

Climate Aware Practitioner Network Code of Conduct

Introduction

Climate Aware Practitioner (CAP) Network Members, are those who already work professionally supporting other people (such as therapists, educators, facilitators, coaches, researchers etc.) who have joined PSC CAP Network Members. CAP Network Members 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 CAP Network Members. This Code of Conduct sets out the expectations for the conduct of CAP Network Members to function effectively as part of the PSC community. The Code applies to all aspects of the roles undertaken by CAP Network Members 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, CAP Network Members model and promote PSC's values.



Application of the Code

This Code of Conduct applies to all CAP Network Members. It is a condition of PSC membership that CAP Network Members follow the requirements of this Code. Failure to do so may result in cancellation of PSC membership.

Conduct of CAP Network Members

CAP Network Members 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

CAP Network Members who come from health or mental health, education and academic 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 CAP Network Members 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

CAP Network Members 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 CAP Network Member 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 CAP Network Members 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).
- CAP Network Members 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 CAP Network Member 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 CAP Network Member must not promote their own business or service, as this could be perceived as a conflict of interest.

Dual Role Declaration Process

CAP Network Members 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 CAP Network Member 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 CEO Executive Director of PSC or to the Program Development Coordinator if the conflict involves the Executive Director.
2. If concerns about particular services or events could impact on the PSC's activities or reputation, the Program Development Coordinator will discuss these with the CAP Network Member to address any concerns.

Fees for Consulting services

CAP Network Members 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 CAP Network Member provides these services as a PSC Volunteer, PSC's Volunteer Policy and Procedures will apply.

Where a CAP Network Member 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.

CAP Network Members respect PSC's ownership of intellectual property and only use PSC's intellectual property when approved to do so.

Where a CAP Network Member 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.

CAP Network Members who use PSC’s intellectual property will acknowledge PSC for providing the workshop resources.

Circulation

The Administration Manager is responsible for making the Code of Conduct available to CAP Network Members at the time they are approved as CAP Network Members.

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