



**Australian Council
of Professions**

Thought Leaders advancing Professions, Professionals and Professionalism



Ruth Ferraro GAICD, Fellow ARPI
Head of Professionalism and Ethics
Australian Council of Professions

CPD IN THE REGULATION OF PROFESSIONAL STANDARDS

ACoP is the unifying alliance of Professional Associations that is acknowledged by the community, industry and government as Thought Leaders in all things professional since 1971. Our Member Organisations represent close to one million Australian professionals, all of whom work in and support the viability and growth of all professional sectors within the Australian economy.





Professionalism = E²

Where:

E = Expertise &

E = Ethics



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The Australian Council of Professions defines a **‘Profession’** as:

A disciplined group of individuals who adhere to high ethical standards and uphold themselves to, and are accepted by, the public as possessing special knowledge and skills in a widely recognised, organised body of learning derived from education and training at a high level, and who are prepared to exercise this knowledge and these skills in the interests of others.

CPD ... THE PROFESSIONAL'S RESPONSIBILITY

Having joined the ranks of a profession the professional continuously seeks out their own development be that for NEW:

- Bodies of knowledge
- Technologies
- Laws
- Civics

As well as meeting the demands of regulation.

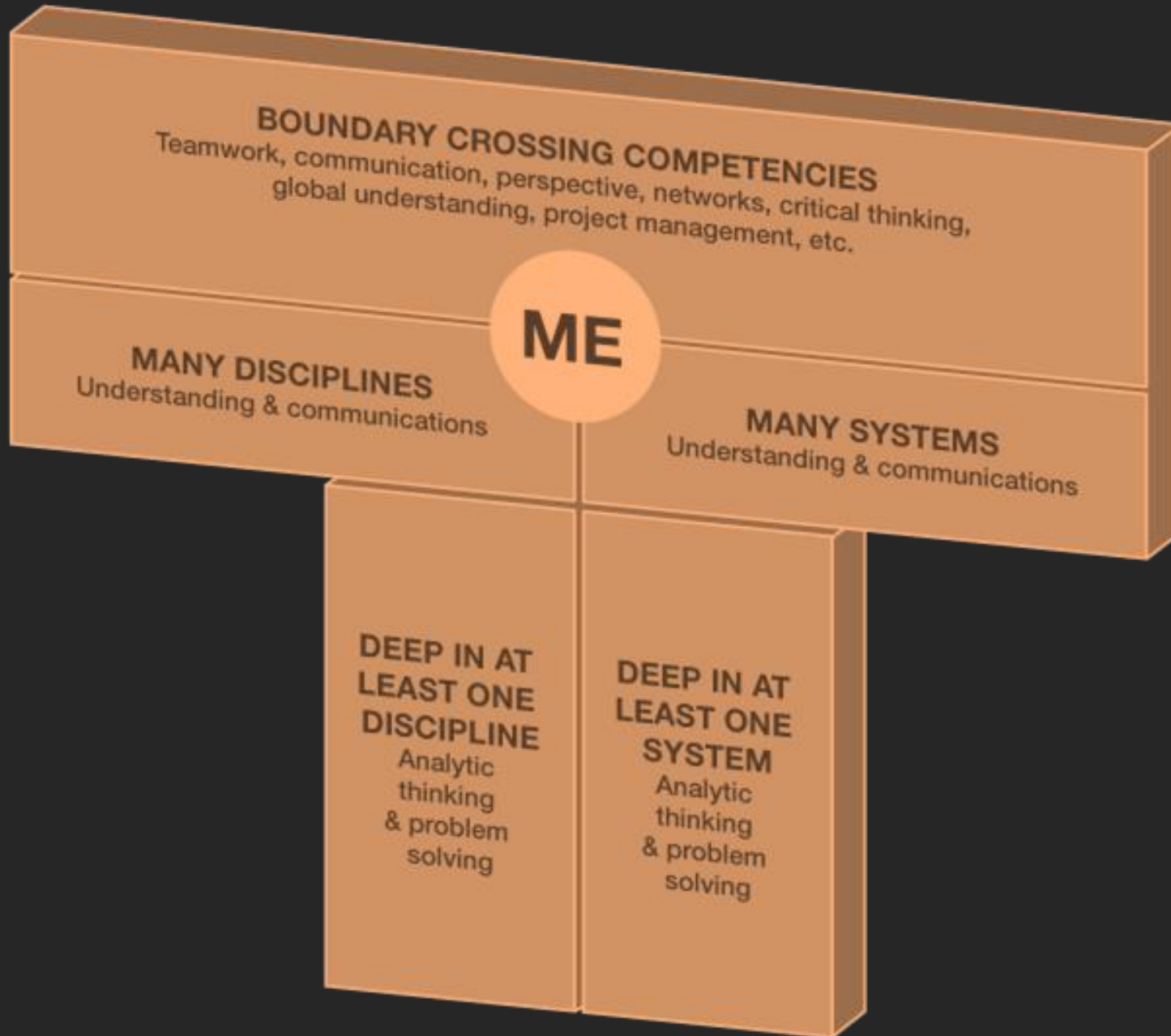
Hayne's six basic norms:

1. Obey the law
2. Do not mislead or deceive
3. Act fairly
4. Provide services that are fit for purpose
5. Deliver services with reasonable care and skill
6. When acting for another, act in the best interest of that other.



*Knowing how we know is the ultimate
human accomplishment...*

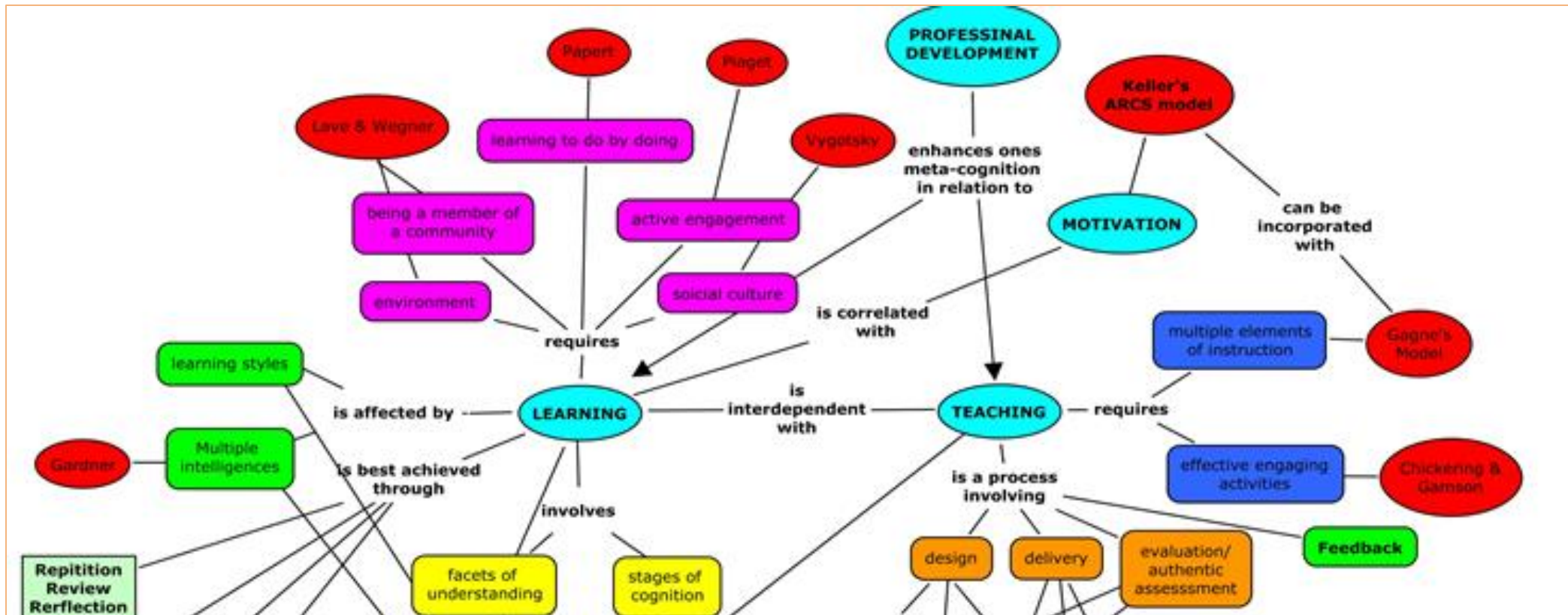
(Duffy and Cunningham 1996)



THE T-SHAPED PROFESSIONAL

A FRAMEWORK FOR A META-COGNITIVE SELF-AUDIT.

PROFESSIONAL DEVELOPMENT SITUATED IN THE WIDER TEACHING AND LEARNING ECOSYSTEM.



Alternative CPD Activities

Types of CPD Activities	Sector currently used
Balint groups	Medical Sector https://www.balintaustrianewzealand.org/
Case studies, complexity and problem solving	Universally used
Self audit against a competency framework	Governance CDC Corporate Governance Framework® (Australian Institute of Company Directors)
Reflective learning journals	Universally used
Mentoring	Universally used
Multi-source Feedback and Debriefing	Medicine (Note on efficacy following debriefs provided over.)
Entrustable Professional Activities	Medicine



The value of debriefs

TABLE 1: Debriefs: Essential Elements

Element	Definition	Excludes
Active self-learning	Participants engage in some form of self-discovery or active involvement and are not merely passive recipients	Passive receipt of feedback; being told how to improve by a coach or facilitator
Developmental intent	A clear, primary intent for improvement or learning that is nonpunitive rather than judgmental or administrative	Performance appraisals or reviews; incidental learning
Specific events	Involves reflection on specific events or performance episodes rather than general performance or competencies	General discussion of a team's or person's overall strengths/weaknesses; 360° feedback about overall competencies
Multiple information sources	Includes input from multiple team members or from a focal participant and at least one external source, such as an observer or objective data source	Personal diary keeping; self-reflection

Shown to
improve
performance
by 20 – 26%.