



Photo: Katrin Bolovtsova



PSA VALUES

Upholding ethical conduct

Ethical conduct refers to consistently acting with honesty, fairness, and integrity in all professional and personal interactions. It involves making decisions based on moral principles, transparency, and accountability whilst avoiding conflicts of interest, dishonesty, or corruption.

In the workplace, ethical conduct ensures that people uphold trust, respect the rights of others, and adhere to policies and laws. For shop stewards, this means prioritising the interests of employees, resisting undue influence, and maintaining the credibility of the Union. Ethical conduct strengthens leadership, fosters trust, and promotes a just and fair work environment.

Shop stewards are vital in protecting employees' rights and ensuring fair treatment in the workplace. As trusted representatives, they must uphold ethical standards, act with integrity, and reinforce the credibility of the Union. The PSA values ethical conduct as a foundation of effective leadership and worker representation.

Ethical shop stewards strengthen collective bargaining, build trust, and uphold the Union's credibility.

Remaining impartial and prioritising employees' interests ensure fair representation. Unethical behaviour, such as personal gain over advocacy, damages trust and weakens the Union's ability to serve members effectively. Bribery, for example, is a serious ethical risk. Employers may offer financial incentives or promotions to influence shop stewards, undermining union solidarity. Accepting bribes in any form compromises integrity with severe consequences, including:

- **Disciplinary action** – Potential removal from the union.
- **Legal consequences** – Bribery is a criminal offense.
- **Loss of trust** – Rebuilding credibility is difficult once trust is broken.
- **Weakened union power** – Corruption erodes a union's ability to negotiate fair conditions.

To uphold ethical standards, shop stewards should adhere to the PSA's values, letting integrity guide all actions. A shop steward's duty is to act with integrity and reject bribery or corruption. By maintaining high ethical standards, shop stewards safeguard their credibility and strengthen the collective voice of employees, ensuring a strong and trusted union.



ETHICAL CONDUCT