



Nigerian Institute of Management (Chartered)

CODE OF PROFESSIONAL MANAGEMENT PRACTICE IN NIGERIA

In June 2003, the Nigerian Institute of Management was granted a Charter by Act 14 of the National Assembly. The Act empowers the Institute to:

Determine what standards of knowledge and skill are to be attained by persons seeking to become members of the Management profession and raising those standards from time to time as circumstances may permit.

Securing in accordance with the provisions of this Act the establishment and maintenance of registers of members and the publication from time to time a list of those members.

Regulate and control the profession of management in all its aspects and ramifications.

Performing through the Council under this Act the functions conferred on it this Act

Pursuant to the powers conferred on it by its Charter, the Institute hereby publishes for public information the professional standards of practice and behaviour which all members of the management profession must adhere to.

As a professional manager, you are expected to show commitment in upholding the standards entailed in this Code. This will reflect credit not only to yourself and the organization you work for but also to the management profession and the Nigerian Institute of Management.

In your day-day work, you will be confronted with situations in which you may have to make difficult choices or decisions. In such situations let your choices and decisions be guided entirely by the professional and personal qualities entailed in this Code of professional management practice, as set

o u t b e l o w :

As a Professional Manager you will:

1. Put service above self and pursue all managerial duties with honesty, integrity and ethical process of thought.
2. Act within the limits of personal competence and authority and dissociate yourself from personal interests which could introduce non professional influences in managerial decisions and actions.
3. Engage in continuous self development, competence building and benchmarking of best management practice.
4. Exercise self restraint in handling sensitive issues and refrain from seeking personal advantage from exposure to confidential information.
5. Expose corrupt practices whenever they come to your knowledge and refuse to give undeserved favours to anyone.
6. Uphold the development and maintenance of quality and continuous improvement in all aspects of your work/responsibility.
7. Ensure that all those working under you are aware of their responsibilities, rights, areas of authority and accountability.
8. Ensure that only suitably qualified and trained persons are deployed to handle all authorized jobs/assignments.
9. Have regard for matters of conscience of others, treat them with dignity and respect and assist them to develop their full potential.
10. Respect the customs, practices and reasonable ambitions of others which may differ from your own.
11. Uphold and protect the mental and physical health, safety and well being of others in the workplace.
12. Show loyalty to your organization by upholding its lawful policies and practices and communicating same truthfully and effectively to all stakeholders.
13. Seek to conserve resources and protect the environment in which you work
14. Refrain from accepting gifts, hospitality or services which could appear to imply improper obligation on your part.
15. Promote the Vision, Mission, Goals and Objectives of the Institute and at all times refrain from conduct which could harm its image, reputation and standing as a Chartered Professional Management body .

As a Corporate member of the Institute you will:

1. Employ only suitably qualified and trained persons in all job positions.
2. Employ Professional managers in Management positions.
3. Continually enhance the competence of your staff by exposing them at suitable intervals to training and other capacity building programmes.
4. Conduct and publish annual Management Audit of your organization.
5. Promote the development and maintenance of quality and continuous improvement in all services, products and systems of the organization.
6. Ensure due process, accountability and transparency in all dealings with customers, suppliers and other stakeholders.
7. Seek to conserve resources and protect the environment.
8. Exemplify corporate responsibility by cultivating and maintaining good communal relations.
9. Identify at all times with the Vision and Mission of the Institute.

TENETS OF THE MANAGEMENT PROFESSION IN NIGERIA:

1. All persons aspiring to become management practitioners must pass the membership qualifying examination of the Institute or possess any other qualification approved by Council.
2. All those who wish to be employed in management positions or engage in management practice or service for remuneration must be licensed by NIM.
3. To become a professional manager a person must attain a membership grade not lower than ASSOCIATE. In addition, the person must be of good character, attain a minimum age of 21 and would not have been convicted of any offence involving fraudulent conduct.
4. NIM has the right to restrict persons who have not met all prescribed conditions from engaging in management practice
5. Persons admitted into the management profession must submit themselves to performance assessment and evaluation interviews whenever required to do so by the Institute. Persons who refuse such interviews may have their names deleted from the Register of members.
6. All members of the management profession must attend the Mandatory Continuing Professional Education Programme and earn the stipulated minimum credit points over the requisite number of years stated in the Examinations Regulatory Framework for Membership.
7. Members of other professional bodies who hold or aspire to hold management positions must seek and obtain membership of NIM.
8. Professional bodies whose mandates cover some specific aspects of management shall obtain Affiliate status with NIM.
9. All professional managers must be up to date in their financial obligations to the Institute to retain their names in the Register of Members.
10. All persons registered as management practitioners must comply with the Code of Professional Management Practice.
11. Disobedience of the Code of Professional Management Practice by a member will attract disciplinary action by the Disciplinary Committee of the Institute.

By Order Of Council

NIM Vision: To be the Source and Symbol of Management Excellence