



Panellist Code of Ethics

The Panellist Code of Ethics outlines the principles and protocols that guide the professional conduct of IR Change panellists when conducting process. Panellists acting on behalf of IR Change have a general duty to conduct themselves in a manner that will maintain and strengthen respect, trust and confidence of the parties in the process.

Panellists should at all times:

1. Act with honesty, integrity and professionalism.
2. Be patient and courteous to all parties.
3. Respect and uphold client confidentiality.
4. Not solicit appointment for themselves with clients of IR Change or any other person encountered through any IR Change appointment.
5. Accept appointment only if able to conduct the process promptly and competently.
6. Observe faithfully the spirit and letter of the Constitution of South Africa and any applicable law.

When chairing, presiding, mediating, arbitrating or facilitating, panellists should:

7. Act with impartiality and conduct themselves in a manner that is fair to all parties.
8. Avoid entering into any relationship which is likely to affect their impartiality, or which might reasonably create a perception of partiality or bias.
9. Disclose any interest or relationship that is likely to affect their impartiality, or which might create a perception of partiality or bias.
10. Ensure that agreements, arbitration awards, rulings, recommendations or decisions are well written, definite and as concise as possible.
11. Adhere to the time limits set for issuing a decision or recommendation.