following:

- a relevant tertiary qualification (degree or diploma) in Works Supervision, Engineering or equivalent with relevant experience underpinned by a good knowledge of construction practices, OH&S and risk management.
- good knowledge of relevant legislation, standards, Codes of Practice, regulations and safety, in relation to road works, including Road Management Plans and the Road Management Act.
- a positive 'can do' approach which incorporates, professionalism, ethical standards and integrity
- sound understanding of contract administration, financial and budget management system,
- the capability to effectively manage time, establish priorities and achieve business outcomes, despite conflicting pressures, combined with knowledge of and familiarity with the principles and practices of budgeting and relevant accounting and financial procedures.
- highly effective interpersonal skills, incorporating verbal and written communication, intermediate to advanced PC literacy incorporating MS Office applications, a strategic and operational perspective, advocacy, facilitation, and excellent customer service.

As part of the Selection Criteria, you must hold and supply these licences, registrations, certificates, etc., prior to any offer of employment and commencement, and continue to maintain them throughout your employment in this role with Council:

- satisfactory (and ongoing) Working with Children's Check
- satisfactory (and ongoing) Police Check
- current valid (and ongoing) Victorian Driver's Licence
- current valid (and ongoing) construction industry White Card

Position Specific Responsibilities & Skills

In this position, you will:

Functional Responsibilities	<ul style="list-style-type: none"> • Supervise the construction and modifications of civil and transport infrastructure works, to ensure compliance by contractors with prescribed Council standards and all relevant legislative requirements. • Provide direction to consultants and contractors as to how work is carried out and to what standard/service levels, supervising infrastructure works carried out by contractors, monitoring and regularly reporting their expenditure against targets. • Provide high quality technical and worksite advice on construction works to stakeholders and contractors. • Prepare project risk management plans and monitor the implementation of project risk strategies/treatments. • Ensure safety, quality and environmental reports are included, compliant and meet corporate requirements. • Communicate and attend meetings with contractors and other council departments. • Liaise with clients, users, asset managers and maintenance staff to establish maintenance needs. • Ensure effective management of Council assets within the Strategic Asset Management Plan. • Perform other duties required to achieve project outcomes.
Management	<ul style="list-style-type: none"> • Facilitate work specifications, support the calling of quotes and tenders, evaluate tenders and recommendations of preferred tenderers, ensuring quotations and contract specifications are in accordance with the procurement policy and corporate standards. • Manage contracts in accordance with the Procurement Policy and corporate standards. • Ensure best practice principles and continuous improvement strategies are part of operations, ensuring Council is receiving best value and agreed contract requirements. • Ensure OH&S compliance in relation to construction sites and contractors. • Undertake regular site inspections, prepare monthly reports on contract status, financials and performance, and authorise payments within approval levels. • Develop strong client/contract manager relationships to ensure Council is receiving best value and agreed contract requirements, ensuring contract variations are reasonable, valid and within scope and budget. • Oversee the mobilisation, implementation and closure of contracts, focussing on OH&S, risk, quality and financial elements.
Relationship Management	<ul style="list-style-type: none"> • Provide quality professional advice to the Team Leader, Coordinators, Managers, Directors, senior management and Council, providing clear direction and open communication to facilitate values of openness and trust. • Promote a positive image of Council by demonstrating professionalism, ethical work standards and a high level of integrity, challenging the status quo and championing new initiatives. • Ensure OH&S and risk management programs are in line with corporate standards to sustain a safe, healthy, and enjoyable work environment. • Foster a customer service culture which maximises relationships between departments and promotes shared accountability for meeting customer and stakeholder needs.
Continuous Improvement Innovation	<ul style="list-style-type: none"> • Positively embrace, adopt and meet the challenges of change as it occurs within the organisation while possessing a 'can do' attitude to embrace new tasks and to assist others.

Asset Management	<ul style="list-style-type: none"> • Ensure the effective management of Council's major assets, identifying improvement opportunities to provide best practice maintenance and upgrades.
Customer Service	<ul style="list-style-type: none"> • Respond to customers, both verbally and in writing in a professional, courteous and timely manner. • Provide accurate professional advice that reflects industry best practice to external and internal customers. • Effectively tailor advice and correspondence to enable complex matters to be understood by a wide range of stakeholders. • Develop and apply understanding of Council policy and guidance around community engagement and consultation where relevant.
Working out of Hours	<ul style="list-style-type: none"> • This position may require participation in an on-call, stand-by or availability roster where after hours contact for work related matters is required and in accordance with operational requirements (which may vary from time to time). If the participant is required to participate in such a roster etc, then the relevant/applicable allowance will be paid. • If the incumbent is in receipt of such an allowance, then it is expected that the incumbent will monitor designated communication channels and respond in a timely and appropriate manner.

Core Organisational Capabilities

We have a Core Capability framework to help everyone succeed and develop for their current and future positions. The relevant capabilities for this position are at the back.

REACH Values

Our REACH values define who we are and how we interact with others. They define how each of us should aim to operate in the workplace regardless of the role we hold. Our REACH values are at the back.

Child Safe Organisation

Greater Dandenong City Council has zero tolerance of child abuse and is committed to creating and maintaining a child safe and child friendly City where all children are valued and protected from abuse.

Organisational Responsibilities

Everyone at Council has the following responsibilities and obligations:

Emergency Management	<ul style="list-style-type: none"> • Help Council fulfil its emergency management obligations by assisting in emergency management activities as required
Occupational Health and Safety	<ul style="list-style-type: none"> • Take reasonable care of their own health and safety. • Take reasonable care that their acts do not adversely affect the health and safety of other persons or themselves. • Follow policy, procedure or instructions to ensure as far as is reasonably practicable a safe workplace. • Report all incidents, injuries and near misses to their supervisor immediately and adhere to Council's occupational health, safety and return to work (RTW) policies and procedures. • Participate in health and safety training programs and initiatives.
Child Safety	<ul style="list-style-type: none"> • Comply with the organisation's Child Safety and Wellbeing Policy, Child Safe Code of Conduct and all other Council Child Safe Policies & Procedures • Demonstrate a commitment to child safety, equity, inclusion, and cultural safety, in line with Council policies and the Victorian Child Safe Standards. • Report any child safety concerns including breaches of Child Safe Code of Conduct in line with Council policies, the Reportable Conduct Scheme, and legal obligations.

Climate Change & Sustainability	<ul style="list-style-type: none"> Help support Council's response to the climate emergency by helping facilitate a whole -of-organisation approach where climate change mitigation and adaptation is embedded into all Council services, assets, operational and decision-making processes.
Compliance	<ul style="list-style-type: none"> Remain mindful of the requirements of the Victorian Charter of Human Rights at all times Manage Council records in accordance with the relevant Council policies and corporate requirements to protect personal information. Perform other duties as directed within the limits of acquired skills, knowledge, and training. Take responsibility for maintaining the strictest levels of confidentiality regarding ratepayers, customers, and employees at all times. Comply with Council's Code of Conduct – Staff at all times
Diversity, inclusion and equity	<ul style="list-style-type: none"> Demonstrate an understanding of and the ability to work with, diversity in the workplace, including: <ul style="list-style-type: none"> zero tolerance of racism and expectations that staff will act on incidents of racism supporting Aboriginal and Torres Strait Islander children to express their culture and enjoy their cultural rights.
Gender Equality	<ul style="list-style-type: none"> Support Councils response to the prevention of violence against women and workplace sexual harassment, including by modelling acceptable behaviour, and reporting improper conduct in a timely manner.

Inherent requirements of the position

These are the essential requirements of this position:

Council has a Flexible Work Policy. All staff are required to attend the workplace for the minimum number of days specified in the Policy.

Working out of standard business hours

- Not required.
- This role may be subject to work related contact outside of normal business hours. (Refer to Working out of hours under position specific responsibilities.)

On a typical day, approximately this much time would be spent on the following activities:

Cognitive Requirements	Task details (typical tasks)	Frequency (% of the working day)			
		Rare/ Never	Occasional 0 – 33%	Frequent 34 – 66%	Constant >66%
Working independently – <i>ability to utilise autonomy with respect to the processes by which tasks are completed. Little to no autonomy with respect to the work allocated to them by the supervisor</i>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Team based work – <i>works in a team of people and not exposed to isolation</i>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Communicating with others – Verbally		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Communicating with others - Written		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Construction Supervisor (Construction) - January 2026 [A12606698]					

Cognitive Requirements	Task details (typical tasks)	Frequency (% of the working day)			
		Rare/ Never	Occasional 0 – 33%	Frequent 34 – 66%	Constant >66%
Focused Attention to task – high levels of attention required to minimise errors and ensure accuracy					
Concentrating – high levels of concentration required while completing required tasks		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Planning and sequencing tasks and activities		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Decision making – required to exercise sound decision making while completing all aspects of the position		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Problem solving – requirement to develop sound solutions to novel or unusual problems arising during the course of the day		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasoning – required to exercise sound reasoning while completing all aspects of the position within defined scope		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Judgement – required to exercise sound judgement while completing all aspects of the position within defined scope		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Short and long-term memory recall – ready access to documented procedures or precedents to perform requirements of the position		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Emotional resilience – exposure to stressful or distressing situations including meeting specified deadlines and production demands, dealing with aggressive or upset customers/clients, high conflict situations, general workload demands, change beyond individual's personal control		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interruptions – frequency of interruptions to daily work plans and requirement to change work plans at short notice		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Physical Requirements

- This position requires more than 10% (on average) daily work rate of manual handling/physical exertion. [If this position requires ≥10% (on average) daily work rate of manual handling / physical exertion, a Task Analysis is then required to be established by an Occupational Therapist [OT] for further assessment (please contact the OHS Team for further information).]
- This position requires a vision test

This position requires a hearing test

Physical Requirements	Task detail	Frequency (% of the working day)			
		Rare Never	Occasional 0 – 33%	Frequent 34 – 66%	Constant >66%
Mobility/Postures					
Sitting – stay in a seated position		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Standing – standing in an upright position, moving less than 3 steps		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking – In an upright position, moving more than 3 steps		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crawling – Move on the hands & knees or by dragging the body close to the ground		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-manual handling					
Crouch/squat – To lower the body by bending forward from legs and spine, buttocks on or near the heels		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kneeling – To lower the body		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bending – To bend forward and down from the waist or the middle of the back, rounding the shoulders and back for more than 3 seconds		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reaching – Extending arms out in any direction		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Twisting/trunk rotation – Rotating the body to one side or the other without moving the feet		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fine manipulation/pinch grip – Fingers are on one side of the object and thumb on the other, typically without the object touching the palm		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Power/open hand grip – Using the whole hand to grasp an object, typically used to handle large or wide objects where the fingers are extended		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing/typing		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Climb ladders		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climb or descend stairs		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low level work – Performing manual handling actions at or near ground level		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manual Handling					
Lift/Carry/Hold – Raising or lowering an object from one level to another and holding/transporting the object using the hands, arms or on the shoulders		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pushing/Pulling – Applying force to move something away or closer to one's self, including static positions		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kilograms of force (kg.f) – Amount of force or effort required to perform a specific task or part of a task		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Weight requirements – lift, carry, push, pull or hold					
1-5kg		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.1 – 10kg		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.1 – 15kg		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.1 – 20kg		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lift floor to hip		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lift waist to shoulder		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lift overhead		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pushing/pulling		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Band descriptors (as defined in Council's Enterprise Agreement)

Accountability and Extent of Authority

The position is directly responsible for:

- Professionalism, ethical work standards and a high level of integrity delivering projects which have operational and/or strategic perspectives, focusing on providing outcomes which are sustainable, fiscally responsible and of benefit to the community.
- Supporting the successful delivery of civil and transport infrastructure works within legislative and corporate guidelines, agreed timeframes and service standards.
- Providing high quality specialist design, engineering and technical advice on civil construction works. The freedom to act in this regard is subject to industry regulations and Council policies and regular supervision.
- Identifying and managing risks, ensuring safety, quality and environmental practices and principles are applied to the highest standards.
- Ensuring contract management is in accordance with Council standards and that Council policies and procedures are followed with integrity and compliance and that continuous improvement principles and excellent customer service standards are applied to all operations and outstanding issues are resolved.

Judgement and Decision-Making Skills

Judgement and decision making will be within the following scope:

The nature of the work is specialised with methods, procedures and processes generally developed from theory or precedent.

Independently

- Required to make well thought through and sound judgements and decisions on:
 - Application of specialised expertise, advice, and recommendations on construction issues
 - Methods, procedures, and processes to deal with situations as they arise.
 - Varying programs and approving works, interpreting regulations and codes of practice.
 - Providing technical advice in relation to site plans and specifications.
 - Determining and applying corrective actions, including to critical situations.

With Input from the Team Leader, Coordinator and Chief Infrastructure Officer

- Resolve construction issues efficiently and with minimal impact to the project.
- Varying programs and approve works.
- Provide design / technical advice to contractors.
- Required to inform the Coordinator/Manager of any decision that may affect the timing, budget, quality or scope of the project.

Recommends to the Team Leader, Coordinator, and Chief Infrastructure Officer

- Design improvements and technical and engineering solutions.
- Opportunities for efficiency gains with feasible options.
- Variations to contracts and service standards to adapt to and meet the needs of different situations.
- Improvements to work systems and work procedures which result in more efficient business practices.

Guidance

- Works under general direction from the relevant line Team Leader/Coordinator and under the authority of Chief Infrastructure Officer.
- Expected to use investigative and analytical skills to independently research and develop a range of options and solutions for consideration.

Specialist Knowledge and Skills

The essential position requirements include:

Construction Supervisor (Construction) - January 2026 [A12606698]

- This position requires proficiency in the application of theoretical and scientific disciplines, including the underlying principles as distinct from the practices. This will involve:
 - A good knowledge of relevant legislation, codes of practice, regulations and safety legislation, Road Management Plans and the Road Management Act.as related to construction projects, road works, and asset inspections.
 - Demonstrated knowledge of safe and efficient investigation, construction, maintenance, and rehabilitation practices associated with roads, related infrastructure and bridges and major culverts, landslip sites and retaining walls.
 - A proven successful track record and high attention to detail and accuracy in managing, monitoring performance of contracts ensuring quality controls, and safety.
 - Sound understanding of Council’s contract administration, financial and budget management system, Risk Management Policy, OH&S and safe work procedures.
 - Intermediate to advanced PC literacy, incorporating MS Office applications.

Management & Interpersonal skills

The essential position requirements include:

- The capacity to effectively manage time, establish priorities plan and organise own work and where appropriate that of contractors to achieve specific and set business outcomes including efficiently managing a broad range of projects and tasks simultaneously, within a set timetable despite conflicting pressures.
- Ability to gain cooperation and assistance from clients, contractors, and other employees in the administration of broadly defined activities and to motivate and develop employees.
- Ability to liaise with counterparts in other organisations to discuss and resolve specialist problems and with other employees within Council to resolve intraorganisational problems.
- Highly developed advocacy skills to effectively deal with all stakeholders and influence contractors to achieve desired outcomes.
- Excellent customer service focus supported by actions and outcomes through highly effective interpersonal skills, incorporating verbal and written communication, presentation, advocacy, and facilitation.
- A positive ‘can do’ approach which incorporates professionalism, ethical standards and integrity including the capacity to lead and influence staff and contractors to outcomes.

Verification & Approvals

I certify that the content of this Position Description accurately reflects the overall role and accountabilities of the position:

	Name	Signature	Date
Occupant			

Appendix

Core Capability Framework – Team Member

Relationship Management

Develops and maintains strong and enduring relationships with colleagues and/or external stakeholders which are built on mutual respect and commitment. Ensures that all people are treated with dignity and respect regardless of gender, ethnicity, religion or sexual orientation.

- Demonstrates respect for the wide range of views and perspectives that are expressed in their teams
- Contributes effectively to team meetings
- Demonstrates commitment to team decisions
- Demonstrates respect for other team members

Planning & Organising

Thinks from a wholistic perspective and sees the patterns in the complex relationships that exist between the different parts of the organisation. Uses these insights to ensure that the organisation's human, physical and financial resources are effectively used in the achievement of the organisation's, team's or the role's agreed priorities.

- Is able to explain the relationship between own work activities and the goals and objectives of the team
- Prioritises work based on the needs of the team
- Shares relevant information as and when appropriate
- Consistently does her/his share of the work

People Development

Demonstrates a deep commitment to ongoing learning and development as fundamental to the organisation's sustained success and to the realisation of the potential of its people.

- Is active in identifying opportunities for ongoing growth and development
- Seeks feedback with a view to personal and professional development
- Looks for opportunities to grow skills and knowledge
- Is proactive in managing own career development

Future focused organisation

Is keenly aware of the social, political, economic and technological trends that impact the global and local environments and ensures these are factored into the work of individuals, teams or the organisation to deliver on the needs and expectations of the Council and the community it serves

- Incorporates key issues impacting the broader environment into the way they undertake their work
- Responds flexibly to change
- Shows resilience in times of change
- Seeks support during times of uncertainty

Outcome orientation

Demonstrates a strong commitment to a high-performance culture by constantly striving for high quality customer service outcomes and accepting responsibility for outcomes within their control

- Demonstrates a willingness to take informed risks in solving client issues
- Ensures tasks are consistently completed to the required standard
- Responds promptly and appropriately to requests for service
- Consistently follows established practices and procedures

Service focus

Ensures there is a focus on delivering work priorities to agreed quality and timeliness standards

- Is friendly and responsive to clients/customers
- Strives to deliver quality client/customer outcomes
- Deals with client/customer issues with concern and a sense of importance

Self-management

Demonstrates self-awareness through understanding own responses to a range of situations as well as understanding the impact their behaviour has on others

- Accepts personal responsibility for outcomes within their control
- Demonstrates the ability to regulate and adapt behaviour according to the circumstances and the audience
- Seeks out feedback with the purpose of reflecting on work performance with a view to self-improvement
- Models Greater Dandenong's ethical and organisational standards

- Acts decisively during times of ambiguity and pressure

Safety, health and wellbeing

Ensures that the safety, health and wellbeing of employees, contractors, service users and councillors is at the heart of the organisation's culture and the way work is organised and services delivered

- Actively participates in discussions and activities aimed at improving safety, health and wellbeing
- Takes responsibility for the personal safety, health and wellbeing of self and immediate others
- Supports and encourages colleagues to actively participate in safety, health and wellbeing initiatives

Council's REACH Values

Respectful

We respect and care about our community, each other and ourselves.

We act with integrity at all times and in all matters.

We take time to listen to and seek to understand the other point of view.

We strive to understand and respect the diversity of our community and our workplace.

We understand our role in the community and respect the responsibility that comes with

Creative

We care about getting the best outcomes.

We constantly ask: What's the future and what's possible?

We have the courage to try new ideas.

We strive for excellence in everything we do.

Engaged

We listen to our community and respond.

We work together with our community and each other, to achieve the best outcome.

We have the confidence to challenge the status quo, to reach for better outcomes.

We are action-oriented in identifying and responding to new challenges.

Honest

We tell the truth, even when we know people may not want to hear it.

We form our opinions and give advice from sound, evidence based research.

We act with humility and apply the highest standards of ethical behaviour to everything we do.

Accountable

We are proud of our city, our community and our achievements.

We spend our time and effort on solutions rather than looking for someone to blame.

We take responsibility for our actions.

