



**Rural & Remote  
Medical Services Ltd.**  
An Australian Medical Charity Since 2001



# ETHICAL FRAMEWORK



We live and work on the lands of the First Australians. We pay our respects to Elders past, present and emerging.



## **GAMILARAAY**

Dhayn ngiyani winangaylanha NSWga ganunga-waanda yanaylanha,  
dhaymaarr ganugu-waanda nhama ngarrangarranmaldanhi

## **WIRADJURI**

Ngiyani Yindyamali Aboriginal Mayiny Murrubandhda Mayinny galangga  
NSW Ngangaagi

## **ENGLISH**

We respect Aboriginal peoples as the First Peoples and custodians of  
NSW.



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## **Purpose of the Ethical Framework**

The work we do at RARMS is complex and challenging; we support people experiencing chronic disease, mental and physical health concerns and Aboriginal people who bears the scars of historic dispossession.

We work in emergency situations and with a multitude of partners, organisations and communities.

How we do things is just as important as what we do.

RARMS Ethical Framework is a practical, positive tool to support all RARMS staff, contractors and volunteers to conduct themselves consistent with our values.

It provides a clear, shared understanding of the values which we all commit to upholding, and to which we all hold ourselves and others accountable

## **What is the Ethical Framework?**

The Ethical Framework guides us on how we do things; it determines how each of us, as RARMS staff and contractors, should act and behave as individuals and together, towards each other and towards the people and organisations we work with: every person, every day.

The Ethical Framework guides and describes behaviour in the context of our vision, mission and values.

The Ethical Framework incorporates the values contained in the RARMS Strategy and includes references to policies and procedures to support ethical decision making and behaviour.





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## Our Vision

Healthy rural and remote communities.

## Our Mission

Help rural, remote and Indigenous communities to maintain and sustain local, high-quality, accessible, integrated, patient-centred, culturally-responsive and inclusive health and medical services.

## Our Values

### **Purposeful**

We help rural, remote and Indigenous communities to develop and operate sustainable local health and medical services that attract and retain GPs.

### **Patient-Centred**

We engage with our patients, and design and deliver our programs, informed by patient and community need.

### **Agile**

We respond quickly and appropriately to community and patient need because of our local knowledge, understanding of the health system and because we plan ahead.

### **Ethical**

We are fair, honest, trustworthy, respectful and transparent.





## **Policies to guide ethical behaviour**

A range of policies help guide our behaviour across a range of situations. They are available on Practice Hub and RARMS Central or from the People and Culture Group.

Key policies include:

- Fraud and corruption prevention policy
- Whistleblower policy
- Privacy and health information protection policy
- Child protection policy
- Work, health and safety policy
- Modern Slavery policy
- Disciplinary policy
- Complaints and concerns policy and procedures
- Local procurement policy

Medical, nursing and allied health staff are obligated to observe the ethical standards of their relevant accreditation bodies (e.g. RACGP Code of Conduct; AHPRA Good medical practice: a code of conduct for doctors in Australia and AHPRA Professional Standards for Health Professionals).

## **What do I do about behaviour that does not align with our values?**

All RARMS staff and contractors agree to behave in ways that demonstrate our values to support us to achieve our vision and mission.

All RARMS staff and contractors are responsible for reporting suspected breaches of our Ethical Framework—we all have a role in helping each other do the right thing.

If you are concerned about behaviour that may not accord with our values you are encouraged to raise your concerns or issues openly and transparently within RARMS to enable them to be explored and resolved.

If you feel able to do so, you should raise your concern with the person directly.

Alternatively you can speak to your manager, supervisor, People and Culture, CEO or (in the case of concerns about the CEO) the Chair







## What will RARMS do?

RARMS treats breaches of our values and policies seriously, and failure to behave in accordance with our values and policies may result in disciplinary action. RARMS will determine what action may be required under the relevant workforce policies, and any action will be fair and reasonable for the particular case, according to the circumstances.

In a serious case, RARMS may have their employment (or voluntary service) terminated. Any breaches of law will be dealt with under the Disciplinary policy or other applicable policy and referred by RARMS where required or appropriate to the relevant legal authority and/or the police.

## My commitment to the RARMS Ethical Framework

I acknowledge my commitment to behave in accordance with our Vision, Mission, Values and Policies of RARMS:

**Name**

**Position**

**Signature**

**Date**

