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<b>CODE OF CONDUCT FOR NURSES</b> Version 4.0 Last Up-dated 01 November 2008 ©GMP Systems, Year 2008			

**Nursing Staff undertaking Nursing activities with service users are required to be bound by the following Code of Conduct as a condition of employment with the Agency.**

1. Nurses must abide by all Policies, Procedures and Codes of Practice laid down by the Agency. Nurse will be accountable for the quality of the service that they deliver to the service user, and undertake responsibility for maintaining and strengthening their knowledge and skills.
2. Nurses must act with honesty, integrity and with respect for the service user's home and property.
3. Nurses are expected to carry out their duties so as to promote and safeguard the service user's health, well-being, rights and interests. This must include informing their immediate Supervisor or Manager of any perceived or suspected deterioration in a service user's physical, social or mental condition or behaviour.
4. Nurses must at all times respect and safeguard the privacy of the service user. Confidential information must not be disclosed to any third party without the *written* consent of the service user's or appointed advocate unless it is considered to be in the best interests of the service user's health and well-being, or is required for compliance to the law. In these latter cases, matters must always be referred directly to the Nurse's immediate Supervisor or Manager. *Policy No 121 refers.*
5. Nurses must not be involved in any action that may prejudice the Service, or damage the reputation of the Agency, or generally diminish the confidence of the public.
6. Nurses must at all times respect and promote the dignity and independence of the service user, and of the rights of the service user to take risks and to make informed choices regarding his / her care and welfare.
7. Nurses must not discriminate against any service user on the grounds of age, race or ethnic origin, creed, colour, religion, political affiliation, disability or impairments, marital status, parenthood, sexual gender or sexual orientation. The values, customs and religious / spiritual beliefs of each service user must be respected.
8. Nurses must act totally professionally at all times. This will apply not only to relationships with peer members and other colleagues within the Agency, but also with other health and social care professionals with whom they may come into contact as part of their duties.
9. Nurses must act totally professionally with respect to the relationship with the service user. It is recognised that close relationships can develop between Nurses and service user but Nurses should remain mindful of the need to preserve the professional nature of the relationship. Assigning a Nurse to a service user where that Nurse is related to that service user should also be discouraged unless the service user has specifically requested the Nurse in question. *Policy No 302 refers.*
10. Nurses have a duty to ensure that each service user is aware of the Agency's Complaints Procedure (*ref. Policy No 209*), and how to use it. If the Nurse receives a complaint from a service user he / she must notify their immediate Supervisor or Manager.
11. Nurses have a clear duty to inform their employers of any condition or circumstance which may prevent him / her properly carrying out care duties. This must include the Nurse's personal circumstances where he / she feels inadequately prepared.