**Saudi Council of Engineers (SCE) [1]**

**General rules:**

**Rule One:** Every engineer should build her/his professional reputation based on efficiency and proficiency of her/his services, and away from unfair competition with others.

**Rule Two:** Every engineer should seek to develop her/his personal abilities and efficiency, and should also provide professional development opportunities for engineers and technicians working under his supervision.

**Rule Three:** Every engineer should be committed to promoting the fundamental values and principles of the ethics of the engineering profession and should plant them within society. Regarding her/his conduct, every engineer should be in ways that support and enhance the prestige and dignity of the profession and the secretariat of the locally and globally.

**Rule Four:** Regarding professional issues, every engineer shall act as a careful agent to the employer, and shall avoid any conflict of interests.

**Rule Five:** When submitting her/his ideas, views and decisions, every engineer should be keen to be objective and honest and confined to her/his field of expertise and professional experience.

**Rule Six:** When providing professional services, every engineer seeks to apply the highest standards of safety and environmental protection in order to achieve the public interest of individuals and society.

**Case:** Reassignment to another location (adapted from NSPE Case No. 16-9) [2]

Mohammed works for Engineering Solutions, an engineering firm owned by Ali. Engineering Solutions does business in several cities but is headquartered in Riyadh. Engineering Solutions has a policy to not terminate an employee unless they provide the employee with at least 90 days of written notice of termination. Due to short-hand issues confronting Engineering Solutions, Ali decides to reassign some of its employees, including Mohammed, to Jeddah away from Engineering Solutions headquarters in Riyadh where Mohammed has been working. As a result, Mohammed will need to relocate with his family. Engineering Solutions advises reassigned employees that they have one week to decide and their failure to accept reassignment would constitute their resignation of their position with Engineering Solutions. Mohammed is unable to relocate due to family issues and claims that, as a practical matter, Ali’s decision to unilaterally reassign Mohammed to another location constitutes a violation of Engineering Solutions’ written notice policy of providing at least 90 days of “written notice of termination,” and therefore is unethical.

**Discussion**

The case at hand showcases a situation where two engineers and a company are faced with an issue of re-location. The company has its policy about re-location in which it must notify an engineer within 90 days. Furthermore, the company gave Mohammed an ultimatum of moving within a week or getting fired/resigned.

**Scenario 1:** Mohammed accepts to re-locate within 1 week of receiving the ultimatum, he and his family have to move to Jeddah. With this option Ali violates **Rule two** of the SCE Ethics code.

**Scenario 2:** Mohammed does not respond to the ultimatum and gets fired from Engineering Solutions. With this he violates **Rule three** of the SCE Ethics code.

**Scenario 3:** Mohammed accepts the re-location ultimatum and relocates with his family to Jeddah. In parallel, Ali reimburses Mohammed with a raise to his paycheck.

**Scenario 4:** Engineering solutions, owned by Ali, sticks to their policy and allows the engineers to reply within 90 days and manages the short-hand issues with temporary solutions.

In my opinion, the situation is tricky. Both parties need each other and a solution must be found. To determine, Scenario 1 is unethical in the sense that Ali is not being professional with those working under his supervision. Scenario 2 is really bad; Mohammed is not behaving with the principles of engineers and should not happen. Scenario 3 is some-what acceptable but Mohammed’s family would suffer by moving to a new city. Finally, I believe **Scenario 4** is the best outcome, it shows that the company sticks to its policy and would not harm its engineers. Furthermore, since the issue is not financial but short-handed, the company can manage until their engineers make a choice.

**References:**

[1]"Engineer Agreement", Saudieng.sa, 2021. [Online]. Available: https://www.saudieng.sa/English/EngineerCorner/Pages/CharterEngineer.aspx. [Accessed: 17- Nov- 2021]  
[2]"Employment—Reassignment to Another Location | National Society of Professional Engineers", Nspe.org, 2021. [Online]. Available: https://www.nspe.org/resources/ethics/ethics-resources/board-ethical-review-cases/employment-reassignment-another. [Accessed: 17- Nov- 2021]