

APPENDIX A – CODE OF CONDUCT FOR NGSU MEMBERS & REPRESENTATIVES

NGSU does not seek to regulate the conduct of members or elected representatives, but it expects all members carrying out union activities to observe the following standards and values:

- (a) treating others with respect (even if profoundly disagreeing with them) and behaving in a manner which reflects the commitment of the union to equality and diversity;
- (b) acting in accordance with the law; and
- (c) demonstrating honesty, integrity and a willingness to consider the views of others who share these values.

In particular, there is a responsibility upon all members of the union, especially elected officials and those representing the union, to:

- (d) be respectful and professional towards other NGSU members, and others with whom they come into contact, with the expectation that they will be treated in a similar manner;
- (e) place the interests of the members above any personal differences they may have with union colleagues;
- (f) seek to work with everyone with whom they engage in the course of union work – including Nationwide and other employers – in a constructive manner that does not undermine the reputation or political impartiality of the NGSU;
- (g) recognise that certain information will be provided on a confidential basis, and to respect that confidentiality until advised that it may be shared more broadly;
- (h) recognise the structures and decision-making processes set out in the union rules and national law, which includes the importance of acting in accordance with the policies of the NGSU when speaking on behalf of the NGSU; and
- (i) recognise the potential scope for a range of differing views to be honestly held, and the need to work together constructively with fellow union members in a spirit of mutual compromise, seeking consensus wherever possible, in order to further the interests of NGSU members more generally.

These obligations apply equally to members' conduct during elections for office within the union.

Employees of the Union are not covered by the Code of Conduct, but have equivalent provisions in their terms of employment.