



Professionalism Project Briefing Paper 2: Code of Ethics

This paper is the second in a series of briefing papers distributed by CDANZ to all members. The purpose of these papers is to assist career development practitioners to be well informed and updated on the project.

CDANZ and the Professionalism Project Team are committed to keeping membership fully informed about the progress of the Project. This briefing paper outlines developments since August 2015.

Current Professionalism Project Team

Robyn Bailey, Tia Greenstreet, Hana Lambert, Val O'Reilly, Caroline Sandford, Julie Thomas, & Kathryn Scott joining in 2016.

Introduction

The Project formally commenced in April 2014 with "Conversations on Professionalism" following on from the Competencies Workshop at the AGM 2013, and the Ethics Roadshow in 2013. Briefing Paper 1 outlined the decision made in August 2015 to develop a CDANZ Code of Ethics prototype drawing from international models and feedback from Sue Mortlock's report on CDANZ's Code of Ethics, and answering the question *How can the CDANZ Code of Ethics be embedded into a framework of Professional Standards for Career Development?*

Code of Ethics

Julie Thomas reviewed a range of Codes of Ethics from international career organisations as well as various professional associations within NZ. A comparison of ethical principles of the Code of Ethics between CDANZ, CDI and CDAA resulted in the team making the following recommendations:

1. Code of Ethics become an elegant 1-page "living document" which members are encouraged to print and display in their workplaces to be a useful term of reference for themselves and their clients
2. Code of Ethics be available in both English and Maori
3. Code of Conduct be separate from the Code of Ethics, revised as a professional practice guide and published as a stand alone document on the website
4. Use of the terms be consistent across all documents

Based on the CDAA one page Code of Ethics, the revised CDANZ Code of Ethics was drafted to reflect the best of international and national models and the feedback gained from members at the 2013 Ethics Road show. This was presented by Robyn Bailey for discussion at the 2015 CDANZ AGM. Approximately 50 members participated in the workshop. Feedback has since been collated.

Meeting with Dr. Mary McMahon

The Project Team met with Mary, as a representative of the Career Industry Council of Australia (CICA), during her visit to the 2015 CDANZ Symposium. An in depth discussion on the Australian process towards professional standards, and the critical steps required for success, has given the team much to consider.

NEXT STEPS:

- The Draft Code of Ethics will be revised to reflect the feedback gained from members and will be circulated to members for further feedback in March/April 2016.
- The intention is for the final version to be presented to the Executive for approval in April and launched to members in May.
- The Code of Conduct will then be revised as a guide called the *Professional Practice Guidelines* to better reflect our profession, and published as a stand alone on the CDANZ website.
- Engagement with internal and external stakeholders will be the focus of the next stage of the project.