

INSTITUTE OF FISHERIES MANAGEMENT

Code of Professional Conduct

INTRODUCTION

A prime aim of the Institute of Fisheries Management, since its establishment in 1969, has been to promote the advancement of fisheries management in all or any of its branches so as to advance its standing as a profession. This promotion has encouraged the highest professional standards of Institute members engaged in fisheries management. The code sets out the standard of conduct which fisheries managers, no matter what their level of responsibility, should be achieving in discharging their responsibilities.

The Code of Professional Conduct is mandatory on all members of the Institute. Any alleged breach of the code shall be examined by Council, and any member found to have contravened any section may be liable to disciplinary action which may result in exclusion from membership of the Institute.

The "Guides to Good Management Practice" describes in more detail the standards of conduct which members are expected to adhere to in pursuit of the objectives of good fisheries management.

CODE OF PROFESSIONAL CONDUCT

At all times a member shall uphold the good standard and reputation of the Institute of Fisheries Management and in the discharge of his duties and exercising his authority shall:

- (a) Incorporate the best principles for the mitigation of environmental harm and the enhancement of environmental quality
- (b) Comply with the law, custom and practice of any country in which he* works.
- (c) Not misuse his authority or office for personal or other gain.
- (d) Observe the standards prescribed in the "The Guides to Good Management Practice" approved by the Council.
- (e) Seek to maintain his personal competence in fisheries management.
- (f) Set an example to others of responsible, professional behaviour.

**Words importing the masculine gender only, shall include the feminine gender.*

GUIDES TO GOOD MANAGEMENT PRACTICE

1. As regards the Individual Manager

The Member shall:

- (a) Make proper use of the resources available to him.
- (b) Appraise his own competence, acknowledge potential weaknesses and seek relevant qualified advice.
- (c) Take every opportunity to improve his professional capability.
- (d) Be objective and constructive when giving advice or guidance in his professional capacity.
- (e) Accept accountability for the actions of his subordinates as well as for his own.
- (f) In pursuing his personal ambitions, take account of the interests of others.
- (g) Never maliciously injure the professional reputation, or career prospects of others nor the business of others.

2. As regards the employer or client

The Member shall, as appropriate:

- (a) By leadership, co-ordination, personal example and commitment direct all available efforts towards the success of the enterprise.
- (b) Apply the lawful policies of the employer and carry out its instructions with integrity.
- (c) Demonstrate his loyalty to the employer by promoting its interests and objectives.
- (d) Promote effective communications within the organisation and outside it.
- (e) Make immediate and full declaration of any personal interests which may conflict with the interests of the employer.
- (f) Refrain from engaging in any activity which impairs his effectiveness as a manager; in any instance of conflict arising from his membership of a trade union, trade association or other body he must act in accordance with his own judgement.
- (g) Ensure that plant, processes, equipment and materials committed to his charge are maintained and operated as efficiently and safely as reasonably practicable.

3. As regards other Employees

The Member shall:

- (a) Strive to minimise misunderstanding and promote good relations between all who work in the organisation.
- (b) Consult and communicate clearly.
- (c) Take full account of the needs and problems, ideas and suggestions of others.
- (d) Ensure that all his subordinates are aware of their duties and responsibilities especially in relation to those of others.
- (e) Encourage the improved performance of his subordinates and the development of their potential, by means of training and in other suitable ways.

- (f) Be concerned in the working environment for the health, safety and well being of all, especially those for whom he is responsible.
- (g) Promote self-discipline as the best form of discipline both for himself and for his subordinates.
- (h) Ensure that disciplinary or other corrective action is constructive and respects the dignity of all concerned.
- (i) Using his judgement, advise senior colleagues in advance of situations in which they are likely to become involved.

4. As regards persons requiring advice

The Member shall:

- (a) Ensure that the requirements of such persons are properly considered.
- (b) Ensure that all advice is stated clearly
- (c) Ensure that such persons are informed of any action which may materially affect the advice and take all reasonable action to minimise risk to the parties involved.
- (d) Avoid entering into arrangements which unlawfully inhibit that person obtaining advice from someone else.
- (e) Respect the confidentiality of any information if so requested by that person.
- (f) Establish and develop with that person a continuing and satisfactory relationship leading to mutual confidence.
- (g) Neither offer nor accept any gift, favour or hospitality intended as, or having the effect of bribery and corruption.
- (h) Accept or deliver the product or service within the quality, time and conditions so agreed.

5. As regards the Resource

The Member shall:

- a) Recognise his or his employer's responsibility to the owner of the resource.
- b) Make the most effective use of the facilities available to him to manage the resource to the agreement of all interested parties.
- c) Avoid all unnecessary waste of the resource including pollution of the resource.
- d) Ensure that any public communications about the Resource are true and not misleading.
- e) Be willing to exercise his influence and skill for the benefit of the resource he manages.
- f) Apply all possible endeavour to further the interests of the environment whenever possible.

DISCIPLINARY PROCEDURE

The Council of the Institute will, upon receiving written notification of alleged contravention of any articles of the Code of Conduct, appoint a sub-committee, of at least three Council members, to undertake a thorough investigation. The investigation will require a full statement of the allegations to be compiled including, if necessary, an interview with the complainant.

The member against whom the complaint is made shall receive a copy of the allegations and shall have the opportunity to respond to them.

The sub-committee will be empowered to determine whether the allegations are upheld and shall submit a full report to the Council who shall have the power, by simple majority vote, to accept or reject the sub-committee report.

SANCTIONS

The Council shall determine an appropriate sanction which may range from a written warning in the case of a minor offence, to termination of membership in the case of a serious offence. In the absence of further guidance, Council may use its discretion to determine both the degree of seriousness and the appropriate sanction.

The decision must be reported to the member concerned within 14 days of the Council meeting.

APPEALS

An appeal may be made to the President of the Institute within 14 days of a sanction being applied. The President shall determine whether an appeal is justified and, if deciding in the affirmative, shall require the Council to reconsider the sub-committee's report and its initial decision within ten weeks of the appeal being lodged. Members of the sub-committee may not vote on the appeal decision.

The member may request a personal hearing.

No more than one appeal will be allowed.

During the period of the appeal the sanction shall not be active.

Decisions of the Council will be final and binding.

Approved by IFM Council 25th January 2005