

Bush Search and Rescue Victoria Code of Conduct



This document sets out the conduct expected of all personnel associated with Bush Search and Rescue Victoria (BSAR).

BSAR is a part of Bushwalking Victoria. BSAR volunteers are either members of a Club associated or affiliated with Bushwalking Victoria or are an individual member of Bushwalking Victoria. BSAR's activities, policies and processes are required to be consistent with the Rules of Association, By-laws and Policies of Bushwalking Victoria.

Member Clubs of Bushwalking Victoria who provide members for BSAR are expected to be cognisant of this Code of Conduct and to support its implementation.

Police are the responsible authority in all search operations. All BSAR members operate under Police command. Accordingly, BSAR's procedures, policies and training are developed with guidance from the Victoria Police Search and Rescue Squad, to ensure that BSAR meets Police requirements and expectations.

Reference documents

- Bush Search and Rescue Manual
- Bush Search and Rescue Field Organiser and Police Liaison Officer Manual
- Bushwalking Victoria Rules of Association, Bylaws, Policies and Code of Conduct,
- Victoria Police Letter of Understanding with Bushwalking Victoria Incorporated on behalf of BSAR.

Personal Conduct

BSAR members will:

- comply with BSAR procedures and policies
- have personal safety and the safety of others as paramount during BSAR search operations and training.
- comply with Police Command, including where that command is delegated to BSAR Police Liaison Officers, Field Organisers and Group Leaders.
- use BSAR resources in a proper and appropriate manner
- behave ethically; with care, diligence, honesty and integrity
- show respect for each other, members of other Emergency Service organisations, and the wider community.
- comply with the BSAR Non-Disclosure policy.

Organisational Reputation

BSAR members will:

- respect and uphold the integrity and good reputation of BSAR.
- positively represent BSAR to other organisations and the community.
- identify and operate only as BSAR during training, searches and on all other relevant occasions.
 - Note: the use or wearing of logos, insignia, livery or any other representation where the intent or effect is to diminish BSAR's integrity or identity is not permitted.

Conflict of interest: BSAR Executive and Committee

A conflict of interest can arise when an individual has competing interests, memberships or loyalties that either are, or potentially can be, at odds with each other. This may effect, or have the appearance of effecting, an individual's ability to make decisions in the best interests of BSAR.

- BSAR Executive and Committee members are expected to act in the best interests of BSAR at all times.
- When the potential for an actual or perceived conflict of interest exists, the onus is on a member to declare it to the BSAR Convener and to take action to address it. This may include the member withdrawing from participation in a particular matter.
- Formal matters related to a Bushwalking Victoria Club should be addressed through the Secretary of Bushwalking Victoria.
- Formal matters related to other organisations should be addressed through the BSAR Convener and an office bearer of that organisation.

Complaints

Every effort should be made to resolve a concern informally with the people involved. Where this is unsuccessful, a formal complaint can be submitted to the BSAR Convener, or to the Secretary of Bushwalking Victoria. The complaint will be handled in a manner that is consistent with the Bushwalking Victoria Rules of Association, the Code of Conduct of Bushwalking Victoria, and this document.

Approved by the BSAR Committee on 28 July 2014