



UK EMT

Code of Conduct

Version: Nov 17



Volunteer Code of Conduct

All EMT personnel must read, sign and adhere to the Code of Conduct provided to them by the UK EMT. Should any EMT personnel contravene the Conduct, disciplinary action or repatriation from the field will be considered by their team leader and/or the EMT Senior Management Team (SMT). Further action may also be taken by the individual's deploying agency and/or employer back in the UK.

Expected Behaviours for EMT Field Personnel

All deployed members of the UK EMT represent DFID & UK HMG and as such are expected to conduct themselves in a manner which befits this. All personnel are ultimately accountable to their own employing agency and the terms & conditions of any contracts held with them, but whilst deployed as part of the UK EMT it is expected they abide to common standards & behaviours; failure to do so may result in action commensurate with the breach e.g. repatriation and removal from the UK EMT. These standards are detailed below.

Honesty and impartiality	You must be, and be seen to be, honest and impartial at all times in the way that you carry out your work.
Confidentiality and Patient Privacy	You must: <ul style="list-style-type: none"> • Not access any information unless you have proper authority to do so. • Ensure that any information you acquire in the course of your work, especially patient information, is not misused or discussed within or outside the UK EMT without authorisation. • Not communicate with the press or other media about the UK EMT unless you have training & approval from your team leader to do so.
Conflicts of interest	You must not use your position, or any information obtained through your work in the UK EMT, to further your private interests or the interests of anyone else.
Gifts, hospitality and other benefits	You must not accept any bribes or gifts from beneficiaries or any third parties
Private conduct	You must not do anything in your private conduct on or off the site which might discredit the UK EMT.
Political activities	You must not take part in any political activities which compromise, or may be seen to compromise, your impartial service to the UK EMT.
Care and use of UKEMT property and facilities	You must take good care at all times of UK EMT property and any other facilities provided for you, and ensure that they are not misused in any way.



NFCC
National Fire
Chiefs Council



Conduct and behaviour	<p>You must:</p> <ul style="list-style-type: none">• Arrive on time for the start of your shift, in a condition fit to work• Maintain expected standards of conduct, behaviour and performance in line with UK EMT values, policies, instructions and procedures set out in the SOPs and your employment contract.• Carry out all reasonable instructions given to you by your Team Leader• Attend all mandatory safety and security briefings and adhere strictly to any rules or instructions.• Show team work, due respect, and fair treatment towards colleagues, patients and other external parties.• You must respect cultures, structures and customs of the communities and communities that we serve, including culturally sensitive dress and behaviour.• Report inappropriate behaviour on the part of another team member to the team leader. All personnel are responsible for their own actions and activities whilst on duty or during off-duty hours
Alcohol	<p>You must:</p> <ul style="list-style-type: none">• Not drink alcohol while on shift or in uniform.• Only drink on site in designated staff mess area, not main hospital complex• Not drink to excess, or at all in countries it is illegal to do so• Any consumption of alcohol must not result in discrediting the EMT or have an impact on your ability to work your next shift.• Tell your Team Leader immediately if you believe that, as a result of having consumed alcohol, you could put yourself or others at risk by carrying out some or all of your duties.

<p>Smoking</p>	<p>You must:</p> <ul style="list-style-type: none"> • Only smoke in designated smoking areas. • Not smoke while on shift or in uniform.
<p>Misuse of Drugs and substances</p>	<p>You must:</p> <ul style="list-style-type: none"> • Not take any drugs at any time during a deployment of the UK EMT, unless prescribed to you for medical reasons. Not only is it illegal, but it discredits the values of the UK EMT and potentially endangers yourself and others. • Tell your manager immediately if you believe that, as a result of having taken drugs or prescribed medicinal products, you could put yourself or others at risk.
<p>Sexual Relationships</p>	<p>You must:</p> <ul style="list-style-type: none"> • Not engage in any sexual or inappropriate relationships with anyone under the age of 18 years of age (regardless of the permitted age of consent in country of operation), or any vulnerable adults. • Not engage with any sexual conduct or relationships with anyone from the host community while on deployment. • Not engage in any form of transactional sex.
<p>Media</p>	<p>You must:</p> <ul style="list-style-type: none"> • Follow the instructions of the Team Leader and GMC, NMC, HCPC, guidance on Social Media use. • You must not engage independently with media but will seek guidance from DFID and/or UK-Med as appropriate. • You must uphold the confidentiality of those impacted by disaster, crisis or an emergency. This pertains to documentation, sharing of clinical information and the use of photography.

Clinical Practice

Clinical Staff must work to their existing professional code of conduct and, if relevant, within the competencies for which they are licensed or approved in the UK

- Doctors: to adhere to GMC's Good Medical Practice (2013)
- Nurses and Midwives: to adhere to NMC's The Code (2015)
- Paramedics and Physiotherapists: to adhere to HCPC's Standards of Proficiency - Paramedics (2014) and Physiotherapist (2010)

Driving

- With the exception of training FRS Avant (forklift) drivers, no EMT field personnel are permitted to drive any vehicle while outside of the UK on deployment.
- Seat belts must be worn at all times when in a vehicle.
- If a staff member feels unsafe when in a vehicle they should request the vehicle stops, make contact with the UK EMT Logistics Lead, and request another vehicle and driver be sent.

I have read, understand and agree to comply with the above statements.

Print Name:

Signed:

Date:

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