

Code of Ethics and Professional Conduct - IPMA

The AIPM International Certification Body (AICB) implements IPMA's 4-L-C system in Australia. AIPM represents and promotes the interests of those involved in project management in all industries and sectors.

Project managers must be seen to be applying ethical principles in their conduct and dealings with members of the project team, the client, associated project stakeholders and the public and not compromise their ethical principles to satisfy competing project expectations.

A project manager is the person responsible for leading a project from its inception to execution. This includes planning, execution and managing the people, resources and scope of the project. Project managers must have the discipline to create clear, ethical and attainable objectives and to see them through to successful completion. The project manager is responsible for the success of an assigned project and therefore should have full responsibility and authority to complete the endeavour.

In considering the operation and application of the Code of Ethics and Professional Conduct, the ethical and professional principles for project managers will apply in other project or related roles, such as construction managers, team members, sponsors, etc.

This Code of Ethics and Professional Conduct will be referred to as the 'Code' in the remaining sections of this document. The Code sets out the values and principles that shape the decisions we make in project management practice.

The Code applies to candidates and certificate holders of an IPMA certification.

A certification candidate expresses his or her commitment to the Code and to subsequent changes to the Code (which may be agreed from time to time) when he or she is accepted as a candidate for IPMA certification and again by accepting the IPMA certification certificate. The certificate holder maintains his or her commitment through the duration of the certification.

As holders of an IPMA Certification, we commit to practice in accordance with this Code and accept that we will be held responsible for our conduct under AICB's disciplinary regulations. Certificate holders in the pursuit of their profession; affect the quality of life for all people in society. It is therefore vital that a certificate holder conducts his or her work in a professional manner to earn and maintain the confidence of team members, colleagues, employees, employers, clients, and the public.

AICB recognises that ethical values and principles are enduring. Standards of acceptable conduct can vary according to changes to community expectations and standards. It is intended this code will be reviewed from time to time as part of continuous improvement given that ethical problems and solutions may change with community expectations.

In undertaking project management practice we will:

1. Act with Integrity

1.1. Be honest and trustworthy

- a) be responsible for their advice, actions, omissions, and be truthful in their dealings;
- b) should not misrepresent his or her skills, qualifications and experience in such a way as to cause risk to the project, mislead an employer or client, or bring the AICB or IPMA's reputation into disrepute;
- c) manage real or perceived conflicts of interest, and ensure conflicts are disclosed to all relevant parties;
- d) respect confidentiality obligations expressed or implied;
- e) obey the laws of the country and not engage in improper, fraudulent, corrupt or criminal conduct;
- f) neither give or accept a gift, service or payment where this can be deemed to be other than of a nominal value.

1.2. Demonstrate respect for others

- a) act as faithful agents or trustees for their employers and clients in all business matters;
- b) apply knowledge and skills without bias or discrimination and with courtesy.

1.3. Act with a clear conscience

- a) do what is ethical;
- b) act impartially;
- c) act in a professional manner; and
- d) give due consideration to legal, contractual and employment obligations.

2. Practice Competently

2.1. Maintain and develop knowledge and skills

- a) maintain professional skills and recognise the importance of ongoing personal development and education;
- b) act carefully and diligently;

- c) seek, accept and offer honest critiques of work, and properly credit the contribution of others; and
- d) support the continuing development of project team members, colleagues and co-workers in their professional development.

2.2. Act on the basis of adequate competency

- a) practice within areas of competence;
- b) not misrepresent skills, qualifications and experience, mislead an employer or client, or bring AICB or IPMA's reputation into disrepute; and
- c) practice in accordance with legal and statutory requirements and within commonly accepted standards .

3. Demonstrate Leadership

3.1. Uphold the reputation of the profession

- a) support and advocate the values of ethical practice;
- b) engage responsibly in public forums;
- c) seek to extend public knowledge and appreciation of the profession and what it may offer;
- d) maintain a personal and collective commitment to be open, reporting potential;
- e) promote conscientious behaviours to ensure project outcomes are met efficiently and effectively;
- f) treat all project team members, colleagues, and co-workers fairly in line with relevant anti-discrimination legislation;
- g) advance the integrity and prestige of the profession by practising in a dignified manner, and not compromise minimum standards of performance even in the face of internal or external pressure;
- h) support the profession by actively participating and encouraging colleagues and co-workers to meet the ideals of this Code

4. Act with Responsibility

4.1. Engage responsibly with the community

- a) be open to community issues when potentially impacted by your actions;
- b) endeavour to keep employers or clients aware of potential consequences of project activities; and
- c) promote the engagement of stakeholders and community in decisions on activities that may impact on them.

4.2. Foster health, safety and wellbeing

Incorporate safety, health, social, environmental and economic considerations into project decision making.

4.3. Balance the needs of the present with the needs of the future

Aim to deliver outcomes that meet the principles of sustainability in terms of economic, environmental and social considerations.

5. Breach of Code of Professional Conduct

In the event of an alleged breach of the Code the matter shall be dealt with according to the terms of reference of AICB's Complaints and Disciplinary Process. In the adjudication of complaints against a certificate holder, the assessment of the complaint shall be based on available evidence, and in accordance with the principles of natural justice.

6. References

Professional Standards Council: Model Code of Ethic Principles, p. 1-75, Sydney, 2002.

AIPM Complaints and Disciplinary Process.