

CODE OF CONDUCT For Climate Aware Practitioners

Introduction

Climate Aware Practitioners as members of PSC who have completed the Learning Pathways with Psychology for a Safe Climate (PSC) in order to be part of PSC's Climate Aware Practitioners Network.

As Members of PSC, *Climate Aware Practitioners* take responsibility for contributing in constructive and positive ways to PSC's work, mission and impact while also safeguarding PSC's reputation. A high standard of professional and ethical conduct is expected of *Climate Aware Practitioners*.

This Code of Conduct sets out the expectations for the conduct of *Climate Aware Practitioners* to function effectively as part of the PSC community. The Code applies to all aspects of the roles undertaken by *Climate Aware Practitioners* when working on behalf of, or representing PSC, or when working in their own practices and businesses to provide support to people around climate distress.

Values of PSC

In all activities and relationships, *Climate Aware Practitioners* model and promote PSC's values.



Application of the Code

This Code of Conduct applies to all Climate Aware Practitioners.

It is a condition of PSC membership that Climate Aware Practitioners follow the requirements of this Code. Failure to do so may result in cancellation of PSC membership.

Conduct of Climate Aware Practitioners

Climate Aware Practitioners will:

- act ethically and with integrity;
- act in accordance with PSC's Purposes as set out in the Model Rules, PSC's policies and procedures, and any relevant legislative requirements;
- interact with PSC Members, members of the public, stakeholders of PSC, PSC Volunteers and PSC Employees with respect, courtesy, honesty and fairness, and have due regard for their interests, rights, diverse viewpoints, safety and welfare;
- not harass, bully or discriminate against PSC Members, members of the public, stakeholders of PSC, PSC Volunteers and Employees; and
- contribute to a harmonious, safe and productive organisational working environment within PSC and at external meetings and events.

Professional responsibilities

Climate Aware Practitioners who come from health or mental health professions will adhere to the Codes of Ethics set by the professional bodies with which they are registered or to which they belong. They comply with the complaints handling procedures of those bodies in the event that a complaint is made about their professional conduct.

For Climate Aware Practitioners who are not registered with a professional body, the National Code of Conduct for Healthcare Workers in force in their state or territory may apply if the service they provide is a health service. For details, see the National Code of Conduct for Healthcare Workers in force in your State or Territory. Complaints under the National Code are dealt with by the relevant Health Complaints Entity.

The National Code states that healthcare workers follow high ethical standards including:

- not providing health care of a type that is outside their experience or training, or provide services that he or she is not qualified to provide
- not misrepresenting their services or their qualifications, training or professional affiliations
- not practising under the influence of alcohol or unlawful substances
- not financially exploiting clients
- not engaging in sexual misconduct
- taking appropriate and timely action to minimise harm to clients when an adverse event occurs including ensuring first aid is available to deal with any adverse event

Conflicts of Interest

Climate Aware Practitioners often have a range of professional interests and roles aside from their membership of PSC. They may undertake activities in their own capacity which align with the goals of PSC and are synchronous with the values and objectives of PSC. Where a Climate Aware Practitioner

volunteers for PSC or is paid as a PSC Workshop Facilitator, as well as doing similar work in their own business or practice, these are considered to be dual roles which can lead to real or perceived conflicts of interest.

All Climate Aware Practitioners will:

- ensure their personal, professional or financial interests do not conflict with their ability to perform any PSC roles they undertake in a professional and objective manner;
- ensure their selection to undertake PSC roles, or to represent the PSC, does not conflict with their personal, professional or financial interests;
- ensure they are clear about the capacity in which they are providing a service, whether it is representing PSC or as part of their own business or practice; and
- professionally manage and declare any conflict between their PSC role and their other professional roles (see the Dual Role Declaration Process below).

Climate Aware Practitioners will not misrepresent the capacity in which they are providing a service. This means they will not imply they are representing the PSC if they are not officially representing PSC. When providing a service in their own capacity, the only reference to PSC that is appropriate is a reference to their PSC role in their biography used to promote the service.

Where a Climate Aware Practitioner is providing a service representing PSC, either because they wish to make a voluntary contribution, or because PSC has engaged them to provide the service on a consultancy basis, the Climate Aware Practitioner must not promote their own business or service, as this could be perceived as a conflict of interest.

Dual Role Declaration Process

Climate Aware Practitioners are aware of situations where they have dual roles and the real or perceived conflicts of interest that may arise as a result. They carefully consider their responsibilities where they have a dual role, which includes declaring to PSC when they are in a dual role situation.

Where a Climate Aware Practitioner is providing services in their own capacity and not representing PSC, and this could give rise to a real or perceived conflict of interest, they are required to declare their dual role.

1. Conflict of Interest Declarations are to be made via email to the Acting Executive Director of PSC or to the Acting Deputy Executive Director if the conflict involves the Acting Executive Director.
2. If concerns about particular services or events could impact on the PSC's activities or reputation, the Convenor will discuss these with the Climate Aware Practitioner to address any concerns.

Fees for Consulting services

Climate Aware Practitioners often choose to contribute their expertise to PSC on a voluntary basis. This may include facilitating or developing workshops, writing publications or giving presentations on behalf of PSC. When a Climate Aware Practitioner provides these services as a PSC Volunteer, PSC's Volunteer Policy and Procedures will apply.

Where a Climate Aware Practitioner is invited to provide services on behalf of PSC as a paid Consultant, this arrangement will be confirmed in writing.

Consultants are independent contractors, not PSC employees. Consultants will be paid at a rate advised by PSC and are required to provide an invoice for the services provided (including GST if applicable).

Intellectual property

PSC’s intellectual property includes materials for PSC’s workshops, professional development events, talks and written resources.

Climate Aware Practitioners respect PSC’s ownership of intellectual property and only use PSC’s intellectual property when approved to do so.

Where a Climate Aware Practitioner is provided with copies of PSC’s intellectual property in order to undertake work on behalf of PSC, they will only use those resources for PSC purposes and not for providing services in their own capacity for other professional roles.

PSC wishes to make its intellectual property freely available to Climate Aware Practitioners who complete PSC’s Facilitator Professional Development. Climate Aware Practitioners who are approved as Facilitators will be able to use PSC’s intellectual property to deliver PSC’s suite of Climate Distress workshops, either for PSC or in their own business or practice.

Climate Aware Practitioners who use PSC’s intellectual property will acknowledge PSC for providing the workshop resources.

Circulation

The Convenor of the Membership Working Group is responsible for making the Code of Conduct available to Climate Aware Practitioners at the time they are approved as Climate Aware Practitioners.

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