

GENEVA HEALTH INTERNATIONAL

The Code of Conduct - Nursing and Midwifery Council

Standards of conduct, performance and ethics for nurses and midwives

The people in your care must be able to trust you with their health and well being

To justify that trust, you must

- Make the care of people your first concern, treating them as individuals and respecting their dignity.
- Work with others to protect and promote the health and well being of those in your care, their families and carers, and the wider community
- Provide a high standard of practice and care at all times
- Be open and honest, act with integrity and uphold the reputation of your profession

As a professional, you are personally accountable for the actions and omissions in your practice and must always be able to justify your decisions.

You must always act lawfully, whether those laws relate to your professional practice or personal life.

Failure to comply with this Code may bring your fitness to practice into question and endanger your registration.

This Code should be considered together with Nursing and Midwifery Council's rules, standards, guidance and advice available from www.nmc-uk.org

Make the care of the patient your first concern, treating them as individuals and respecting their dignity

Treat people as individuals

- You must treat people as individuals and respect their dignity
- You must not discriminate in any way against those in your care
- You must act as an advocate for those in your care, helping them to access relevant health and social information and support

Respect people's confidentiality

- You must respect people's rights to confidentiality
- You must ensure people are informed about how and why information is shared by those who will be providing their care
- You must disclose information if you believe someone may be at risk of harm, in line with the law of the country you are practising

Collaborate with those in your care

- You must listen to the people in your care and respond to their concerns and preferences
- You must support people in caring for themselves to improve and maintain their health
- You must recognise and respect the contribution that people make to their own care and wellbeing
- You must make arrangements to meet people's language and communication needs

- You must share with people, in a way they can understand, the information they want or need to know about their health

Ensure you gain consent

- You must ensure you gain consent before you begin any treatment or care
- You must respect and support people's rights to accept or decline treatment and care.
- You must uphold people's rights to be fully involved in decisions about their care
- You must be aware of legislation regarding mental capacity, ensuring that people who lack capacity remain at the centre of decision making and are fully safeguarded
- You must be able to demonstrate that you have acted in someone's best interests if you have provided care in an emergency

Maintain clear professional boundaries

- You must refuse any gifts, favours or hospitality that might be interpreted as an attempt to gain preferential treatment
- You must not ask for or accept loans from anyone in your care or anyone close to them
- You must establish and actively maintain clear sexual boundaries at all times with people in your care, their families and carers

Work with others to protect and promote the health and wellbeing of those in your care, their families and carers, and the wider community

Share information with your colleagues

- You must keep your colleagues informed when you are sharing the care of others
- You must work with colleagues to monitor the quality of your work and maintain the safety of those in your care
- You must facilitate students and others to develop their competences

Work effectively as part of a team

- You must work cooperatively within teams and respect the skills, expertise and contributions of your colleagues
- You must be willing to share your skills and experience for the benefit of your colleagues
- You must consult and take advice from colleagues when appropriate
- You must treat your colleagues fairly and without discrimination
- You must make referral to another practitioner when it is in the best interests of someone in your care.

Delegate effectively

- You must establish that anyone you delegate to is able to carry out your instructions
- You must confirm that the outcome of any delegated task meets the required standards
- You must make sure that everyone you are responsible for is supervised and supported

Manage risk

- You must act without delay if you believe that you, a colleague or anyone else maybe putting someone at risk
- You must inform someone in authority if you experience problems that prevent you working within this Code or other nationally agreed standards
- You must report your concerns in writing if problems in the environment of care are putting people at risk

Provide a high standard of practice and care at all times

Use the best available evidence

- You must deliver care based on the best available evidence or best practice
- You must ensure any advice you give is evidence based if you are suggesting health care products or services
- You must ensure that the use of complementary or alternative therapies are safe and in the best interests of those in your care

Keep your skills and knowledge up to date

- You must have the knowledge and skills for safe and effective practice when working without direct supervision
- You must recognise and work within the limits of your competence
- You must keep your knowledge and skills up to date throughout your working life
- You must take part in appropriate learning and practice activities that maintain and develop your competence and performance

Keep clear and accurate records

- You must keep clear and accurate records of the discussions you have, the assessments you make, the treatment and medicines you give and how effective they have been
- You must complete records as soon as possible after an event has occurred
- You must not tamper with original records in any way
- You must ensure any entries you make in someone's paper records are clearly attributed to you
- You must ensure any entries into someone's electronic records are clearly attributed to you
- You must ensure that all records are kept securely

Be open and honest, act with integrity and uphold the reputation of your profession

Act with integrity

- You must demonstrate a personal and professional commitment to equality and diversity
- You must adhere to the laws of the country in which you are practising
- You must inform the NMC if you have been cautioned, charged or found guilty of a criminal offence
- You must inform any employers you work for if your fitness to practise is called into question

Deal with problems

- You must give a constructive and honest response to anyone who complains about the care they have received
- You must not allow someone's complaint to prejudice the care you provide for them
- You must act immediately to put matters right if someone in your care has suffered harm for any reason
- You must explain fully and promptly to the person affected what has happened and the likely effects
- You must cooperate with internal and external investigations

Be impartial

- You must not abuse your privileged position for your own ends
- You must ensure that your professional judgement is not influenced by any commercial considerations

Uphold the reputation of your profession

- You must not use your professional status to promote causes that are not related to health

- You must cooperate with the media only when you can confidently protect the confidential information and dignity of those in your care
- You must uphold the reputation of your profession at all times

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