

Public Servant's Code of Conduct

Reproduced from the Public Service Management Law (2018 Revision)

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S5. (1) In the course of employment, a public servant must comply with the **Public Servant's Code of Conduct** specified in subsection (2) and failure to do so in a significant way shall be grounds for discipline or dismissal.

(2) The Public Servant's Code of Conduct is as follows:

- a. A public servant must behave honestly and conscientiously, and fulfill his duties with professionalism, integrity and care;
 - b. A public servant must be courteous and respectful to the Governor, the Speaker and Deputy Speaker, Official Members, Ministers, Members of the Legislative Assembly, other public servants and members of the public, and treat everyone with impartiality and without harassment of any kind;
 - c. A public servant must be politically neutral in his work and serve the government of the day in a way that ensures that he maintains the confidence of the government, while also ensuring that he is able to establish the same professional and impartial relationship with future governments;
 - d. A public servant, as a member of the public, has the right to be politically informed but must ensure that his participation in political matters or public debate or discussions, does not conflict with his obligation as a public servant to be politically neutral;
 - e. A public servant must not at any time engage in any activity that brings his ministry, portfolio, statutory authority, government company, the public service or the government into disrepute;
 - f. A public servant must obey the law and comply with all lawful and reasonable directions, including work place rules established by his chief officer or a person with delegated authority from the chief officer;
 - g. A public servant must disclose, and take reasonable steps to avoid, any conflict of interest (real or apparent) with his duties as a public servant, and must not use his official position for personal or familial gain;
 - h. A public servant shall not directly or indirectly disclose information which comes into his possession in his official capacity unless authorized to do so under this section, the Freedom of Information Law, 2007 or any other Law; and
 - i. A public servant must not use official resources, including electronic or technological resources, offensively or for other than very limited private purposes.
- (3) The Governor in Cabinet may establish policies and procedures for the release to the public of records that may or may not be divulged under the Freedom of Information Law (2018 Revision), so long as those policies or procedures do not prevent the divulging of records that must be divulged under that or any other Law,
- (4) **The duty imposed by subsection (2)(h) continues *after* a public servant leaves the public service**