

CODE OF CONDUCT FOR INVESTIGATION TEAM MEMBERS

INTRODUCTION

This code sets out the standards of conduct and behaviour that is expected of its reviewers. As a public body, CHI expects its team members to promote:

- The highest standards in public life
- The development of good working relationships
- CHI's core principles
 - The patient's experience is at the heart of CHI's work
 - CHI will be independent, rigorous and fair
 - CHI's approach is developmental and will support the NHS to continuously improve
 - CHI's work will be based on the best available evidence and focused on achieving improvement
 - CHI will be open and accessible
 - CHI will apply the same standards of continuous improvement to itself that it expects of others

Team members are expected to incorporate these core principles and standards in all their activities. This code is not a complete list of what team members should or shouldn't do but its aim is to ensure that all understand the ground rules within which reviewers are expected to work. The code needs to be read in conjunction with other guidance on behaviour that CHI will issue from time to time, such as the anti-fraud and corruption policy, health and safety policy, equal opportunities policy, whistle blowing policy etc.

The standards that CHI sets its reviewers are necessarily high. CHI's work is open to public scrutiny, may be politically sensitive and CHI's ultimate success will depend on the confidence that all CHI's stakeholders have in its employees, secondees and other workers such as reviewers.

This code is binding on all of those who carry out work for CHI. Breaches of the code and the standards it sets will normally result in action that may lead to termination of the contract or secondment agreement. CHI also expects all who work for it, irrespective of contractual status, to operate within the law. Criminal behaviour, even unrelated to work, may lead to disciplinary action being taken against the employee.

The breach of some of the rules is so serious that it will result in dismissal without notice, even for a first

offence. It is the responsibility of every employee to read the code and work within it. Where guidance is needed on any aspect of the code, team members should seek guidance from the investigation manager.