



## P013 - Code of Ethics and Code of Professional Conduct for Nurses

| Version | Approved:  | Comments   | Next review date |
|---------|------------|--|------------------|
| 1.0     | [date]     |  | 01/09/2016       |
| 1.1     | 14/05/2018 | Implemented recommendations of Workplace Assured. Included application paragraph, and additional points to 'what a nurse must do'. | 01/09/2018       |
| 1.2     | 14/05/2019 | Implemented recommendation as per NDIS registration  | 01/09/2020       |

Applies to:

All staff

### PURPOSE

First Call Nursing expects its staff to comply with the codes of ethics and conduct for nurses set out by the Australian Nursing and Midwifery Council.

### POLICY

First Call expects its field staff comprised of assistants in nursing, enrolled nurses, registered nurses and field staff assessor to adhere to the code set down by the Australian Nursing and Midwifery Council.

This Code of Conduct applies employees, agents and contractors of First Call Nursing. This Code of Conduct does not form part of the contract of employees, agents and contractors and may be varied at any time by First Call Nursing.

The Code is as follows:

1. Nurses value quality nursing care for all people

2. Nurses value respect and kindness for self and others
3. Nurses value the diversity of people
4. Nurses value access to quality nursing and health care for all people
5. Nurses value informed decision making
6. Nurses value a culture of safety in nursing and health care
7. Nurses value ethical management of information
8. Nurses value a socially, economically and ecologically sustainable environment promoting health and wellbeing.

First Call expects its field staff comprised of assistants in nursing, enrolled nurses, registered nurses and field staff assessors to adhere to the code set down by the Australian Nursing and Midwifery Council.

The Code is as follows:

**A nurse must:**

- Practise in a safe and competent manner
- Practise in accordance with the standards of the profession and the broader health system.
- Practice and conduct themselves in accordance with laws relevant to the profession and practice of nursing.
- Respect the dignity, culture, ethnicity, values and beliefs of people receiving care and treatment, and of their colleagues.
- Treat personal information obtained in a professional capacity as private and confidential.
- Provide impartial, honest and accurate information in relation to nursing care and health care products.
- Support the health, wellbeing and informed decision making of people requiring or receiving care.
- Promote and preserve the trust and privilege inherent in the relationship between nurses and people receiving care.
- Maintain and build on the community's trust and confidence in the nursing profession.
- Practise nursing reflectively and ethically.
- Always conduct themselves professionally and politely when at work and outside of work while undertaking work-related activities.
- Comply with their contract.
- Follow all directions given to them by management.'
- Comply with all policies and procedures.
- Comply with all local, state / territory and federal laws.
- Never report for work in circumstances where there is a risk that they could be affected by or impaired by or under the influence of drugs or alcohol.
- Not make personal profit or gain in connection with their employment or engagement other than as provided for in their contract.
- Not engage in any conduct that might damage the reputation of First Call Nursing or any of its officers or employees.

- Maintain confidentiality of all information, records or other materials acquired during their employment or engagement with the business.
- Not engage in bullying or harassment.

First Call Nursing also requires support staff to abide by the following principles:

- Support staff must respect each client's autonomy, including their rights to intimacy and sexual expression.
- Support staff must support and respect the wishes of clients in engaging with their family, friends and community.
- Support staff must provide support to clients in a way that is least intrusive to the care recipient living their daily life.

If any First Call Nursing employee, agent or contractor does not comply with this policy, they may be the subject of disciplinary action which may include: counselling, verbal or written warnings or termination of their employment.