Code of Ethics of the Peer Workforce Association

The Code of Ethics of the Peer Workforce Association articulates the core principles and values of the Association and defines the conduct that peers, colleagues, and the general public can expect from members of the Association.

Values

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| * Recovery | We believe that all of us can and will heal |
| * Respect | We seek to have relationships of reciprocity and respect |
| * Equality | Every human has the same rights as every other human being |
| * Uniqueness | We can be certain of our own experience of ourselves and respect that of others |
| * Difference | Because we value uniqueness we also value difference |
| * Manaakitanga and Peer Succession | We show manaakitanga to our fellow peers, pass on knowledge and support new and upcoming peer workers |

Applying our Values

* Our Code of Ethics incorporates our values as guiding principles, providing a positive model for our work.
* Our Code of Ethics holds that a peer worker’s primary obligation is to the welfare of peers. This first priority is followed by responsibility to self, colleagues, our communities and our employer. Our Code of      Ethics is intended to encompass all spheres of a peer worker’s practice. Competent practice is the individual responsibility of every peer worker.
* The challenge of working ethically means that peer workers will inevitably encounter situations where there are competing obligations. This ordering of responsibilities is helpful in determining professional    priorities and in resolving disputes involving conflicting interests.

Responsibilities to Peers

* Prioritise self-determination and choice
* Act in a professional manner and maintain standards of knowledge, skill and learning in keeping with the expectations of our designated positions
* Be responsive to cultural diversity and seek training and guidance to ensure competent and culturally safe practice
* Use easy-to- understand language. We value clear, human, non-clinical language that creates space for each person to find their own meaning in life and their own experiences
* Value reciprocity — recognise the equality of individual experience in our relationships

Peer Workers' Responsibilities to Self

* Practise self-care. Peer workers shall have regard for their own health and well-being
* Maintain participation in the profession. Peer workers shall maintain participation in collegial activities through­out their professional career

Peer Workers’ Responsibilities to Colleagues

* Maintain knowledge of recovery practice. Peer workers will keep current with emerging knowledge relevant to recovery and openly share this knowledge with their colleagues
* Be respectful of colleagues

Peer Workers’ Responsibilities to our Communities

* Honour the Treaty of Waitangi. Peer workers shall respect the values and beliefs of the Tāngata Whenua and shall equip themselves to understand how the principles of the Treaty can influence and guide their practice
* Take responsibility for finding ways to advocate for the principles of human rights, dignity, self-determination, choices and empowerment
* Encourage debate in the shaping of the mental health and addiction sector
* Be honest in our interactions with all people
* Actively practice and encourage non-discriminatory behavior
* Work from the strengths and assets of the people and communities we work with
* Realise that healing needs to happen throughout our community and systems in order for it to be sustainable and real

Peer Workers' Responsibilities to Our Employers

* Promote quality services. Peer workers shall seek to maintain and improve the policies and quality of service in institutions or agencies in which they work, using as a guide the standards of practice expected by the Association
* Uphold the Kaupapa of their service

Serious breach of this Code will result in termination of membership

* Serious breach of this code will result in termination of membership following the process set out in the PWA constitution.