



## Professionalism Project Briefing Paper 5: Professional Standards

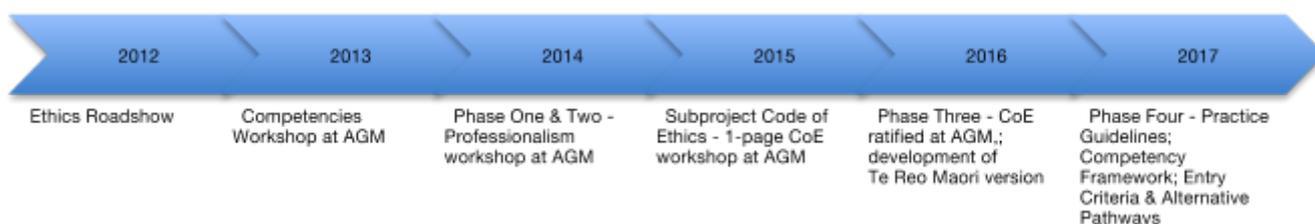


*This paper is the fifth in a series of briefing papers distributed by CDANZ to all members and other interested parties. The purpose is to assist career practitioners to be well informed and updated on the project.*

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*This briefing paper outlines the progress of the project, with an update to be presented at the 2017 AGM.*

### Timeline



### Current Professionalism Executive Team

Val O'Reilly, Julie Thomas and Caroline Sandford welcome Amanda Smidt from Christchurch onto the team.

### Recap

At the 2013 CDANZ AGM, a majority vote against the alternative pathways remit, followed by a robust discussion by members supporting the need for a thorough framework to assess whether an individual meets the required competencies for professional membership, resulted in strong support for the establishment of the Professionalism Project.

### Professional Standards – Elements

It is important to remind members that Professional Standards do not only consist of competencies, but include a number of essential elements which are all being addressed by the project: They are:

1. Code of Ethics
2. Professional Practice Guidelines
3. Entry-Level Qualifications
4. Continuing Professional Development (CPD)
5. Competency Framework

### Code of Ethics

- The 1-page **Code of Ethics** was presented and ratified by members at the 2016 AGM, and this and the Te Reo Maori version are available on the CDANZ website.
- 'Making an Ethical Decision Guide' was also presented at the 2016 AGM.

## **PHASE FOUR - update**

### **Practice Guidelines**

After the model of the Practice Guidelines was presented to members at the 2016 AGM, the following draft Guidelines have been developed and will be presented at the 2017 AGM for feedback from members.

- Digital Technology
- Third Party Work
- Professional Supervision & Mentoring
- Culture & Diversity
- Promotion & Advocacy

### **Competency Framework**

Significant work has been carried out on the development of the competency framework this year, bringing together the past work of CDANZ members, international models, and with reference to other professions' models.

Using the Professional Standards developed by the Career Industry Council of Australia (CICA) as an exemplar, the competencies for CDANZ have been redeveloped. The main competency headings will be presented at the 2017 AGM.

### **Expected Progress**

The current Competency Framework format is being reviewed by a number of subject experts before going out to peer review. Once moderated, the competencies will be presented to members for testing. This is expected to happen over the next few months.

Once these competencies have been finalised and ratified by members, the Professional Standards element - Entry Criteria and Alternative Pathways - will be addressed. This component of the Standards will be a major undertaking so a detailed plan for completing this work will be published.