

CONCILIATOR-MEDIATORS' DECLARATION OF PRINCIPLES

We, the CONCILIATOR-MEDIATORS of the National Conciliation and Mediation Board (NCMB) of the Department of Labor and Employment, recognizing our important rôle in the promotion and maintenance of industrial peace based on social justice as essential element of national growth and development, and realizing our fundamental responsibility to uphold and maintain the integrity of the agency we represent, hold ourselves responsible in preserving our credibility and acceptability to the public that we serve, do hereby commit ourselves to abide by the following principles in the performance of our duty:

1. To appear and conduct ourselves with dignity and respect befitting our position and the agency we represent. It is our obligation to maintain a life of unblemished reputation and integrity;
2. To maintain at all times impartiality and independence of judgment. It is our duty to keep the trust and confidence of the party any information given to us in confidence in the course of conciliation proceedings;
3. To be constantly conscious that the Conciliator's role is that of a peacemaker. We must not foment or instigate dissension among the parties but must always maintain good working relationship with them by being honest, polite, patient, punctual and tactful in dealing with the parties;
4. To keep a positive attitude in life and exhibit perseverance in the exercise of our profession. We must be morally, physically, mentally and emotionally fit to work under any and all circumstances; and finally
5. To strive for professionalism and excellence in the performance of our functions by enhancing analytical ability and upgrading skills and techniques. We should attend to all cases with a sense of dedication, expediency and urgency as manifestations of our commitment and sincere desire to help the parties settle their dispute.