



PHSDSBC

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL**

PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL PANELISTS CODE OF CONDUCT

All Panelists of the Public Health and Social Development Sectoral Bargaining Council must comply with this Code of Conduct. This Code of Conduct will ensure that the PHSDSBC parties to the dispute receive good quality service as required by law.

1. Professionalism

1.1 To act at all times with honesty, commitment, integrity, impartiality and in the best interest of the state and the general public it serves.

1.2 To diligently perform duties of the Council efficiently, effectively and strictly in accordance with the constitution and according to all relevant instructions given by the Council.

1.3 To conduct all processes professionally and with proficiency.

1.4 To properly prepare for and attend each mediation as required.

1.5 To act at all times in accordance with the Public Service Act 3, of 1995 as amended.

1.6 To carry out duties with the skill and care expected from the person of knowledge and experience.

1.7 To not delegate their appointment to any other person without prior notice and the consent of the Bargaining Council.

1.8 To not misuse the position or privileges of being a panelist.

1.9 To be punctual and to avoid unnecessary delays.

1.10 To decline appointment, withdraw or request assistance when a case is beyond their competence or current capacity.

2. Conflict of Interest

2.1 To immediately disclose to the parties any interest or relationship that is likely to affect his or her impartiality or which might create a perception of prejudice.



3. Confidentiality

3.1 To keep information disclosed to the panelist in confidence by a party during the course of mediation in the strictest confidence and not to disclose to the other party or third parties unless authority is obtained for such disclosure.

3.2 To not give press-statements unless all parties to the process give such permission.

3.3 The proceedings and outcome of all processes and related documentation will remain confidential, unless all parties to the process agree otherwise, or disclosure is order.

4. Relationship with PHSDSBC and other panelists

4.1 To always act with the utmost faith in relations to the Bargaining Council, fellow panelists and parties.

4.2 To work together as a team and to afford each other a full opportunity to participate in proceedings in an event of the appointment of more than one panelist for a process.

5. Outcome of processes

5.1 To write definite, truthful and concise awards, agreements and reports which comply with terms of reference, relevant agreements and the law.

5.2 To not disclose a prospective agreement, award or report to either party prior to its concurrent issuance to both parties.

6. Quality Control

6.1 Any panelist who breaches this Code of Conduct or refuses to comply with the administrative and financial procedures of the Bargaining Council, or whose reputation is severely compromised through misconduct or poor performance as a Bargaining Council panelist, may be removed suspended from the panel at the discretion of Bargaining Council.

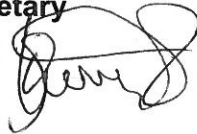


Mr Mpumelelo Sibiyi

PHSDSBC: General Secretary

Date:

~~14/03/15~~



14/03/17