

# **Assignment #01**

## **PEC CODES OF CONDUCT**



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**Subject:**  
**Professional Ethics**

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### **Question:**

**What are PEC codes of conduct?**

### **Answer:**

#### **What is Code of Conduct:**

A code of conduct is a collection or set of principles, rules, and policies about how employees can and cannot behave during working hours. It outlines the internal guidelines for all employees and works as an external statement for corporate values and commitment. In an office setting, a code of conduct can support decision making as it gives a detailed structure to follow.

Below are **PEC CODE OF CONDUCT:**

#### **Article 1**

- This Code of Conduct may be called the Pakistan Engineering Council Code of Conduct.
- This shall come into force at once.
- This shall apply to all members of the Pakistan Engineering Council.

#### **Article 2**

To maintain, uphold and advance the honor and dignity of the engineering professional in accordance with this Code, a member shall:

- Uphold the ideology of Pakistan.
- Be honest, impartial and serve the country, his employer, clients, and the public at large with devotion.
- Strive to increase the competence and prestige of the engineering profession.
- Use his knowledge and skill for the advancement and welfare of mankind.
- Promote and ensure the maximum utilization of human and material resources of Pakistan for achieving self-reliance.
- Not sacrifice the national interest for any personal gain.

#### **Article 3**

A member shall be guided in all professional matters by the highest standards of integrity and act as a faithful agent or a trustee for each of his clients and employer.

A member shall:

- Be realistic and honest in all estimates, reports, statements, and testimony and shall carry out his professional duties without fear or favor.
- Admit and accept his own errors when proved and shall refrain from distorting or altering the facts justifying his decision or action.
- Advise his client or employer honestly about the viability of the project entrusted to him.
- Not accept any other employment to the detriment of his regular work or interest without the consent of his employer
- Not attempting to attract an engineer from another employer by false or misleading pretenses.

- Not restrain an employee from obtaining a better position with another employer and
- Not endeavoring to promote his personal interest at the expense of the dignity and integrity of the profession.

#### **Article 4**

A member shall have utmost regard for the safety, health, and welfare of the public in the performance of his professional duties and for that purpose he shall:

- Regard his duty to public welfare as paramount.
- Seek opportunities to be of service in civic affairs and work for the advancement of the safety, health and well – being of the community.
- Not undertake, prepare, sign, approve or authenticate any plan, design or specifications which are not safe for the safety, health, welfare of a person or persons, or are not in conformity with the accepted engineering standards and if any client or an employer insists on such unprofessional conduct, he shall notify the authorities concerned and withdraw from further service on the project.
- Point out the consequences to his client or the employer if his engineering judgment is over-ruled by any non-technical person.

#### **Article 5**

A member shall avoid all acts or practices likely to discredit the dignity or honor of the profession and for that purpose he shall not advertise his professional services in a manner derogatory to the dignity of the profession. He may, however, utilize the following means of identification:

- Professional cards and listing in recognized and dignified publications and classified section of the telephone directories.
- Sign boards at the site of his office or projects for which he renders services; and
- Brochures, business cards, letterheads and other factual representations of experience, facilities, personnel, and capacity to render services.
- A member may write articles for recognized publications, but such articles should be dignified, free form ostentations or laudatory implications, based on factual conclusions and should not imply other than his direct participation in the work described unless credit is given to others for their share of the work.
- A member shall not allow himself to be listed for employment using exaggerated statements of his qualifications.

#### **Article 6**

A member shall endeavor to extend public knowledge and appreciation of the engineering profession, propagate the achievements of the profession, and protect it from misrepresentation and misunderstanding.

#### **Article 7**

A member shall express an opinion of an engineering subject only when founded on adequate knowledge, experience, and honest conviction.

#### **Article 8**

A member shall undertake engineering assignments only when he possesses adequate

qualifications, training, and experience. He shall engage or advise on the engaging of the experts and specialists whenever the client's or employers' interest are best served by such service.

A member shall not discourage the necessity of other appropriate engineering services, designs, plans or specifications or limit-free competition by specifying materials of make or model.

### **Article 9**

A member shall not disclose confidential information concerning the business affairs or technical processes of any present or former client or employer without his consent.

### **Article 10**

A member shall uphold the principles of appropriate and adequate compensation for those engaged in engineering work and for that purpose he shall not:

- Undertake or agree to perform any engineering service free except for civic, charitable, religious, or non-profit organizations or institutions.
- Undertake professional engineering work at a remuneration below the accepted standards of the profession in the discipline.
- accept remuneration from either an employee or employment agency for giving employment.
- A member shall offer remuneration commensuration with the qualifications and experience of an engineer employed by him.
- A member working in any sales section or department shall not offer or give engineering consultation, or designs, or advice other than specifically applying to the equipment being sold in that section or department.

### **Article 11**

A member shall not accept:

- Financial or other considerations, including free engineering design, from material or equipment suppliers for specifying their products.
- Commissions or allowances, directly or indirectly, from contractors or other parties dealing with his clients or employer in connection with work for which he is professionally responsible.

### **Article 12**

- A member shall not compete unfairly with another member or engineer by attempting to obtain employment, professional engagements, or personal gains by taking advantage of his superior position or by criticizing other engineers or by any other improper means or methods.
- An engineer shall not attempt to supplant another engineer in a particular employment after becoming aware that definite steps have been taken towards other's employment.
- A member shall not accept part-time engineering work at a fee or remuneration less than that of the recognized standard for a similar work and without the consent of his employer if he is already in another employment.
- A member shall not utilize equipment, supplies, laboratory or office facilities of his employer or client for the purpose of private practice without his consent.

### **Article 13**

- A member shall not attempt to injure, maliciously or falsely, directly or indirectly, the professional reputation, prospects, practices or employment of another engineer or member.
- A member engaged in private practice shall not review the work of another engineer for the same client, except with knowledge of such engineer or, unless the connection of such engineer with work has been terminated.
- Provided that a member shall be entitled to review and evaluate the work of other engineers when so required by his employment duties
- A member employed in any sales or industrial concern shall be entitled to make engineering comparisons of his products with products of other suppliers.

### **Article 14**

- A member shall not associate with or allow the use of his name by an enterprise of questionable character, nor will he become professionally associated with engineers who do not conform to ethical practices or with persons not legally qualified to tender the professional service for which the association is intended.
- A member shall strictly comply with the byelaws, orders and instructions issued by the Pakistan Engineering Council from time to time in professional practice and shall not use the association with a non-engineering corporation, or partnership as a cloak for any unethical act or acts.

### **Article 15**

- A member shall give credit for engineering work to those to whom credit is due, recognize the proprietary interests of others and disclose the name of a person or persons who may be responsible for his designs, inventions, specifications, writings, or other accomplishments.
- When a member uses designs, plans, specifications, data, and notes supplied to him by a client or an employer or are prepared by him in reference to such client or the employer's work such designs, plans, specifications, data, and notes shall remain the property of the client and shall not be duplicated by a member for any use without the express permission of the client.
- Before undertaking any work on behalf of a person or persons for making improvements, plans, designs, inventions, or specifications which may justify copyright or patent, a member shall get ownership of such improvements, plans, designs, inventions, or specifications determined for the purpose of registration under the relevant copyright and patent laws.

### **Article 16**

- A member shall disseminate professional knowledge by interchanging information and experience with other members or engineers and students to provide them with an opportunity for the professional development and advancement of engineers under his supervision.
- A member shall encourage his engineering employees to improve their knowledge, attend and present papers at professional meetings and provide a prospective

engineering employee with complete information on working conditions and his proposed status of employment and after employment keep him informed of any change in such conditions.

**Article 17**

A member employed abroad shall order his conduct according to this Code, so far as this is applicable, and the laws and regulations of the country of his employment.

**Article 18**

A member shall report unethical professional practices of an engineer or a member with substantiating data to the Pakistan Engineering Council and appear as a witness.



**The End**