

## NBPSA Professional Code of Conduct

### 1. NBPSA aims, purpose and values

By providing a focused collegiate environment for clinicians, the NBPSA aims to support ongoing improvements in the quality and consistency of both developmental paediatric practice and the expert advice available to governments and policy makers and others responsible for planning, organising and delivering services for children with neurodevelopmental and behavioural conditions.

We value the sharing of knowledge and experience towards the development of good clinical judgement and respect and value the diverse personal beliefs and cultures of our membership.

### 2. Code of conduct

The NBPSA Code of Conduct outlines the standards of ethical and professional conduct expected of NBPSA members (members) and confrères involved in Society activities. In this policy, confrères include employees, contractors, volunteers, researchers and non-members who attend or participate in NBPSA events and activities, including NBPSA online activities. The Code provides a framework for day-to-day standards of personal and professional conduct when participating in NBPSA activities or events. It does not, and cannot, cover every situation that may arise and does not replace the need for respect and common sense in how people conduct themselves.

### 3. Related NBPSA documents and policies

[NBPSA Constitution](#)

[Policy: Conflict of Interest: Office Holders](#)

[Policy: Circulation of Information](#)

[Position Statement: Membership Diversity, Equity and Inclusion](#)

[Position Statement: Use of Discourse](#)

### 4. Responsibility

All members and confrères are expected to apply and comply with the Code and related NBPSA policies. The NBPSA Board, Senior Leadership Team and Chief Executive Officer have responsibility for leading by example and promoting strong ethical and respectful behaviour.

### 5. Professional respect and confidentiality

Teamwork and respectful relations are essential. Everyone working or interacting with the NBPSA should expect to be treated, and must treat others, with respect, dignity and fairness. High standards of workplace practice and conduct improve morale. They also produce more effective working relationships and enhanced outcomes. In particular, bullying and harassment will not be tolerated.

#### *Professional Respect*

To support professional respect, members and confrères are expected to:

- treat each other with courtesy and respect at all times
- respect differing approaches to clinical practice
- seek to engage in constructive debate on professional matters
- maintain respectful and objective professional discussion. This includes refraining from public

or personal statements that may shame or criticise individuals or the Society when addressing practices considered to be incorrect or problematic.

### *Confidentiality*

Sharing of clinical practice information with professional peers is a necessary part of continuing education with open and candid discussion key to an effective membership organisation. In the undertaking of communication among professional colleagues, patients, members and confrères have a right to both respect and privacy.

In all discussions, to maintain confidentiality, members and confrères are expected to:

- make all appropriate attempts during case discussions to de-identify patients and families, and minimise the likelihood of identification
- hold in confidence any information shared during professional development activities or case discussions, where the material presented potentially leads to the identification of children and families (both during and after the sharing).

## 6. Conflicts of Interest

Members and confrères are expected to disclose any actual or perceived conflicts of interest, particularly financial interest in any pharmaceutical or therapeutic interventions, that may be relevant to discussions in NBPSA events and forums.

Should matters of potential professional misconduct arise during NBPSA activities, to the point of possible malpractice or negligence, these should be discussed with a member of the NBPSA Board or the CEO regardless of what other action is considered necessary.

## 7. Reporting of concerns

Where there is a concern that ethical or professional behaviour has occurred that is not consistent with this Code, a Board director or the Chief Executive Officer should be advised in the first instance. Where the concern relates to the CEO the Board President should be advised.