

Preamble

1. The purpose of this Code is to guide the professional conduct of members of WASIA in their relations with the public, clients, employers, employees and commercial competitors and to promote the highest quality of service and professional conduct among members.
2. The Association endorses these guiding principles to be representative of the basic business and professional values of our profession.
3. Compliance with this Code:
 - a. demonstrates mutual respect for the rights of everyone in the working and business environment and our commitment to the wise management of our industry.
 - b. ensures a just and honorable profession, mutual confidence and respect, and competent service to the future of the industry.
4. This Code has been adopted by the Association membership and can only be amended by the membership.
5. This Code applies to all membership categories of WASIA.
6. All members upon joining the Association agree to abide by this Code as a condition of membership.
7. Procedures for responding to alleged breaches of this Code are contained in Bylaws established by the Executive Committee.

Code of Conduct and Ethics

Members of the Association will strive to achieve and promote the highest standards of business quality, professional conduct and ethics. To do so a member will:

1. Comply with all mandatory and statutory requirements applicable to employers and employees, including, but not limited to:
 - a. Paying appropriate Award Rates and entitlements including occupational superannuation;
 - b. Complying with all tax obligations, including Payroll Tax, PAYG and Group Tax and where applicable, Workers Compensation Insurance requirements;
 - c. Complying with workplace safety and health legislation, industry endorsed Guidelines and enterprise policies to ensure a safe, orderly, clean workplace with appropriate amenities and equipment and to protect the health and well-being of working people and the public from hazards present at, or emanating from, the workplace.
2. Act in a professional manner, including but not limited to:
 - a. Maintaining a business-like approach in all businesses dealings and in respect of all work related activities, including:
 - i. Delivering excellent quality and services to employers and customers;
 - ii. Honoring commitments in a spirit of fairness to customers, suppliers, employees, employers and commercial competitors;
 - iii. Being truthful in communications and records;
 - iv. Avoiding conflicts of interest and even the appearance of improper influence;
 - v. Complying with both the letter and the spirit of all applicable laws;
 - vi. Listening to workforce questions and issues and providing prompt answers;

- b. Demonstrating respect for one's employers and one's employees by treating them with dignity, fairness and in a professional manner;
 - c. Adhering to the highest standards of honesty and integrity in all relationships;
3. Working to instill the highest ethical and professional standards of conduct and skill in employers, employees and co-workers, at all levels, by the provision of training and guidance.
4. Assisting the Association, Growers, other Industry Groups and Government Agencies with the provision of honest, impartial and appropriate advice as required to foster the betterment of the industry.
5. Submitting only information about a prospective candidate for the Executive Committee, award, or other elected office that is accurate, factual and objective.
6. Advertising services and individual businesses and fees in a dignified and truthful manner by stating the services the member is qualified and prepared to perform avoid misleading statements and refraining from using improper or questionable methods in soliciting work contracts, including:
 - a. ensuring that any price cutting is not at the expense of fulfilling statutory requirements and obligations;
 - b. not using unfair means to win contracts or employment or to injure the chance of another to secure and hold a job or customer;
 - c. not, by false statement or dishonest action, injure the reputation or professional associations of another industry member;
 - d. refraining from criticizing, condemning or in any ways belittling the work of others in an effort to 'pinch' contracts and secure employment;
 - e. not attempting to supplant another contractor or employee nor undertake a contract for which another has been previously engaged, until it is has determined that the original contractor's or employee's engagement has been fairly and properly terminated;
 - f. encouraging prospective clients, employers and employees to base selection on comparison of qualifications and negotiation of fees and charges.
7. Cooperate in advancing the industry by the exchange of information and experience and generally contributing to the work of the Association and related organisations, schools and media.
8. Keep confidential personal, medical and business information of others which has been obtained during the conduct of business, employment, or otherwise, except when required by law or overriding health and safety considerations arise.
9. Make only those public comments known to be accurate, without distortion or withhold of pertinent information to substantiate a point of view and to ensure that the member's views are clearly understood to be the member's own views and not the views of the Association, unless authorised by the President to speak on behalf of the Association.
10. Bring to the attention of the Association's Executive Committee, in confidence, information, concerns and evidence of' violation of this Code by another member, for action by the Executive Committee in accordance with any established By-Laws.

Adopted by unanimous member assent, at the Annual General Meeting 20 January 2007.