

Emergency Management Professionalisation Scheme

Code Of Ethics

About this Code

The Emergency Management Professionalisation Scheme Code of Ethics (the Code) describes what is expected of all individuals registered or certified in their emergency management roles.

It sets out the values guiding emergency management professionals in making the right decisions when confronted with ethical dilemmas relating to their duties. It also describes specific practices and behaviours that are encouraged or prohibited.

The Code is not intended to cover every situation, or replace insight and professional judgement. Where an ethical issue arises, practitioners should apply the spirit of the Code in making decisions.

Application of the Code

Practitioners applying for registration or certification through the Emergency Management Professionalisation Scheme (EMPS) must undertake to abide by the Code. Breaches of the Code may be reported to the EMPS Panel, which, if it finds a breach has taken place, may issue written advice to the person(s) involved, suspend their registration, or de-register them from the Scheme.

The Code is not a substitute for the provisions of any legislation, case law or public sector Codes of Conduct, nor does it address in detail the standards of practice required of incident and emergency management individuals or other bodies.

The Code is not a replacement for any Values, Principles or Codes established by any AFAC member agency and should be seen as complementary to them.

Fundamental Principles

Fundamental to the work of emergency services are four National Principles:

1. **Primacy of Life**

Primacy of life is the major motivation for emergency management work. Any loss of life is deeply felt within the emergency management community.

2. **Trust**

Emergency management agencies depend on a high level of trust, not only within crews, teams units and brigades, but also with key stakeholders. If we are not trusted, we have lost the confidence of those we serve.

3. **Interoperability**

Multi-agency, multi-hazard, all of the time capability is the predominant theme in multi-agency operations.

4. **Accountability**

We are all accountable to all stakeholders. Accountability builds confidence and trust.

The Code

Practitioners will:

- at all times behave in a way that upholds the reputation of fire and emergency management professionals and act with integrity, competence and diligence
- be truthful and honest at all times
- work to serve the community, not to benefit themselves
- use publicly owned resources, including uniforms, facilities, vehicles and equipment, only for the purposes for which they have been provided them
- take reasonable steps to comply with all laws, regulations, codes and standards applicable to their professional activities
- contribute positively to multi-agency and interoperable working environments
- undertake continuing professional development to maintain their competence and maintain records of it
- treat others registered under the Scheme with courtesy and respect, acknowledging and respecting their national credentials awarded under the scheme.
- challenge behaviour by colleagues that conflicts with this code, and escalate through appropriate channels if it cannot be resolved at a person-to-person level.

Practitioners will not:

- discriminate against colleagues or any other person on the grounds of race, national origin, religion, sexual orientation, gender, disability or employment status or use language that suggests such discrimination
- disclose private, confidential or privileged information that they acquire in the course of their duties except for professional reasons or as required by law
- knowingly submit false or misleading information of credentials, skills, competency, experience and endorsements
- use public or private social networking, electronic communications, or other media opportunities in a manner that discredits or embarrasses their organisation or the broader fire and emergency service sector
- accept gifts, benefits, compensation or consideration that might reasonably be expected to create a conflict of interest.