



PROFESSIONAL BEHAVIOUR AND CONDUCT: PROFESSIONAL STANDARDS SUB-COMMITTEE

A GUIDE FOR FACILITATORS AND STAFF

The values, attitudes and behaviours to which all healthcare students and practitioners should aspire are outlined in the relevant Codes of Conduct or AHPRA website. Students are expected to be familiar with and adhere to their code, to conduct themselves in a professional manner which demonstrates respect for staff and other students, and to comply with course rules, including attendance rules.

Development of professionalism is a critical component of the Deakin School of Medicine curricula. The goal of the School is to produce graduates who practise safe care and demonstrate the professional behaviour and conduct expected by the Australian community. The objectives of professional development training during each course include:

- To prevent harm to patients and their families, the community, students, healthcare professionals and other colleagues;
- To encourage self reflection on professional behaviour;
- To recognise limitations on the scope of an individual's professional practice;
- To monitor, support and maintain the mental and physical health of students and to recognise the impact of health problems on safe practice;
- To encourage recognition of practitioner error.

Professional competence includes appropriate conduct and behaviours toward patients and colleagues, responsibility and reliability, and the ability to appraise one's own performance and health.

Students are required to be familiar with the Deakin School of Medicine Student Codes of Conduct and to sign a declaration that they will observe it during the years of the course.

This guide outlines the principles and processes for assessing and managing unsatisfactory professional behaviour exhibited by students.

PRINCIPLES OF ASSESSMENT, SUPPORT, REMEDIATION AND DISCIPLINE

- Poor attendance or academic performance, or problems with interpersonal and/or group functioning are often indicators of underlying physical or mental health problems, financial stress or emotional distress arising from relationship or family difficulties. There is a range of services available through the University or in the wider community and it may be appropriate to refer students to these services in these circumstances.
- The **Professional Standards Sub-committee (PSS)** has been established to oversee management of unsatisfactory professional behaviour. Students can be referred to the sub-committee for evaluation/assessment, support, remediation and/or discipline. The sub-committee meets with referred students to plan a coordinated response and follow up.
- Students who show a pattern of repeated unacceptable behaviour may be referred by the sub-committee to a University disciplinary body for consideration of disciplinary measures, which may include restrictions on academic progress or exclusion from the course.



THE ROLE OF FACILITATORS AND SUPERVISORS

- Facilitators and supervisors are important role models for students. If professional behaviour issues are brought to your attention you are encouraged to provide guidance and support and to deal with any problems "at the coal-face", in tutorial or clinical settings, as far as possible.
- At the commencement of each teaching period it is helpful if there is a clear understanding about your expectations for attendance. All 'by exception' PSS referrals must come from a person in the role of supervisor or coordinator. It may be helpful to refer to the Deakin School of Medicine Codes of Conduct. If necessary, the coordinator can make a referral to the Professional Standards Sub-committee.