

# FACULTY OF MEDICINE AND HEALTH – PROFESSIONALISM REQUIREMENTS PROVISIONS 2022

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## 1 Introduction

- (1) Professionalism is the demonstration of behaviour and values by healthcare students and professionals to maintain the trust that patients, clients and the community have in the healthcare profession.
- (2) The Faculty of Medicine and Health professionalism requirements facilitate students' development by setting expectations about how to behave professionally as a healthcare student.
- (3) Students are required to act professionally to promote safe, responsible, effective and ethical healthcare practice.
- (4) As students become healthcare professionals, they will:
  - (a) develop strong professional capabilities;
  - (b) exercise sound clinical judgement; and
  - (c) make principled decisions in response to complex situations.

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

- (1) The Faculty of Medicine and Health expects its graduates to possess and to demonstrate 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:
  - (a) the [National Boards](#);
  - (b) the [Australian Health Practitioner Regulation Agency](#);
  - (c) the [Health Practitioner Regulation National Law \(NSW\) 2009](#); and
  - (d) [Schedule 3 of the Public Health Regulation 2012](#).
- (5) 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](#).
- (6) Students must comply with these provisions in order to demonstrate that they meet the progression requirements specified in the [Faculty of Medicine and Health – Professionalism Provisions](#).



- (7) All students within the Faculty of Medicine and Health should expect that their professional abilities and skills will be assessed throughout the course of their candidature, with the same rigour as their clinical and scientific skills.
- (8) All students within the Faculty of Medicine and Health must, through their behaviour, demonstrate their professional abilities and skills in all interactions with patients and their families. This requires that students:
  - (a) respect the contribution that educators, patients or clients and their families make to student learning;
  - (b) respect educators', patients' or clients' dignity, privacy, confidentiality, ethnicity and culture;
  - (c) respect 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) demonstrate safe, inclusive, non-judgmental, non-discriminatory and non-exploitative behaviours towards educators, patients or clients, and their families, even if their values and beliefs differ from the student's;
  - (e) demonstrate a sophisticated understanding of the need for patient or client consent, its renegotiation and potential withdrawal when participating in student learning;
  - (f) demonstrate self-awareness and humility consistent with the level of the student's skills, experience and knowledge;
  - (g) understand and declare any conflicts of interests in any situation;
  - (h) demonstrate the ability to look after their own mental and physical wellbeing;
  - (i) do not provide advice or treatment, except in an emergency when there is no other more qualified person to do so, and if appropriate, direct persons to seek qualified professional advice; and
  - (j) understand that health professionals have a responsibility to the public to maintain high standards of care.

### 3 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](#) and [Schedule 3 to 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 a stage appropriate professional identity that is reflected in the knowledge, skill and judgment possessed, and care exercised, by all students.
  - (c) to uphold the principles of respect for patient-autonomy, justice, beneficence and non-maleficence.
- (4) Students must respect every patient's right to privacy. Students have privileged access to health information concerning members of the public, which carries considerable responsibility.

## SCHEDULE

### Student Professionalism Requirements

<p><b>Be familiar and comply with applicable professional conduct obligations</b></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 with 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="#">Student Charter</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><b>Behave honestly and ethically</b></p>	<ul style="list-style-type: none"> <li>• Be familiar and comply with the University's <a href="#">Academic Integrity Policy</a>.</li> <li>• Act honestly, ethically and with integrity in dealings with patients or clients, members of the public, other students, placement supervisors, academic, professional and clinical staff.</li> <li>• Disclose any conflicts of interests.</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 and people in their care, including significant others and establish and maintain professional boundaries.</li> </ul>



<b>Take responsibility for own behaviour and health</b>	<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><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>
<b>Work cooperatively as a member of a team and demonstrate leadership when necessary.</b>	<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>



<b>Demonstrate and promote a culture of respect in work and study</b>	<ul style="list-style-type: none"><li>• Treat all patients or clients, members of the public, students, academic, professional, clinical staff and placement supervisors with respect, courtesy and kindness.</li><li>• Recognise and respect cultural and other types of diversity in the community.</li><li>• Act in ways that are inclusive and promote inclusion.</li><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>• Raise concerns about professionalism breaches of others.</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>
<b>Practice in a patient focused manner</b>	<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. <b>Note:</b> Although a student is free to decline to personally provide or participate in a patient's care, the student must not allow their personal beliefs or values to deny a patient's access to medical care or to impede access to treatments that are legal.</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 to facilitate shared decision-making.</li></ul>



<b>Demonstrate and promote a culture of reflective practice and lifelong learning</b>	<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.</li></ul> <p><b>Note:</b> 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 <a href="#">Coursework Policy</a>.</p> <ul style="list-style-type: none"><li>• Acknowledge and develop the diverse range of skills required for future contributions to the health system.</li><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>
<b>Communicate professionally and appropriately</b>	<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 and about 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>• Be available 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>



<b>Be familiar and comply with applicable professional conduct obligations with regards to involvement in any research</b>	<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's <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>
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## NOTES

### Faculty of Medicine and Health Professionalism Requirements Provisions 2022

Date adopted: 8 October 2019

Date registered: 24 October 2019

Date commenced: 1 January 2020

Date amended: 10 March 2022

2 July 2024 (administrative amendments)

Approved by: Profession Robyn Ward, Executive Dean

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 Records and Information Privacy Act 2002 (NSW)

Privacy and Personal Information Protection Act 1998 (NSW)

Schedule 3, Public Health Regulation 2012 (NSW)

Health Practitioner Regulation National Law 2009 (NSW)

University of Sydney (Coursework) Rule

University of Sydney (Student Discipline) Rule

Academic Integrity Policy

Bullying, Harassment and Discrimination Prevention Policy

Student Sexual Misconduct Policy

Research Code of Conduct

Coursework Policy

Privacy Policy

Recordkeeping Policy

Faculty of Medicine and Health – Professionalism Provisions

Privacy Procedures

## AMENDMENT HISTORY

<b>Provision</b>	<b>Amendment</b>	<b>Commencing</b>
3(3)(b)	Remove 'identify' and replace with 'identity'.	10 November 2020
1	Add introduction.	10 March 2022
2(7)	Add 'throughout'.	10 March 2022
2(8)(a)	Add 'educators'.	10 March 2022
2(8)(b)	Add 'educators'.	10 March 2022
2(8)(d)	Add 'safe', 'inclusive' and 'educators'.	10 March 2022
2(8)(g)	Add 'understand and declare any conflicts of interests in any situation.	10 March 2022
3(3)(b)	Delete 'This objective is reflected in these provisions'.	10 March 2022
3(3)(b)	Add 'uphold the principles of respect for patient-autonomy, justice, beneficence and non-maleficence'.	10 March 2022
3(5)	Add 'students must respect every patient's right to privacy'	10 March 2022
Schedule	Add 'with integrity', 'with patients or clients' 'disclose any conflicts of interests'; 'Act in ways that are inclusive and promote inclusion'; 'Raise concerns about professionalism breaches of others'.	10 March 2022
	Add Note.	
Schedule; related documents	'Academic Honesty in Coursework Policy 2015' replaced with 'Academic Integrity Policy'	2 July 2024

<b>Provision</b>	<b>Amendment</b>	<b>Commencing</b>
related documents	<p>‘Student Sexual Assault and Sexual Harassment Policy 2018’ replaced with ‘Student Sexual Misconduct Policy’</p> <p>‘Privacy Management Plan’ replaced with ‘Privacy Procedures’</p> <p>Recordkeeping Manual deleted</p>	2 July 2024
throughout	Administrative amendments to remove the year in policy references	2 July 2024