Griffith Health Code of Professional Practice

What is the Griffith Health Code?

The *Griffith Health Code* details the standards of behaviour required of a student to:

- *prevent harm* to the student, patients and university;
- *promote professional behaviours;* and
- *support students* to meet the fitness to practice requirements, including those who have fallen short of these requirements.

A student may fall short of the fitness to practice standards due to issues of conduct, performance, compliance or disability/health. These may be reported by any member of staff, a member of the public, or other students.

The *Griffith Health Code* assesses concerns and separates them into two tiers based on:

1. *Type of issue*
2. *Frequency of issue*
3. *Level of experience of the student*
4. *Intent of the student*
5. *Impact, or potential impact, of the issue*

What's new in 2016?

Prior to 2016, concerns pertaining to the professional conduct of medical students were considered by the *Professional Practice Development Panel and Professional Behaviour Committee (PPDP).*

In 2015, the Health group introduced a common *Griffith Health Code,* which now brings the School of Medicine into line with all other health disciplines at Griffith. This improves consistency across the board and holds medical students to the same standard as other Health students.

The *Griffith Health Code* supports staff to manage concerns, and supports students by looking at the greater context, for example, whether an action was unintended, or done by an inexperienced student. The *Griffith Health Code* also emphasises the need to support students and enable them to become fit for practice. Now that the *Griffith Health Code* is in place, the PPDP is no longer operating within the School of Medicine.

The *Griffith Health Code* considers concerns in 2 categories, Tier 1 and Tier 2. These are demonstrated on the following page.

GRIFFITH HEALTH CODE

Tier 1 Concerns

Tier 1 concerns are *temporary, less serious, and one-off events with less serious implications.*

Examples of concerns	Who manages it	Examples of outcomes
• Being late or one-off non-attendance • Minor breach of confidentiality • Inaccurate or incomplete patient records • Inappropriate use of mobile phones or other electronic devices • Unprofessional or incorrect dress standards, including PPE • Not submitting in paperwork on time, or expired • Temporary or short-term reasons that impair your fitness to practice	• Academic Manager of each year level • The academic management can seek help from other staff, include having another staff member at the meeting • Students can nominate a 'peer support person' to come along to the meeting	• Dismissed with no action • Recommend counselling, support or pastoral care by staff • Completing extra professionalism training or additional assessment • Place temporary restrictions on the student's return to an activity or placement • Allow resubmission of assessment to achieve a mark no higher than 'pass' mark • Issue a formal warning

Tier 2 Concerns

Tier 2 concerns are *matters of such seriousness that they have the potential to impact a student's fitness to practice,* and/or unlikely to be able to be remediated within the short term.

Examples of concerns	Who manages it	Examples of outcomes
• Assault, theft, or other serious criminal offences • Forging documents, including attendance records • Being intoxicated while on placement • Inappropriate social media use • Bullying or harassment • Breach of patient/client confidentiality • Repeated non-attendance, poor punctuality, or failure to maintain dress code • Permanent, long-term or serious health issues that would impact of carrying out professional practice aspects of the studies.	• The Dean (Teaching and Learning), who may seek advice from experts, other staff or professionals involved, other students involved • Students can nominate a 'peer support person' to come along to the meeting	• Dismiss concern with no further action • Fail a component of a theme • Failure of a theme • Restrict participation in professional practice activities, or impose conditions on enrolment • Terminate enrolment • Notify AHPRA if appropriate; the student will be informed • In cases of repeated absences and failure of a theme, referral to the SoM Assessment and Progression Committee • Referral or managing the matter as per the Student Misconduct Policy

GUMS
GRIFFITH UNIVERSITY
MEDICINE SOCIETY

Possible misconduct is managed through the University-wide **Student Misconduct Policy***.*

Student Misconduct Policy

The *Student Misconduct Policy* outlines what behaviour constitutes misconduct and the action to be taken. Alleged misconduct is reported to the Dean, Pro Vice Chancellor or Office Director, who may refer this to the Student Misconduct Committee. Possible outcomes include, but are not limited to, reprimand, imposing probationary enrolment, requiring repayment of damaged items, campus service, or temporary or permanent suspension from Griffith University.

AHPRA

All medical students are registered with the *Australian Health Practitioner Regulation Agency* automatically when they begin study. *AHPRA* supports the 14 national boards responsible for regulating the health professions. They maintain a register of health professionals and students and make sure that they are safe to practice and adhere to their respective codes of conduct.

Throughout your degree, it is likely you will have nothing to do with AHPRA; however, it is important to know that there is mandatory reporting for certain serious breaches of conduct. This includes going on placements while intoxicated by alcohol or drugs, engaging in sexual misconduct, placing the public at risk of substantial harm because of an impairment, falling below professional standards in a significant way. An impairment refers to a physical, mental or other health condition that could put patients at risk.

There are a lot of myths about mandatory reporting, but ultimately it is about keeping patients and you safe. If you have any concerns or questions about your AHPRA registration, speak to GUMS Advocacy Officer, **Kirsty Whitmore**, or School of Medicine staff.

Relevant Policies and Websites

Griffith Health Code of Professional Practice
http://bit.do/griffithhealthcode

Griffith Academic Misconduct Policy
http://bit.do/academicmisconductpolicy

Australian Health Practitioners Regulation Agency
http://bit.do/ahpra

Medical Board Australia Code of Conduct
http://bit.do/mbacodeofconduct

GRIFFITH HEALTH CODE

Concern raised	Evaluation	Potential Outcomes

Concern raised

Concern is raised by a staff member, supervisors, member of public or student (self) or student (peer).

- Initial counselling by PBL tutor/ CBL facilitator/Theme lead/Academic manager may occur.

- **If resolved, no further action**

If unresolved →

Tier 1 Concern
Academic Manager
(Concern assessed on type, frequency, student experience, intent/impact of behaviour)

Failure to rectify or single serious breach

Referred as Tier 1 Concern

Tier 2 Concern
Dean of Learning and Teaching
(Concern assessed on type, frequency, student experience, intent/impact of behaviour)

May refer to

Possible misconduct
Student Misconduct Committee

Potential Outcomes

Tier 1 Concern:
Dismissed with no further action
Recommend counselling or support
Complete additional training or assessment
Allow resubmission with no higher than 'pass mark'
Formal warning

Tier 2 Concern:
Dismissed with no further action
Award nil mark for professional practice component
Award fail for course in which misconduct occurred
Restrict or terminate participation in an activity, or course
Refer to SoM Assessment and Progression Committee
Notify AHPRA if appropriate

Possible misconduct:
Managed as per *Student Misconduct Policy* and/or *Inability to Complete Required components of Professional Qualification Policy*