



Codes of Ethics

For

uMntsheni

Municipality

Staff

CODE OF ETHICS FOR UMTSHEZI MUNICIPALITY STAFF

1. THE PHILOSOPHICAL BASIS OF ETHICS

1.1. In its broadest terms, the study of ethics is a study of what we understand to be good and right behaviours and how we, as individuals make value- judgements in terms of such understanding. As such these judgments cause the decision, choice of action (behaviour) or non-action that we make – sometimes of an unethical nature.

1.2. In a Municipality an individual is provided with opportunities to exercise any unethical tendency he or she might have. That is, unless established and effective practices have been implemented to modify or discourage such behavioural tendencies.

1.3. Against the above, we can define ethics as follows:

Ethics are:

- The principal (values) that guide behaviour in respect of what is right, what is good and what is proper.
- The standards which help to guide us in achieving that which is right, good and proper.
- The sustained efforts which compel us and our Municipality to employ those sound principles and standards- which best serve the public and their interests.

2. TYPES OF UNETHICAL BEHAVIOUR

Set out below are a number of unethical behaviour which will not be tolerated by UMTSHEZI MUNICIPALITY

2.1 Behaviour concerning a lack of diligence and probity

Laziness

Carelessness

Waste of Municipal Resources

Abuse of the municipal assets

Disrespect for the public and their interest

2.2 Behaviour concerning dishonesty for purpose of self-interest Corruption, theft graft and fraud

Using insider knowledge and influence

Self- dealing

Making personal use of Municipal property

Unauthorised outside employment

3. KNOWLEDGE AND INSIGHT

In order to continuously be aware of legislation and proactive complaints and ethical standards we all need to also keep in view the numerous existing legislation, regulations and code applicable to Municipalities in South Africa. Refer to the list hereunder which are also in the UMTSHEZI MUNICIPALITY internet site link www.umshezi.co.za

LEGISLATION-

- South African Constitution – *(no 108 of 1996)*
- Local Government: Municipal Systems Act *(no 117 of 1998)*
- Local Government : Municipal Systems Act *(no 32 of 2000)*
- Municipal Finance Management Act (MFMA) *(no 56 OF 2003)*
- The Prevention and Combating of Corrupt Activities Act *(Act No. 12 of 2004)*
- Public Service Regulation in terms of Public Service Act *(proclamation 103 of 1994)*
- Public Financial Management Act *(no 29 of 1999)*
- The promotion of Access to Information Act *(no 2 of 2000)*
- The Financial intelligence Centre Act *(no 38 of 2001)*
- Other legislation aimed at preventing serious instances of unethical practice.

REGULATION

- Municipal regulation on Minimum Competency levels
- Municipal Supply Chain Management Regulation
- Municipal investment and Public- Private–Partnership (PPP'S) Regulations

CODE OF CONDUCT

- Conflicts of interest
- Batho Pele

4. CORE VALUES

The Umtshezi Municipality Council has adopted the core values as set out below which must at all times be adhered to by every staff member

- Ethical behaviour
- Respect
- Honesty and Integrity
- Accountability to each other and the public
- Team work
- Initiative and innovation
- Fiscal responsibility
- Excellent customer service
- Hard work and timeliness
- Care and protection of resources
- Flexibility and Cooperativeness
- Compliance with all set regulations
- Loyalty
- Unity

- Efficiency
- Professionalism
- Cost effectiveness
- Discipline
- Diligence
- Openness and transparency
- Non- discriminatory

5. CODE OF CONDUCT

This code of ethics should be read in conjunction with the code of conduct as contained in Schedule 2 to the Municipal Structures Act and our Batho Pele principles