

3.13 Code of Conduct

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2/15/2012 1 36694

Members of Council and its committees are expected to behave in an ethical and businesslike manner. This commitment includes proper use of authority and appropriate decorum in group and individual behaviour.

3.13.1 Professional & Personal Conflicts

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Members of the Council, Council committees, and candidates for Council elections shall not place themselves in any position where there is a real, potential or perceived conflict of interest between CRNNS responsibilities and personal or other professional interest.

3.13.1.1 Disclosure of Conflicts of Interest

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Councillors and Council committees shall not fail to disclose any real, potential or perceived conflict of interest in which they or another Council or committee member may be involved.

3.13.1.2 Conduct when conflicts exist

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Councillors and Council committees shall not participate in discussion or voting on issues in which they have a conflict of interest. Depending on the nature and extent of the conflict, it may be necessary for the member to resign from the Council or committee.

3.13.1.3 Use of Information

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Councillors and Council committees shall not use information acquired through official duties, and unavailable to the general public, for improper advantage, either direct or indirect, while a member of the Council or a Council committee.

3.13.2 Maintaining Public Confidence

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Councillors and Council committees shall not use the power of their office or perform their duties in any way that would jeopardize registered nurse and public confidence and trust in the integrity, objectivity and impartiality of the CRNNS. Councillors and Council committees are accountable to exercise the powers and discharge the duties of their office honestly and in good faith. Councillors shall exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.

3.13.3 Council Confidentiality

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Councillors and Council committees shall not breach confidentiality regarding information to which they have access and fail to sign and comply with the CRNNS Confidentiality Agreement.

3.13.4 Maintaining Council Decision Integrity

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Councillors and Council committees shall not diminish the integrity of a Council decision, either during a discussion or after a decision is made, regardless of their personal feelings on the issue.

3.13.5 Individual Authority

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Councillors shall not attempt to exercise individual authority over the organization.

3.13.5.1 Individual Authority Exceptions

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Councillors' interaction with the Chief Executive Officer (CEO) and Registrar or with staff must recognize the lack of authority vested in individuals except when explicitly Council-authorized.

3.13.5.2 Representing Council Externally

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Councillors' interaction with the public, media or other entities must recognize the same limitation and the similar inability of any Council member(s) to speak for the Council except to repeat explicitly stated Council decisions.

3.13.5.3 Judgment of Employee Performance

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Except for participation in Council deliberation about whether the Chief Executive Officer (CEO) and Registrar has achieved reasonable interpretation of Council policy, councillors will not express individual judgments of performance of employees of the Chief Executive Officer (CEO) and Registrar.

3.13.6 Councillor Preparation for Meetings

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Councillors shall be familiar with the Registered Nurses Act and Regulations, By-laws, and governing policies of the College as well as the rules of procedure and proper conduct of a meeting so that any decision of the Council may be made in an efficient, knowledgeable and expeditious fashion.

3.13.7 Councillor Preparation for Deliberation

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Councillors will be properly prepared for Council deliberation.

3.13.8 Continuing Educational Activities

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Councillors shall regularly take part in educational activities that will assist them in carrying out their responsibilities.

3.13.9 Meeting Attendance & Penalties

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Councillors shall attend meetings on a regular and punctual basis. Absence of a Council member from 2 consecutive regular meetings in a Council year shall be considered a resignation from the Council. A Council member may request reinstatement. The Council may, at its discretion, reinstate a councillor upon such a request. Only one such reinstatement per councillor is permitted.

3.13.10 Other Unethical Activities

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Councillors shall ensure that unethical activities not covered or specifically prohibited by the foregoing or any other legislation are neither encouraged nor condoned.