

CODE OF ETHICS FOR ALL EMPD MEMBERS

Item B-CS (09-2010) MC 2010/07/20	IMPLEMENTATION OF A CODE OF ETHICS FOR ALL METROPOLITAN POLICE DEPARTMENT MEMBERS
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RESOLVED:

1. **That** the contents of the report regarding the implementation of a Code of Ethics for the Ekurhuleni Metropolitan Police Department (EMPD) **BE NOTED**.
2. **That** the proposed Code of Ethics for the Ekurhuleni Metropolitan Police Department (EMPD) attached to the report as **Annexure "A"**, **BE APPROVED**.

ANNEXURE "A"

CODE OF ETHICS

PREAMBLE

The following preamble will be read as the opening words to the code:

'We, the employees of the Ekurhuleni Police Department, recognizing the high expectations place on us by our people to serve with courage, dedication and in a professional manner; recognizing the value that good relations with our communities have for our success; recognizing also that individual behaviour may have collective consequences, wish to affirm our commitment to the following values and principles:"

VALUES

- Reverence to the law;
- Integrity and Honesty;
- Dignity and respect for our clients;
- Professionalism, fairness and dedication in the execution of our work;
- Leadership and teamwork;

ETHICAL PRINCIPLES

- The EMPD and every employee acting under its authority will **uphold the Constitution of South Africa and all** legally enacted laws. They will respect **the legal right of all**.
- Employees should **not engage in any corrupt or unlawful activity**. In the event that they witness or hear of corruption and illegal activity involving members of the Department they are expected to immediately bring this to the attention of the Standards and integrity Division and should cooperate with any investigation resulting there from.
- Employees should avoid **all conflicts of interests and appearances of impropriety**. They should not accept gifts and payment for work done as par of their responsibilities as employees of the EMPD without the express permission of the Chief of Police
- EMPD employees should accord all those they deal with the necessary **respect and dignity inherent in every person**.
- EMPD employees should be **fair in the use of their authority**, provide equals access to their services and should **not allow prejudice and favouritism to affect** the execution of official duties.
- EMPD employees should **conduct their private affairs** in such a manner as to not affect their ability to perform their duties honestly, effectively and fairly.
- EMPD employees should use **reasonable amount of force in accordance with prescribed legislation** as they enforce the law.

- EMPD employees should ensure that they are **appropriately skilled and knowledgeable of the changes and developments in their profession that will affect their duties** in the areas of crime prevention, by-law and traffic law enforcement.
- EMPD employees should **be respectful of and cooperate with other law enforcement agencies and other players within the criminal justice system.**
- When required to appear **before a court, employees of the EMPD will conduct themselves professionally and respectfully remaining truthful in their presentations in the interest of justice.**
- Although political affiliation is a right of all citizens including employees of the EMPD, **Officers should not hold elected positions in political parties** and should refrain from conducting political work within the EMPD such as conducting political campaigns, campaigning for votes and other related activities.

OATH OF HONOUR

This code of ethics will be read in conjunction with an oath of honour which all officers will be sworn to on occasion of their employment with the EMPD. Those members of the EMPD who were not afforded an opportunity to swear by the oath will be afforded an opportunity to do so.

The EMPD Oath of Office /Honour will be read thus:

“On my honour, I will never betray my badge, my integrity, my character, or the public trust. I will always have the courage to hold myself and the others accountable for our actions I will always uphold the constitution and community I serve.”¹

ENFORCEMENT

Both the code of ethics and oath of honour will be distributed widely within the organization and in public. It will be placed visibly in all our offices and at the back of our appointment cards and other important documents. All employees will be required to sign a copy of the ethics and oath upon swearing in. Copies will be kept in each Officers file and the original will be for kept by the employee.

Violations of the code of ethics will be subjected to the disciplinary procedures as they pertain to the EMPD employees. It is the responsibility of all members to enforce the code of ethics and to report all violations they came across. A special responsibility for the enforcement of the code rests with the supervisors who may be personally accountable for the actions of the personnel under their command if they knew or should have known that their actions were illegal or unethical. This has two implications for supervisors:

- They should conduct themselves in such a manner as to serve as an example to those under their command.
- They have a duty to proactively prevent and punish improper conduct.

¹ Adapted from the Association of the Chiefs of Police template for oath of honour for police institutions, 1995