

PNGTA Code of Ethics (2004)

Preamble

Quality public education, a cornerstone of a democratic society, has the task of providing equality of educational opportunity for all children and youth and is fundamental to the well-being of society through its contribution to economic, social and cultural development. Teachers and educational personnel have a responsibility to foster confidence among the general public in standards of service that can be expected from all engaged in this important task.

The exercise of responsible judgement is at the heart of professional activity and the actions of caring, competent and committed teachers and education personnel to help every student reach his or her potential is a critical factor in the provision of quality education.

The expertise and commitment of teachers and education personnel must be combined with good working conditions, a supportive community and enabling policies to allow quality education to take place. It is only when all necessary components are in place that it is possible for teachers and education personnel to fully meet their responsibilities to students and to the communities in which they work.

Teachers and education personnel are committed to the promotion of education that helps to develop a person's capacity to live a fulfilled life and to contribute to the well-being of the society.

Declaration

Teaching is a profession and membership of a profession carries its obligations as well as privileges. These obligations concern loyalty, discipline, justice and service to the society. It is essential to create a body of teachers who conform to recognized ethics, who conduct themselves honourably in their professional practice and who do their utmost to promote and maintain the dignity and welfare of the teaching service and their profession as a whole.

1. Commitment to students

The education personnel desires their students to attain the highest level of mental, moral and physical health and development and protects their students from any physical or mental harm.

Education personnel shall:

- 1.1 set an example in behaviour, dress and appearance acceptable to the community
- 1.2 work to instil in students the respect for elders and cultural differences
- 1.3 aim to develop self reliance, self development and self discipline in students being always mindful of the differences in their needs and abilities
- 1.4 strive to prepare students to take their place as citizens who are concerned with the welfare of the community and the nation

- 1.5 respect the rights of children, especially their students to benefit from the provisions identified in the United Nations Convention on the Rights of the Child, particularly as those rights apply to education
- 1.6 safeguard and promote the interests and well-being of students and make every effort to protect students from bullying and from physical or physiological abuse
- 1.7 take all possible steps to safeguard students from sexual abuse
- 1.8 exercise due care, diligence and confidentiality in all matters affecting the welfare of their students
- 1.9 assist students to develop a set of values consistent with International Human Rights Standards
- 1.10 maintain professional relations with students
- 1.11 acknowledge the uniqueness, individuality and specific needs of each student and provide guidance and encouragement to each student to realise the student's full potential
- 1.12 give students a feeling of being part of a community of mutual commitment with room for everyone
- 1.13 exercise authority with justice and compassion
- 1.14 ensure that the privileged relationship between teacher and student is not exploited to proselytise or for ideological control

2. Commitment to the profession

As a member of a profession, education personnel are committed to striving for the highest level of personal integrity, professional competence and academic achievement for their betterment and that of the profession as a whole.

Education personnel shall:

- 2.1 adopt standards of integrity and loyalty which create mutual respect between teachers and add distinction to the profession
- 2.2 exercise discretion in dealing with matters relating to students, parents and fellow education personnel
- 2.3 ensure that professional knowledge is regularly updated and improved
- 2.4 determine the nature, format and timing of their lifelong learning programs as an essential expression of their professionalism
- 2.5 declare all relevant information related to competency and qualification
- 2.6 strive, through active participation in the union, to achieve conditions of work that attract highly qualified persons to the profession
- 2.7 justify public trust and confidence and enhance the esteem in which the profession is held by providing quality education for all students
- 2.8 support all efforts to promote democracy and human rights in and through education

3. Commitment to colleagues

A member of the education profession acknowledges the importance of cooperation and strives to maintain a cordial and harmonious relationship with colleagues based on trust and respect.

Education personnel shall:

- 3.1 promote collegiality among colleagues by respecting their professional standing and opinions and be prepared to offer advice and assistance particularly to those beginning their career or in training

- 3.2 maintain confidentiality of information about colleagues obtained in the course of their professional service, unless disclosure is required by law
- 3.3 assist colleagues in peer review procedures negotiated and agreed to between the union and employers
- 3.4 safeguard and promote the interested and well-being of colleagues and protect them from bullying and from physical, psychological or sexual abuse
- 3.5 ensure that all means and procedures for the implementation of this declaration are the object of thorough discussions in each national organisation in order to ensure its best possible application

4. Commitment to parents

Members of the education profession value the advice and support of parents and seek to have them actively participate in the education of their children.

Education personnel shall:

- 4.1 recognise the rights of parents to consultation through agreed channels on the welfare and progress of their children
- 4.2 respect the lawful parental authority and give advice from a professional point of view that is in the best interest of the student
- 4.3 makes every effort to encourage parents to be actively involved in the education of their child and to actively support the learning process by ensuring that children avoid forms of child labour that could affect their education

5. Commitment to management, agency and employer

The obligation of members of the education profession to their management, agency and employer is based on respect for lawful authority and need for mutual cooperation.

Education personnel shall:

- 5.1 be knowledgeable of their rights and responsibilities
- 5.2 be knowledgeable of their terms and condition of their employment
- 5.3 obeys the rules and regulations of their employer in principle and practice as well as the philosophy of education
- 5.4 have regard for the accepted process of appeal, conciliation and arbitration as means of challenging rules and regulations and their interpretation
- 5.5 respect the established conflict settlement machinery
- 5.6 carry out reasonable instruction from management personnel and the right to question instructions through a clearly defined procedure
- 5.7 show initiative in the fulfilment of their duties
- 5.8 avoid situations that may bring doubt to their professional integrity and question their competence or that may be detrimental to the effectiveness of their professional responsibilities
- 5.9 be constructive in their criticism

6. Commitment to the community and the nation

An education personnel adopts a friendly, cooperative and constructive relationship with the community and works therein to advance the cause of education.

Education personnel shall:

- 6.1 respect the community they service and be willing to participate in community activities and national affairs
- 6.2 encourage cooperation and understanding between teachers, parents, school and the community
- 6.3 strive to keep themselves informed on matters of community and national importance
- 6.4 respect the values and customs of the community

7. Commitment by the community to teachers in the teaching profession

The community has an obligation to respect the teacher and allow them to carry out their lawful duties without fear or favour.

The community shall:

- 7.1 make it possible for teachers to feel confident that they themselves are treated fairly while attending to their duties
- 7.2 recognise that teachers have the right to preserve their privacy, care for themselves and lead a normal life in the community

Adopted by the 13th Triennial Congress on 16th April 2004 in Kimbe, WNB