



Title:	MEMBER CODE OF CONDUCT	
Version # & Date:	GOVPOL012.0	11 December 2023
Authorising Level:	Board of Directors	

Purpose

This code states the standards of conduct that the Australian College of Midwives (ACM) expects of its Members as required under clause 11.2 of the Constitution (October 2023).

It defines the minimum standards of conduct expected of Members when dealing with one another, with ACM staff and in contexts where they are representing ACM or are likely to be perceived as representing ACM and/or the profession of midwifery.

This code also states additional standards of conduct for Members of committees of the ACM in relation to their committee work. It is intended to ensure that ACM functions:

- with integrity and professionalism.
- with respect for the diversity of Members and their views, ideas and opinions.
- in such a way that the ACM workplace is safe for Members and staff.
- in such a way that actual or potential conflicts of interest are declared and managed.

It is also intended to ensure that Members maintain the good reputation of the profession of midwifery.

Authority

This is a policy on conduct of Members under section 11.2 of the ACM Constitution.

Where a member does not comply with this code, they may be subject to disciplinary action in accordance with section 14 of the Constitution.

Scope

This code applies to all Members.

This code does not apply to:

- ACM staff (the ACM Human Resources Manual defines the code of conduct for staff Members and how a staff member's conflict of interest will be handled), or
- Members of the ACM board of directors (the Board Charter defines the code of conduct for board Members and how a board member's conflict of interest will be handled).

This code does not govern Members' professional conduct, which is governed by the conditions of their professional registration.

Nothing in this code alters or replaces Members' obligations under law or under the [Nursing and Midwifery Board of Australia professional standards](#) as they relate to the Code of Conduct for Midwives, Midwife Standards of Practice and Code of Ethics for Midwives.

Members of the ACM board of directors are also bound by the ACNC Governance Standards and the Board Charter.

Concerns about conduct

Clients or Members of the public who have a concern about an ACM member's professional/clinical conduct, should notify their concern to the Nursing and Midwifery Board of Australia at <https://www.nursingmidwiferyboard.gov.au/>

Anyone who has a concern about an ACM member's conduct in their capacity as an ACM member or ACM committee member should raise it with the ACM Chief Executive Officer in the first instance.

Definitions

In this code:

- **Committee** means any ACM committee except the board of directors or a subcommittee of the board of directors. It includes regional committees, expert committees, other advisory committees and panels, and any new committees established after approval of this policy.
- **Conflict of interest** means any situation where it could reasonably be inferred that a decision-maker is influenced in a decision by another interest they hold. Conflicts of interest include any actual, potential or perceived conflict of interest.
- **Interest** has the following meaning. A decision-maker has an interest in a matter if they or a person or organisation affiliated with them would directly or indirectly receive a benefit or incur a detriment (monetary or otherwise) from a decision being decided in a particular way. Interests can be professional or personal.
- **Member** has the meaning given to that term in item 6 of the ACM Constitution and includes all categories of Members that are established by the board of directors from time to time, in accordance with Section 6.5 of the Constitution.

Conduct of Members

Members must comply with policies of the ACM.

Members are expected:

- to act in the best interests of the ACM and uphold its reputation.
- not to denigrate the ACM, its board of directors, staff or any other member of the ACM.
- to interact with other Members and staff respectfully, constructively and professionally.
- in contexts where they may be perceived as representing the profession of midwifery, conduct themselves respectfully, constructively and professionally.

Members will only speak on behalf of the ACM with the prior approval of the board of directors, president or chief executive officer.

Where the board or chief executive officer delegates their authority to a member, the member must act within the delegation of authority, for the purpose for which it was delegated.

Confidentiality

Where information or a document provided to a member by officers or staff of the ACM is marked as confidential or commercial in confidence, they will keep the information or document confidential and only use or disclose it for the purpose for which it was provided, unless the ACM authorises other use or disclosure.

Gifts and hospitality

A member must not accept or solicit a gift or hospitality that might reasonably be considered as connected to their role as a decision-maker or potential future decision-maker for ACM.

Where a member is offered a gift or hospitality in their capacity as an ACM member or committee member, they must consult the Chief Executive Officer about whether they can accept the gift or hospitality and have it recorded on the ACM register of gifts.