CODE OF PROFESSIONAL and ETHICAL CONDUCT

Members of the Institute undertake a range of roles in the provision of healthcare and when undertaking research and development. Their duties and activities often involve interaction with patients, members of the public and colleagues, both within the profession and in other professions. It is essential that the highest professional and ethical standards are adhered to and Members must conduct themselves at all times in a manner that is appropriate to their profession.

Members are part of the broader community of scientists and engineers and the Institute has adopted the Universal Ethical Code for Scientists 'Rigour, Respect and Responsibility'. Members must adhere to the Universal Ethical Code which has been incorporated into this Code.

By becoming a member of the Institute, you have agreed to:

Patients, Clients and Users

1 Ensure that the well-being, interests and dignity of patients, clients and users are promoted and safeguarded at all times. The Institute's '*Guidelines for Good Practice: Working for Patients*' and the Institute's Equality Policy should be followed in an appropriate manner.

2 Not accept persons for examination or treatment unless they have been appropriately referred.

3 Not hold yourself out as a person who by training and experience is professionally qualified to diagnose or treat injury or disease. You may carry out these functions either at the request of a medical practitioner, or under a system of work agreed by medical staff, medical physicists, engineers or technologists and the employer.

Rigour, Responsibility, Honesty and Integrity

4 Accept personal responsibility for your own work and that carried out under your supervision or direction.

5 Provide advice that is, to the best of your ability, objective and reliable. Take all reasonable steps to ensure that a person rejecting such advice is aware of the consequences.

6 Undertake only those responsibilities and work that are within your competence and act with skill and care in all your work. Limit or stop your work if your performance is impaired by any temporary or permanent physical or mental illness, injury or disability, until such time as the issue has been resolved.

7 Take all reasonable steps to ensure that those working under your authority are competent to carry out the tasks assigned to them, that they have appropriate resources and that they accept responsibility for their work.

8 Take all reasonable steps to maintain and develop professional knowledge and competence, supporting people working under your supervision to do the same.

9 Act without delay if you believe that you, or someone else, may be placing patients or others at risk of harm by bringing your concerns to the attention of your employer, another manager or professional body. Support colleagues and other individuals to whom you have a duty of care who have raised such concerns.

10 Refuse to accept any gift, favour or hospitality that might be interpreted as seeking to exert undue influence so as to obtain preferential consideration.

11 Declare conflicts of interest. Inform your employer, or client, in writing of any conflict between service to them and your personal interests.

12 Recognise the contributions people have made in undertaking any particular piece of work, noting that many people may have made contributions at different stages. Do not take ownership of any work where you have had no contribution. Do not deny or play down the contribution others have made.

Respect for life, the law, colleagues and the public good

13 Work in a collaborative and co-operative manner with colleagues[1] and co-workers, recognising and respecting their particular contributions.

14 Be aware of the workload and pressures on professional colleagues[1] and subordinates, and take appropriate action if these could threaten safe standards of practice.

15 Observe the proper duties of confidentiality owed to appropriate parties. Respect confidential information obtained in the course of professional practice. Take all reasonable steps to protect the security of information and information systems.

16 Take care that your work and its products do not constitute an unnecessary risk. Act in accordance with the principles of sustainability and prevent avoidable adverse impact to any person, to animals or the natural environment.

Personal and Professional life

17 Act at all times to uphold the public's confidence in the profession(s).

18 Observe the provisions of IPEM's governing document and supporting Rules.

19 Observe any legal, professional or ethical, law, rule or regulation including IPEM's Equality Policy.

20 Not bully, harass (sexually or otherwise), abuse, discriminate, victimise, or conduct offensive behaviour.

21 Not recklessly or maliciously attempt to injure, either directly or indirectly, the reputation, prospects or business of any colleague.

22 Co-operate with an investigation or medical assessment which is deemed necessary to ensure the safety of patients or others.

23 Report to the Institute any caution or criminal convictions against you, in line with current legislation concerning disclosure.

24 Report to the Institute the outcome of any formal disciplinary proceedings against you, whether in employment or by other professional bodies or regulators, including but not limited to suspension pending hearing or appeal, so that the PCC might investigate to determine if any of the Code of Professional and Ethical Conduct had been breached. Failure to report such proceedings would itself constitute a *prima facie* breach of the Code.

25 Where appropriate, hold professional indemnity insurance.

Responsible Communication: listening and informing

26 Maintain proper professional and ethical standards in research and development, consistent with preventing the dissemination of fraudulent or intentionally biased results.

27 Not knowingly mislead, or allow others to be misled, about scientific matters. Present and review scientific evidence, theory or interpretation honestly and accurately.

Note 1 "Colleagues" includes, but is not limited to, any person with whom you work in the same or in a cognate profession, whether employed by the same organisation as you, or by another employer in healthcare, academe or healthcare industries.