



RANZCOG acknowledges and pays respect to the Traditional Custodians of the lands, waters and communities across Australia, on which our members live and work, and to their Elders, past, present and future.
RANZCOG recognises the special status of Māori as tangata whenua in Aotearoa New Zealand and is committed to meeting its obligations as Te Tiriti o Waitangi partners.

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The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG, 'the College') is proud to be a leading institution in furthering Women's health. We aspire to the highest educational and clinical standards, we advocate for equitable access to quality health care, and we conduct our work in a culture of compassion, kindness and respect.

Why do we have a RANZCOG Code of Conduct?

This Code is a statement of the standard of professional and social behaviour expected of our membership and College Staff as we interact with each other and with others in undertaking the work of the College. The Code also functions to inform service providers and external individuals serving on a RANZCOG body of the culture that underpins our day-to-day work.

This Code should be read in conjunction with the RANZCOG Vision and Organisational Values, and the Constitution, Regulations, and other policies and procedures as detailed within this Code.

For College Staff, the RANZCOG Code of Conduct supplements the information contained in individual Employment Agreements.

For registered medical practitioners, the RANZCOG Code of Conduct sits alongside compliance with the expected standards of professional performance and conduct as set down by statutory registration and standards authorities in the jurisdiction in which a practitioner is practising the profession.

Our commitment to our patients

This Code of Conduct does not cover or diminish the many obligations to our patients and commitment to high standards of patient care.

Those obligations and professional standards are set out in other documents, including the Codes and professional documents issued by professional bodies, such as the Medical Board of Australia and the Medical Council of Aotearoa New Zealand.

Who does this Code of Conduct apply to?



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Behaviour we expect based on our core Values

RANZCOG values provide a roadmap to the organisation, membership, and staff as to the behaviours it expects and the type of culture it wishes to foster.

This means we will:

- be a strong and respected voice advocating for high quality evidence-based women's health services across Australia and Aotearoa New Zealand;
- use the authority of any appointments to the RANZCOG Board, Council and/or body position responsibly and promote equity and social diversity;
- model a proactive approach to gender equity within the leadership of the College;
- leverage opportunities to advocate with government for improved Women's Health;
- enable the voices of Aboriginal and Torres Strait Island peoples and Māori to be heard at all levels of our College, including decision making positions;
- recognise the impacts of colonisation and racism on Aboriginal & Torres Strait Island and Maori people and advocate for systemic change;
- apply an equity lens and consider the impact on Aboriginal & Torres Strait Island and Maori when we make decisions;



Excellence

We are committed to performance at the highest standard in our work, training, research and support.

This means we will:

- foster a culture that supports sharing knowledge and experience through innovation and research;
- support the development of a harmonious, safe and productive environment to facilitate professional and personal skills development in ourselves and others;
- be open to critical evaluation of our activities to ensure we are achieving the standards we aspire to;
- commit to transformative change personally and organisationally to ensure we are a culturally safe organisation and support the delivery of culturally safe care.
- be agile, proactive, innovative, and able to anticipate change.

Integrity

We act honestly, ethically and with accountability towards everyone and in everything we do.

This means we will:

- act in accordance with the objectives of the College, its Constitution, Regulations, and policies;
- act ethically and professionally, with honesty and integrity, in the best interests of the College, colleagues and College Staff;
- make decisions fairly, impartially and promptly, considering all available information, regulations, legislation, policies and procedures;
- not make improper use of our position to gain advantage for ourselves or for any other person (refer Conflict of Interests Policy and Procedure); and
- refrain from undertaking or participating in activities that may result in harm to the reputation of RANZCOG, its members or College Staff.

This means we will:

- treat colleagues and College Staff fairly and objectively, irrespective of gender, sexual orientation, race, disability, religion, marital

the scrutiny of financial reports, audit reports and other financial material that is the responsibility of the Board and/or College management (refer Expense Reimbursement Policy and Procedure; Allowances Payable to Board Members, Members of Council and Committee Chairs Policy and Procedure);

- ensure the proper use of resources, including staff resources, office facilities and equipment, Cabcharge eTicket vouchers or

Communication and official information

It is expected that all individuals to whom this Code applies will:

- act in ways that support the reputation of colleagues and College Staff;
- support, adhere to and not undermine the determinations of the RANZCOG Board, the Council or any other College body;
- respect the confidentiality and privacy of all information as it pertains to individuals (refer Confidentiality Policy Board, Council and Committees; Privacy Policy);
- promote good governance and efficiency of College work by directing all communication between committees, Council and Board through the appropriate Chair, Chief Executive Officer and/or College Staff person;
- not disclose official information or documents acquired, or through membership of a RANZCOG body, other than for furthering the work of the College or as agreed by the respective RANZCOG Board, Council and/or bodies (refer Confidentiality Policy Board, Council and Committees); and
- ensure that any public comments made in the name of the College are authorised by the President and/or CEO and are in accordance with the College's media policy (refer Providing Media Comments as a College Spokesperson Policy and Procedure).

Additionally, it is expected that College Staff will:

- follow all reasonable requests from supervisors, managers, heads, executive directors and the CEO;
- respect the confidentiality of information entrusted to them in the course of employment; and
- act within College regulations, policies and procedures and comply with all legislative, industrial, contractual and administrative requirements.



