

**Registration Scheme for Tree Management Personnel  
Code of Conduct for Registered Arborists, Tree Risk Assessors and  
Tree Work Supervisors**

Registered Arborists, Tree Risk Assessors and Tree Work Supervisors shall:

**(1) Responsibility to the Profession**

- Represent accurately their areas of competence, qualifications, experience and registered personnel type;
- Discharge their professional responsibilities with integrity, honesty and impartiality;
- Act honestly and provide complete, accurate and correct information in all written and verbal representations (including qualifications, services, quotes, estimates and reports) and advertising;
- Give their independent professional judgement in their professional capacity that are, to the best of their knowledge and ability, evidence-based, reliable and honest;
- Ensure adequate development of their professional competence;
- Comply with all legislations, policies, practice standards and guidelines regarding tree management in Hong Kong;
- Follow occupational safety and health procedures and take all reasonable care to avoid causing damage to wildlife and habitat, property and environment; and
- Take full responsibility of their actions and ensure that those who receive delegated responsibility are sufficiently competent to carry out the associated services or work.

**(2) Responsibility to Colleagues**

- Recognise and respect the professional contributions and intellectual property rights of other tree management personnel;
- Seek to support and encourage the interchange of information and experience with other tree management personnel;
- Challenge the use of incorrect, misleading, or exaggerated statements and report to the Registration Unit of the Greening, Landscape and Tree Management Section of Development Bureau any evidence of inappropriate professional conduct and unethical, illegal or unfair professional practice;
- Not attempt to injure, maliciously or falsely, directly or indirectly, the professional reputation, prospects, practice and employment of another

- registered personnel;
- Follow occupational safety and health procedures and take all reasonable care to avoid causing harm to co-workers; and
  - Commit to support training, education and research related to the professional development of the arboriculture and horticulture industry.

### **(3) Responsibility to Employers or Clients**

- Always be honest and trustworthy in all dealings with their employers or clients and discharge their duties with due care and diligence;
- Truly report the details of the proposed services or work including the purpose, time frame, manpower and machineries required, anticipated consequences, estimated costs and fees associated with the services or work;
- Ensure that all records, receipts, accounts or other documents they submit to the employers or clients give a true representation of the facts, events or transactions as shown in the documents;
- Must comply with the Prevention of Bribery Ordinance (Cap. 201) (POBO) in the course of carrying out duties<sup>1</sup>;
- Avoid any conflict of interest situation (i.e. situation where their private interest<sup>2</sup> conflicts with the interest of their employers or clients, as appropriate) or the perception of such conflicts. When a situation of conflict of interest cannot be avoided, they should, as soon as possible, declare in writing any actual or potential conflict of interest to the employers or clients and comply with any mitigating measures decided by the employers or clients, as appropriate;
- Safeguard confidential, sensitive information in relation to their employers or clients obtained in the course of providing services and not disclose such information to third parties without their employer's or client's written consent;

---

<sup>1</sup> Including-

(a) Not to solicit or accept any advantage as defined in POBO from others as a reward for or inducement to doing any act or showing favour in relation to the business or affairs of the principals (i.e. the employers for registered personnel working as employees or clients for registered personnel working as proprietors) without the principals' approval, or offer any advantage to an agent of another as a reward for or inducement to doing any act or showing favour in relation to his principal's business or affairs;

(b) Not to offer any advantage as defined in POBO to any public servant (e.g. Government employee / employee of public body as defined in POBO) as a reward for or inducement to his performing any act in his official capacity or his showing any favour or providing any assistance in business dealing with the Government / a public body;

(c) Not to offer any advantage to any employee of Government or public body as defined in POBO while having business dealing with them;

<sup>2</sup> Private interests include their own financial and other interests, and those of his connections including family and other relations, personal friends, the clubs and societies to which he belongs, and any person to whom he owes a favour or to whom he may be obligated in any way.

- Not accept any financial or contractual obligation on behalf of their employers or clients without their consent;
- Recognise the limitations of their professional abilities and co-operate with or arrange for the services of other professionals / experts in the best interest of their employers or clients; and
- Follow occupational safety and health procedures and take all reasonable care to avoid causing harm to themselves, co-workers and the workplace.

#### **(4) Responsibility to the Public**

- Strive to deliver quality arboriculture services within the scope of their competence to keep trees safe and healthy, thereby protect public safety and ensure public welfare;
- Maintain high standards of professional competence to uphold the integrity and reputation of the profession of arboriculture;
- Seek to balance cost with the best benefit to trees and to the general public and to offer the most reasonably practicable option;
- When expressing a professional statement publicly, strive to ensure that the statement is based on known facts and to the best of their knowledge and belief;
- Follow occupational safety and health procedures and take all reasonable care to avoid causing harm to the public at the workplace / on site; and
- Promote public awareness of tree appreciation and preservation and the concepts of habitat protection, biodiversity conservation and sustainable urban forestry in delivering their services.

#### **Recommendations**

Registered Arborists, Tree Risk Assessors and Tree Work Supervisor should:

- Conduct themselves with integrity;
- Keep harmonious working relationship with co-workers, employers and clients;
- Strive to improve their knowledge of arboriculture through education, professional training and work experience;
- Maintain good in-service record (such as date, venue, tree reference number and details of arboriculture services provided) if such record could not be provided by their employers;
- Bring with them the registration cards in the course of delivering services;

- Pay attention to occupational safety and health hazards and consequences; and
- Stay up-to-date with all legislations, policies, practice standards and guidelines regarding tree management in Hong Kong.

**Greening, Landscape and Tree Management Section  
Development Bureau  
January 2023 (2<sup>nd</sup> Edition)**