



# Southern African Institute for Occupational Hygiene

## Code of Ethics

**On becoming a member of the Southern African Institute for Occupational Hygiene (SAIOH), members agree to abide by SAIOH's Code of Ethics. This code is based on the Code of Ethics of the International Occupational Hygiene Association (IOHA).**

### **1. Professional responsibility**

Members of the Southern African Institute for Occupational Hygiene (SAIOH; hereafter referred to as "Members") are responsible for exercising their profession in an honest and competent manner in accordance with the recognised principles of occupational hygiene, which acknowledge that the life, health and well-being of individuals depend on their professional judgement. They avoid circumstances which might compromise their professional judgement or give rise to conflicts of interest, so that they can guarantee the integrity of their profession. They conduct their work in accordance with agreed standards of quality assurance.

### **2. Responsibility for themselves and others**

Members must maintain a high degree of integrity and competence, use appropriate scientific methods and interpret their results with good faith in a neutral manner. They must share scientific knowledge for the well-being of workers, society and the profession, protect confidential information and only deal with subjects within their own sphere of competence. They apply a systematic approach based on a sound analysis of hazard, risk and risk management methods.

### **3. Responsibility towards employees and other workers**

Members must acknowledge that their first duty is to protect the health and well-being of employees and workers. They take an objective approach to the assessment, identification, evaluation and control of risks to health, without subjecting themselves to external influences, in recognising that the health and well-being of employees and other persons depend on their competence and professional judgement. They aim to provide the same standard of care, in an even-handed manner, to all the employees for whom they are responsible.

### **4. Responsibility towards employers**

Members must provide advice to employers in an honest, responsible and competent manner. They must respect confidentiality and properly discharge their responsibilities to employers. However, these responsibilities are subordinate to their ultimate responsibility, which is to protect the lives and well-being

of employees and other workers. They advise employers on current standards, directives and all other legal requirements in the area of occupational hygiene. They report their results and make their recommendations in a true and honest manner and make sure that their professional judgement is applied only within their own sphere of competence and expertise. They manage and administer their professional services to ensure a high standard of sound and reliable reporting, which records and explains the results obtained and the conclusions drawn from them.

#### **5. Responsibilities towards the public and the environment**

Members must take into account the eventual impact of the decisions and actions they take on the public and the environment. They give honest, effective and pragmatic advice to all parties concerned with risks to health and the means of protection. They apply the principles of occupational hygiene in a responsible manner to contribute to the creation and maintenance of a good environment for everyone.

#### **6. Responsibilities towards the community and conflicts of interest**

Members must operate on the principle that in dealing with risks that impinge on both the working and the wider community, employers, clients, employees and the public will have common interests. However, if conflicts of interest do appear, they must be resolved in a manner which does least damage to workers, the environment and the community.

#### **7. Responsibilities of consultants**

In addition to conforming to the above responsibilities of ethical conduct, a member acting as a consultant shall: i) ensure the work performed by other persons at the member's request is competently performed and honestly and reliably reported; ii) inform the client of any interest or employment which might compromise the exercise of independent professional judgement or conduct; iii) work for one client only on the same matter unless the consent of all relevant clients is obtained; iv) not solicit for work either by calling into question the ability or integrity of another member or by offering or paying financial or material inducements to a prospective client; and v) not disclose to any third person any finding on behalf of the client without the client's permission, unless there is no way other than disclosure, of averting an immediate risk of death or serious injury. Where disclosure is to occur, the relevant member should notify the client.

## Member's Pledge

As a member of SAIOH I am obliged and committed to:

- Carrying out the practice of occupational hygiene according to the highest moral standards and principles;
- Serving the occupational health needs of workers and contributing to the environmental health of the community;
- Conducting my professional affairs with integrity and impartiality;
- Protecting the confidentiality of health data and respecting the dignity and privacy of workers;
- Maintaining the competency necessary to provide a professional service;
- Ensuring and maintaining full professional independence; and
- Honouring my colleagues at all times and protecting their integrity.

Should I fail to uphold the SAIOH Code of Ethics I accept the possibility of my SAIOH membership being suspended and/or revoked on the recommendation of the SAIOH Complaints and Ethics Committee and decision taken by the SAIOH Council.

**Name and Surname:** \_\_\_\_\_ **SAIOH membership number:** \_\_\_\_\_

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_