

# FACULTY OF MEDICINE AND HEALTH - PROFESSIONALISM REQUIREMENTS PROVISIONS 2019

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## 1 Student professionalism in the Faculty of Medicine and Health

- (1) The Faculty of Medicine and Health expects its graduates to possess and to display high standards of professionalism.
- (2) Students are required to acquire and to demonstrate standards of professionalism appropriate to their stage of learning.
- (3) Students will successfully complete their award course only if their knowledge, skills, attitudes and behaviours meet the required standard at each point of progression.
- (4) The Faculty of Medicine and Health's student professionalism requirements are set out in the schedule to these provisions. These requirements correspond with the professional characteristics that are more extensively outlined in guidance provided by the National Boards, The Australian Health Practitioner Regulation Agency, the [Health Practitioner Regulation National Law \(NSW\) 2009](#) and [Schedule 3 of the Public Health Regulation 2012](#). For graduates entering health professions not included within the National Registration and Accreditation Scheme, these requirements correspond to the [Code of Conduct for Unregistered Health Professionals](#).
- (5) Students must comply with these provisions in order to demonstrate that they meet the progression requirements, as required by the *Faculty of Medicine and Health – Professionalism Provisions 2019*.
- (6) All students within the Faculty of Medicine and Health should expect that their professional abilities and skills will be assessed longitudinally over the course of their candidature, with the same rigor as their clinical and scientific skills.
- (7) All students within the Faculty of Medicine and Health must, through their words and actions, demonstrate their professional abilities and skills in all interactions with patients and their families. This requires that students display the following qualities:
  - (a) respect for the contribution that patients or clients, and their families make to student learning;
  - (b) respect for patients' or clients' dignity, privacy, confidentiality, ethnicity and culture;
  - (c) respect for the autonomy of patients or clients, and their families, and their values and beliefs, whether they align with or differ from the student's;
  - (d) non-judgmental, non-discriminatory and non-exploitative behaviours towards patients or clients, and their families, even if their values and beliefs differ from the student's;
  - (e) a sophisticated understanding of the need for patient or client consent, its renegotiation and potential withdrawal when participating in student learning;



- (f) self-awareness and humility consistent with level of the student's skills, experience and knowledge;
- (g) an ability to look after the student's own mental and physical wellbeing;
- (h) neither giving advice nor treatment, except in an emergency when there is no other more qualified person, and if appropriate directing persons to seek qualified professional advice; and
- (i) an understanding that over and above an individual's responsibility to practice in a competent manner, the health professions have a responsibility to the public to maintain high standards of care.

## 2 Principles for student professionalism

- (1) A health professional's primary responsibility is the care of their patients or clients.
- (2) Health professionals also have responsibilities and accountabilities to:
  - (a) other health care professionals;
  - (b) members of the public; and
  - (c) statutory authorities charged with the assessment and regulation of the health care professions under the [Health Practitioner Regulation National Law \(NSW\) 2009, Schedule 3 of the Public Health Regulation 2012](#).
- (3) The goal of healthcare education is:
  - (a) to teach students the cognitive skills that will allow them to achieve the required academic standard;
  - (b) to assist students to develop during their candidature a stage-appropriate professional identity that is reflected in the knowledge, skill and judgment possessed, and care exercised, by all students. This objective is reflected in these provisions.
- (4) Students of the healthcare professions have privileged access to health information concerning members of the public, which carries considerable responsibility.

## SCHEDULE

### Student Professionalism Requirements

<p>Be familiar and comply with applicable professional conduct obligations.</p>	<ul style="list-style-type: none"> <li>• Be familiar and comply with the guidance produced by the relevant National Board and AHPRA for students of health professions included within the National Registration and Accreditation Scheme.</li> <li>• Be familiar and comply with the <a href="#">Code of Conduct for Unregistered Health Professionals</a>.</li> <li>• Be familiar and comply with the University's <a href="#">Code of Conduct for Students</a>, and these Professionalism Requirements Provisions, as they relate to professional conduct.</li> <li>• Comply with other applicable University policies and procedures and Faculty provisions relating to professional conduct.</li> <li>• Comply with applicable laws, health department and local health district (LHD) requirements, as well as the requirements of other placement locations</li> <li>• Observe, as a minimum, Australian standards of conduct for students in healthcare when on an international placement.</li> </ul>
<p>Behave honestly and ethically.</p>	<ul style="list-style-type: none"> <li>• Be familiar and comply with the University's <a href="#">Academic Honesty in Coursework Policy</a>.</li> <li>• Act honestly and ethically in dealings with members of the public, other students, placement supervisors, academic, professional and clinical staff.</li> <li>• Never misrepresent qualifications, position or abilities.</li> <li>• Be honest and accurate when writing reports, compiling coursework, logbooks or portfolios, completing and signing forms.</li> <li>• Use the best available evidence and exercise sound and ethical judgment in decision making.</li> <li>• Recognise the inherent power imbalance that exists between health professionals, people in their care and significant others and establish and maintain professional boundaries.</li> </ul>
<p>Take responsibility for own behaviour and health.</p>	<ul style="list-style-type: none"> <li>• Demonstrate insight into the effects that the student's behaviour and health may have on others.</li> <li>• Seek professional advice if the student or others have a concern about the student's physical or mental health and wellbeing.</li> <li>• Accept the need to seek professional help and engage in appropriate treatment when health problems that affect performance become evident.</li> </ul>

## SCHEDULE

### Student Professionalism Requirements

	<ul style="list-style-type: none"> <li>• Be aware and accept that the Faculty of Medicine and Health may need to intervene if the student's behaviour or health affects or may affect patient or client care, other students' learning, the student's ability to perform in their enrolled program, the student's safety or the safety of others.</li> <li>• Provide certification of fitness to be a healthcare student if required by the Faculty of Medicine and Health.</li> <li>• Be aware that the Faculty of Medicine and Health has a legal responsibility to notify AHPRA of students with health issues that pose a risk to patient or client safety.</li> <li>• Follow NSW Health guidelines and advice. This includes providing and maintaining up to date vaccination certification and criminal record check.</li> <li>• Notify the Faculty of Medicine and Health if the student has an infectious disease that could pose a risk to others.</li> </ul>
<p>Work cooperatively as a member of a team and demonstrate leadership when necessary.</p>	<ul style="list-style-type: none"> <li>• Develop and demonstrate teamwork and leadership skills.</li> <li>• Display a proactive and responsive approach to communication with Faculty and peers.</li> <li>• Follow directions from Faculty, clinical staff and other placement supervisors.</li> <li>• Be aware of and show respect for the roles and responsibilities of other health professionals.</li> <li>• Be mindful of the other demands on clinical staff and placement supervisors, accepting the priority they will place on patient or client welfare (above student learning needs).</li> <li>• Work with fellow students in a collegial manner.</li> <li>• Be willing to contribute to the education of peers and cultivate inter-professional learning.</li> <li>• Develop and demonstrate skills in managing competing priorities, complex tasks, schedules and time pressure.</li> </ul>
<p>Demonstrate and promote a culture of respect in work and study</p>	<ul style="list-style-type: none"> <li>• Treat all members of the public, students, academic, professional, clinical staff and placement supervisors with respect and courtesy.</li> <li>• Recognise and respect cultural and other types of diversity in the community.</li> </ul>

## SCHEDULE

### Student Professionalism Requirements

	<ul style="list-style-type: none"> <li>• Respect differences in individual and organisational routines, protocols, dress codes and approaches to teaching.</li> <li>• Ensure that appearance and dress permits effective and respectful interactions with patients or clients and their families.</li> <li>• Respect the different educational backgrounds and learning styles of peers and be sensitive to cultural, religious and gender differences.</li> <li>• Recognise and be sensitive to differences in the organisation, level of resources and capacity of different health and education systems encountered (especially when studying in other countries).</li> </ul>
Practice in a patient-focused manner.	<ul style="list-style-type: none"> <li>• Take opportunities to explore the lives and disease experience of patients or clients and their families, provide them with support when possible, and develop strategies for coping with the student's own personal and emotional responses.</li> <li>• Recognise that the student's values and opinions may differ from those of patients or clients and their families, and when these may affect or conflict with optimal patient care<sup>1</sup></li> <li>• Report any serious concerns about patient or client safety and take reasonable action if there are concerns about the conduct of others.</li> <li>• Base decision-making on the best available evidence and communicate this evidence effectively to patients or clients.</li> </ul>
Demonstrate and promote a culture of reflective practice and lifelong learning	<ul style="list-style-type: none"> <li>• Take responsibility for own learning</li> <li>• Optimise personal learning opportunities in any placement, classroom or research environment.</li> <li>• Attend all required learning activities.</li> <li>• Complete and submit all course work on time<sup>2</sup>.</li> <li>• Acknowledge and develop the diverse range of skills required for future contributions to the health system.</li> </ul>

<sup>1</sup> Although a student is free to decline to personally provide or participate in a patient's care, the student must not use or allow their personal beliefs or values to deny patients access to medical care or to impede access to treatments that are legal.

<sup>2</sup> Deadlines for coursework are mandatory unless a simple extension has been granted or an application for special consideration has been submitted and granted in accordance with the [Coursework Policy 2014](#).

## SCHEDULE

### Student Professionalism Requirements

	<ul style="list-style-type: none"> <li>• Recognise and work within the limits of the student's competence and ask for help or supervision when situations require greater knowledge, skill or emotional capacity than you possess</li> <li>• Reflect on feedback about performance and respond constructively.</li> <li>• Actively reflect on learning experiences. Be prepared to implement changes to practice, based on feedback and reflection to enhance competence and effectiveness.</li> <li>• Take opportunities to provide constructive feedback to the Faculty of Medicine and Health on teaching and learning experiences.</li> <li>• Actively seek and reflect on the most up-to-date research as it applies to the student's practice.</li> </ul>
<p>Communicate professionally and appropriately.</p>	<ul style="list-style-type: none"> <li>• Take responsibility for the development of the skills required to be an effective, empathic and appropriate communicator.</li> <li>• Demonstrate empathy, courtesy and respect, and use appropriate language and tone in all written, electronic and verbal communications with Faculty of Medicine and Health staff, students, other health service employees or placement supervisors, clinicians, patients or clients and their families.</li> <li>• Know and observe legal and ethical responsibilities for protecting patient or client confidentiality.</li> <li>• Ensure contactability and always respond to messages (including by email, phone and text) relating to patient or client care or own education.</li> <li>• Avoid gossip, use the internet and social media wisely and avoid posting, sharing or endorsing material that is unprofessional, breaches patient or client confidentiality or reflects badly on the student as a student in the Faculty of Medicine and Health.</li> <li>• Remember and observe the limitations of student status and role during patient or client interactions (e.g. avoid giving new diagnostic and prognostic information).</li> </ul>
<p>Be familiar and comply with applicable professional conduct obligations with regards to involvement in any research</p>	<ul style="list-style-type: none"> <li>• Take advantage of opportunities to participate in research and scientific endeavour.</li> <li>• Be familiar with and comply with the University <a href="#">Research Code of Conduct</a>, as applicable.</li> <li>• Remember and observe the limitations of student status and role as a student researcher</li> </ul>

## NOTES

### Faculty of Medicine and Health - Professionalism Requirements Provisions 2019

Date adopted: 8 October 2019

Date registered: 24 October 2019

Date commenced: 1 January 2020

Approved by: Professor Robyn Ward, Executive Dean

Document owner: Executive Dean, Faculty of Medicine and Health

Signature:

Rescinded documents: *Faculty of Dentistry – Professionalism Expectations Provisions 2015*

*Faculty of Dentistry – Professionalism Provisions 2017*

*Faculty of Pharmacy – Professionalism Expectations Provisions 2017*

*Faculty of Pharmacy – Professionalism Provisions 2017*

*Sydney Medical School – SMP Professionalism Provisions 2016*

*Sydney Medical School – SMP Professionalism Requirements Provisions 2017*

Related documents:

*Health Practitioner Regulation National Law (NSW) 2009*

*Health Records and Information Privacy Act 2002 (NSW)*

*Privacy and Personal Information Protection Act 1998 (NSW)*

*Schedule 3, Public Health Regulation 2012 (NSW)*

*University of Sydney (Coursework) Rule 2014*

*University of Sydney (Student Discipline) Rule 2016*

*Academic Honesty in Coursework Policy 2015*

*Bullying, Harassment and Discrimination Prevention Policy 2015*

*Coursework Policy 2014*

*Privacy Policy 2017*

*Privacy Management Plan*

*Recordkeeping Policy 2017*

*Recordkeeping Manual*

*Student Sexual Assault and Sexual Harassment Policy 2018*

## **AMENDMENT HISTORY**

<b>Provision</b>	<b>Amendment</b>	<b>Commencing</b>
2(3)(b)	Remove 'identify' and replace with 'identity'.	10 November 2020