POLICY FOR WORKPLACE-BASED PLACEMENTS

Faculty of Medicine, Dentistry and Health Sciences
Governing Documents
Statute No. 17: Student Discipline:
http://calendar.publishing.uwa.edu.au/latest/partc/stat17

Regulations for Student Conduct and Discipline:
http://calendar.publishing.uwa.edu.au/latest/partd/studentconduct

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This document has drawn substantially from the work undertaken by the UWA Placement Working Party and its subsequent report published to the University Teaching and Learning Committee in October 2012.

Faculty members from Medicine, Dentistry and Health Sciences who have contributed to the development of this policy as members of the Workplace Based Placements Working Party are also acknowledged.
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Key Stakeholders
The University of Western Australia (UWA)
Faculty of Medicine, Dentistry and Health Sciences (FMDHS)
Course Directors
Heads of Schools
Unit Coordinators
Faculty Office
Student Societies
Placement Host Agencies
Relevant Health Services including Staff Development Educators, Student Placement Coordinators and Preceptors
Accrediting Bodies

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Endorsement Body
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Related Documents

- FMDHS Assessment and Feedback Policy
- FMDHS Policy on Professional Behaviour for Students
Contents

1. Preamble ................................................................................................................. 5
2. Purpose .................................................................................................................. 6
3. Scope ..................................................................................................................... 6
4. Dissemination ......................................................................................................... 7
5. General Principles ................................................................................................. 7
6. Working Guidelines ............................................................................................... 9
   Guideline 1: Course responsibilities .................................................................... 9
   Guideline 2: Student responsibilities .................................................................. 11
   Guideline 3: Responsibilities of host agencies and host supervisors .............. 12
7. Framework for issues arising in the workplace based learning setting .......... 14
   A. Handling issues: a protocol for minor matters .............................................. 15
   B. Handling issues: unsatisfactory performance by students ......................... 15
   C. Complaints, grievances, appeals .................................................................... 17
8. Further information ............................................................................................... 18
1. Preamble

Workplace-based placements are fundamental for students of the health professions to achieve the required competence and confidence to prepare them for beginning practice upon course completion. The settings in which this learning occurs are multiple and varied, meaning that the experience of learning can vary greatly. While this diversity in experience can be valuable, there are several aspects of the learning experience that should meet a common minimum standard. There are many examples of good practice in workplace learning in the Faculty however in some areas processes are less developed or non-existent. Minimum requirements for the conduct of such placements on a Faculty-wide basis is necessary to provide guidance to schools and staff to ensure good learning experiences for students, and to mitigate risk.¹

This policy only considers those placements involving a host agency which are undertaken for credit towards a degree, and subject to assessment. The definition includes practicums, field education, professional practice, professional placements, clinical placements, internships, and service learning, whenever these are offered on a for-credit basis.

It is in the context of assessed placements as a component of degree study involving host agencies that the most significant educational and other responsibilities and risks emerge for the Faculty of Medicine, Dentistry and Health Sciences, The University of Western Australia, its students and staff. Providing minimum requirements to underpin such learning placements will assist in reducing problems for students and staff and will help support those good ongoing working partnerships with host agencies which are vital to the continued supply of high quality learning opportunities within them.

2. Purpose

This policy and associated minimum standards and guidelines have been developed to:

1. Ensure that the learning experiences offered to students within such contexts enable students to meet their learning outcomes.

2. Ensure that the mutual expectations, rights and responsibilities of all parties (students; host agencies; Faculty staff) are explicit, and that such placements reflect the ethos of the University.

3. Ensure that there are clear processes for the identification, monitoring, handling and resolution of disagreement, complaints and grievances, within this learning context.

4. Ensure that the Faculty’s practices and procedures in these areas reflect current legislative and other external regulatory requirements to which it is subject.

3. Scope

The scope of this policy is to document the minimum requirements relating to the establishment, management, conduct, and assessment of student learning in the FMDHS at UWA which involves third party (host agencies), in undergraduate, pre-registration and postgraduate coursework contexts; recommend processes for the handling of complaints and grievances in this context and provide advice concerning the implementation of such recommendations including the effective dissemination of the new requirements.¹

The requirements specifically exclude workplace placement in the course of employment external to the university, volunteering, placements solely comprising work experience, both paid and unpaid. However, staff and students engaged in volunteer and other work experience associated with the University are strongly encouraged to refer to these requirements or parts of them which may be appropriate and useful in such contexts.

Course-level guidance relating to students’ responsibilities on placement at UWA appears in the document Managing Student Placements in External Host Agencies.² While much of this document concerns the University’s duty of care (health and safety) and important issues (such as insurance and liability) for students on placement, there is reference to the expectations of the placement student, recommending that they observe the following:

- Comply with all health and safety requirements of the agency.
- Take reasonable care of their health and safety and also that of others.


²
• Inform the Placement Coordinator (PC) of issues arising in the context of the placement.
• Respect cultural differences.
• Respect the right of others to work free from discrimination.

A breach of the above may result in the placement being suspended and/or may be considered as student misconduct for the purposes of UWA policy.


This policy on workplace-based placements aligns with the existing conduct regulations of the University and Faculty and as such should be read in conjunction with the University's Guidelines on Ethical Scholarship, Academic Literacy, Academic Misconduct available on the University's website at [http://www.teachingandlearning.uwa.edu.au/page/59146](http://www.teachingandlearning.uwa.edu.au/page/59146) and the Faculty Policy on Professional Behaviour of Students: [http://www.meddent.uwa.edu.au/teaching/policies/professional-behaviour](http://www.meddent.uwa.edu.au/teaching/policies/professional-behaviour).

4. Dissemination

There are several ways in which this policy is made available for and communicated to stakeholders from within and outside the University. The most current version of the policy is publically available on the Faculty’s teaching and learning website. For all units containing a workplace-based placement, it is recommended that a link to the policy be included in the unit outline and the LMS unit site. Electronic copies of this policy are circulated annually to all placement agencies and relevant stakeholders by Faculty Office (including the WA Clinical Training Network and WA Health Department). This policy is included in the accreditation processes for relevant pre-registration programs (Medicine, Dentistry, and Pharmacy). Hard copies of the policy will be available for distribution at the discretion of the Unit Coordinator or PC. Students are expected to acknowledge their awareness of the policy and agree to abide by the listed student responsibilities as part of their Policy on Allocation of Students to Clinical and Practicum Environments at the commencement of the year/unit.

5. General Principles

*General Principles informing student placements involving host agencies.*

Following the example of other universities, the FMDHS, UWA, undertakes that all placements covered by these requirements will be designed and delivered with close regard to a number of underlying principles, to be established and managed by appropriately trained Faculty staff, as follows:
1. All courses developing and engaging in such placements will exercise due diligence in relation to the provision of health and safety for students undertaking the proposed placement, in consultation with UWA Legal Services and the Office of Health and Safety as appropriate, and in cooperation with the host agency; and will include a signed Student Placement Agreement as a means of demonstrating that due diligence has been undertaken as part of its formal proposal for the placement to the Faculty.

2. All courses developing such placements will do so with specific consideration of the maintenance of equity for students in structuring the placement, and devising transparent processes for the selection of students where such placements are subject to a quota.

3. All courses engaging in such placements will appoint a PC as a first point of contact for the placement, with responsibility for quality assurance, compliance, training for students, staff and external parties, and advice and appropriate action in the case of complaints and grievances. This role may be delegated in practice to specified unit coordinators.

4. The PC will provide all students, staff, host agencies and supervisors participating in such placements with a copy of this document including expectations of conduct contained within them.

5. An Assessment Mechanism Statement indicating the assessable components for the placement, and clear further information concerning the timing, requirements, modes of assessment and modes of feedback for it, must be provided to students on enrolment by the PC. In general, assessment protocols will be carefully devised to ensure that UWA staff are engaged in the process at key points, that fine judgements of an academic nature are not required of host agency third parties, and that assessment processes are transparent, defensible and valid. Assessment procedures will also ensure that all students on placement are treated equally.

6. Before commencing a placement, students and staff must complete and return to the Faculty Office or delegate (usually the PC or Unit Coordinator) all appropriate forms relating to insurance, health and safety, conduct, and other checks as may be required in the context of the individual placement. An assessment of these requirements will be made and revised periodically by the Faculty Manager or delegate in conjunction with UWA’s Office of Health and Safety, Insurance Office and Legal Services.

7. Students must comply with reasonable standards of professional behaviour required by the host agency and in keeping with the Faculty Policy on Professional Behaviour of Students: (http://www.meddent.uwa.edu.au/teaching/policies/professional-behaviour). They must also comply with relevant local student conduct codes and other requirements, as stipulated in materials provided to them prior to the placement.
8. Students must comply with appropriate standards of Occupational Health and Safety, and relevant equity and diversity standards and legislative requirements. Such requirements will be communicated to students on commencing their placement.

9. At the conclusion of all such placements, provision must be included to gather feedback from all parties, including students, academics, host agency supervisors and coordinators relating to the placement and participants’ experience of it, in order to monitor and continuously improve such placements for its students.

10. Normally, students will not be remunerated in cash or kind in the course of such placements. Students must be instructed to refrain from accepting payment in order to ensure the validity of insurance and other arrangements, and to avoid an employment relationship with the host agency. Given the variety and purpose of these placements, however, there may be a sound basis for remuneration in certain circumstances. Where any remuneration structure is contemplated and adopted, it should be transparent and have been referred to Legal Services for advice prior to adoption to clarify legal ramifications which may result from the proposed remuneration.

6. Working Guidelines

The following working guidelines are proposed for courses, students and host stakeholders in relation to placements involving host agencies. The following more detailed checklists for those engaged in student placements involving external parties are proposed; in relation to which each point must be completed, or facilitated on an ongoing basis, as a minimum requirement.

Guideline 1: Course responsibilities

Where placements involving host agencies are undertaken for credit towards a UWA degree, the following minimum requirements should be met by the School with responsibility for the unit in which the placement is offered:

Planning to develop a practicum or placement

1. Course Directors or PCs will be responsible for identifying and assessing the viability of proposed learning activities of the placement with host agencies. Assessment of risk and identification of medical and legal requirements is also required of the Faculty, often completed in conjunction with the host agency.

2. As well as standard checklist requirements for all units, the unit proposal for consideration by the relevant Curriculum Committee will include additional checkpoints relating to assessment, supervision arrangements, insurance and legal requirements and the availability and provision of requisite information and training for students, staff and the host agency on an ongoing basis prior to the placement of students. An estimate will also be provided regarding the volume of students who can be accommodated by the host agency over what period, and a declaration included of
pre-requisites, legal and medical checks, any inherent requirements and the means for their assessment, which must be met by a prospective student. All such checklists must include provision for signed agreement by the host agency as a party to the placement.

3. Course Directors or PCs will be responsible for designing appropriate means of assessment for the placement, which are robust, transparent and reliable; which can be applied equally to all students.

4. Courses will be responsible for communicating to host agencies the learning objectives of the placements in which they will be involved; and negotiating the extent and kind of supervision to be provided by the host agency.

5. As part of the establishment process, the placement and the conduct and responsibilities in relation to it are specified within an agreement or Memorandum of Understanding between the Faculty and host agency, with an end date (usually after one year) stipulated, at which time review and renewal may be sought. Faculty should, however, seek the advice of Legal Services in circumstances where an agreement appears inappropriate. Agreements or MOUs where they are created should also be included in the application to establish the unit at the outset, with future renewals copied to the Faculty Manager and the host agency for record-keeping purposes.

**Once a placement is established, courses must:**

6. Ensure that students, prior to undertaking such placement, receive appropriate preparatory training for the placement or its context, to enable them to navigate its requirements in a professional and confident manner.

7. Provide to students a statement of learning outcomes in an Assessment Mechanism Statement indicating the assessable components for the placement and clear further information concerning the timing, requirements, modes of assessment and modes of feedback for it.

8. Provide to students and host agencies clear information concerning the timing and form of UWA-based supervision and liaison with the student and host agency, in the course of the placement.

9. Provide to students guidance concerning medical, legal and other requirements of the placement including specific professional requirements of conduct relating to the host agency.

10. Ensure that students and staff have completed and returned to the PC all appropriate forms relating to insurance, health and safety, professional conduct and other checks as may be required in the context of the individual placement.

11. Liaise as necessary with the host agency and UniAccess to facilitate the provision of reasonable adjustment required by the student in the context of the placement.
12. Provide contact details and contact times to the student and the host agency for the PC or other Faculty delegate, should advice be required while undertaking the placement.

13. During the course of the placement, and usually no later than halfway through its duration, student to provide a progress update and other feedback on their experience to the PC or Unit Coordinator.

14. PC or Unit Coordinator to provide clear preliminary advice to students and host agencies concerning avenues to be followed, or sources of available support, in the case of any issues arising in arrangements between the host agency, the student and the University. Where possible, brief examples should be provided of what may constitute such issues.

15. In cases where student misconduct is alleged, or a breakdown in arrangements occurs which, in the view of the PC, prevents the continuation of the placement (without detriment to the student and/or host agency and/or University and its standing), the placement may be subject to suspension or termination.

16. In such cases where allegations of misconduct are not proven, or where a breakdown in arrangements is not a consequence of a student’s actions, the University will identify an alternative placement for the student and/or facilitate the student’s withdrawal from the unit without penalty.

At the completion of the placement, and more generally, courses must:

17. Provide routine mechanisms of formal, summative evaluation of the placement and its outcomes, by students and by host agencies.

18. Utilise such feedback, in conjunction with feedback received during the course of the placement, to inform decisions concerning the continuation of the placement, and agreements with host agencies. This information may be disseminated as required.

Guideline 2: Student responsibilities

The student enrolled in the unit or undertaking the placement will:

1. Take an active role in preparing for the placement and understanding the specific requirements of the host agency and the University.

2. Sign and return to the PC a statement agreeing to comply with the requirements of the placement and to related codes of professional conduct.

3. Complete any required orientation, training or development sessions provided by the Faculty or host agency prior to commencement of the placement.

4. Read the minimum guidelines for such placements as well as any associated codes of conduct, to inform themselves of the particular requirements and
expectations of the specific unit, including requirements for medical and legal checks and the fulfilment of prerequisites.

5. Seek advice from the relevant unit coordinator, or PC, if any aspects of a placement or its requirements are not clear.

6. Inform the Faculty Office/Student Affairs of any circumstances which may have an impact upon their progress.

7. Ensure that they inform the PC of concerns arising in the context of the placement in a timely manner (for example within 48 hours).

8. Understand that in cases where student misconduct is alleged or other breakdown in arrangements occur which, in the view of the PC, realistically prevents the continuation of the placement, the placement may be subject to suspension or termination.

9. Understand that in such cases where allegations of misconduct are not proven, or where a breakdown in arrangements is not a consequence of a student’s actions, the University will identify an alternative placement for the student and/or facilitate the student’s withdrawal from the unit without penalty. Depending upon timing and availability of alternatives, the student must recognize that it may not be possible to complete the placement in the original timeframe or in the manner originally planned.

10. Understand that in such cases where allegations of student misconduct are substantiated, the student will be subject to the outcomes prescribed in the relevant policies, and the University will not be expected to provide an equivalent alternative placement for the student.

11. Participate in feedback and evaluation of placements during the course of the placement and at its completion, concerning individual student progress and outcomes.

**Guideline 3: Responsibilities of host agencies and host supervisors**

The host agency is expected to:

1. Advise and liaise with the Course Director or PC as appropriate, concerning the extent and scope of the placement it will facilitate and the nature of supervision it will provide.

2. Sign off on the Student Placement Agreement for the placement with the Faculty Office.

3. Nominate a suitable supervisor within the agency ensuring that materials including the Faculty’s minimum guidelines, orientation and conduct requirements specific to the placement, are provided to them.
4. Inform the PC and/or Unit Coordinator of the agency supervisor’s contact details.

5. Assist the University in its risk and insurance assessments if required.

6. Liaise with the PC to facilitate the provision of reasonable adjustment to students in the context of the placement.

7. Provide appropriate induction and orientation to students in respect of the specific professional requirements and codes of conduct of the agency, and any general requirements pertaining to occupational health and safety in that environment.

8. Inform the UWA PC of concerns arising in the course of a placement in a timely and confidential manner.

9. Provide feedback about the placement or placement student?

10. Provide access to appropriate workplace facilities for students at the host agency including information systems/services on an as needed basis.
7. Framework for issues arising in the workplace based learning setting

Students, agencies and the University bring their own set of expectations for high quality placements. On the most part this leads to a rich and productive learning space. Occasionally, however expectations and requirements don’t match which can lead to problems and issues. Issues arising in the course of placements may be comparatively minor, or may involve more major matters which signal a breakdown of the placement and may require its suspension.

In respect of students, examples of minor issues include instances of unexplained non-attendance, inappropriate personal presentation in the context of the host agency, or overly informal styles of behaviour and communication which do not meet normal host agency standards. Some of these issues may be informal in their nature but can rapidly become serious, and may be considered unprofessional conduct. For details please refer to the FMDHS Policy on Professional Behaviour for Students for guidance: [http://www.meddent.uwa.edu.au/teaching/policies/professional-behaviour](http://www.meddent.uwa.edu.au/teaching/policies/professional-behaviour)

In respect of host agencies, examples of minor issues include instances where PCs or Unit Coordinators are unable to routinely contact nominated supervisors; where information required of the agency is not supplied in a timely manner, or where the focus of a placement is at variance from that agreed, without notification.

In respect of the Faculty, examples of minor issues contributing to misunderstanding between parties may include, failure to inform others of a change in the UWA supervisor, their contact times and details; lack of information provided to external host agencies about the extent of their responsibility in assessment; and so on.

For major issues which may lead to the suspension of the placement, there is a need for careful handling, since attendant risk to all parties is greater. These major issues, depending again upon context, may constitute instances of professional misconduct or of negligence or culpability which must be dealt with in a grievance framework, or further process.

Three general points can be made about issues arising in the course of workplace-based learning, which in turn should underpin their development at UWA:

1. Most issues and problems arise as a direct consequence of a lack of explicit information concerning rights, responsibilities and expectations and its provision to all parties prior to the commencement of the placement.
2. Many minor issues and problems, if left unaddressed, are likely to escalate and diminish the overall experience of the placement for both student and host agency, with potential repercussions for the University and its reputation.
3. Appropriate orientation, training and development of students and UWA staff engaged in such placements must be a standard requirement structured into their development, offering and review. The PC will also be supported by the respective course coordinator, Faculty Manager and/or Associate Dean/s of Student Affairs, Teaching and Learning to judge when responses to issues require escalation; to enable
more formal consideration within the University’s complaints and grievances framework, or with reference to its discipline policies.

A. Handling issues: a protocol for minor matters

1. In general, where issues arising are of a minor nature and do not fall into the category of alleged misconduct or legislative non-compliance, parties should act using natural justice principles in a timely manner to address the issue and formulate workable solutions.

2. Confidentiality should be observed and maintained by all parties to the maximum extent possible under the circumstances.

3. For students and host agencies, any issues arising which are the source of concern should be addressed in the first instance to the relevant Unit Coordinator (or delegate) or PC at UWA, who can advise on appropriate support and advice.

4. In referring issues to the PC, details regarding the timing and nature of the specific issue should be provided, and the ways in which the issue represents a divergence from agreed, documented expectations of the placement if relevant.

5. The PC will, where possible, conduct informal discussions with the parties about the issue; to realign expectations if necessary or develop a workable solution to address a proven problem, with the agreement of all parties.

6. In such cases, the PC will record the outcome and agreed course of action in writing to all parties (emails will suffice).

7. If informal voluntary discussion between all parties about the issue occurs, the student may be accompanied by a support person.

8. A PC will keep a brief record of an issue and its resolution and will invite comment from the student and/or external host agencies as to the means of avoiding such issues in future.

B. Handling issues: unsatisfactory performance by students

The definition of unsatisfactory performance in the context of placements involving host agencies and its relationship to alleged professional misconduct, again is variable, and requires careful handling. Poor performance may be academic in nature, professional in nature, or a combination of these.

For example, students may not perform satisfactorily, yet clearly not breach professional conduct requirements. They may simply not perform to a defined academic standard in components of the placement, despite their best endeavours or those of their supervisors,
Again, the PC should first determine whether it is a minor matter capable of effective resolution via informal handling; an issue of unsatisfactory performance by the student which requires formal notification and handling following Assessment and Feedback Policy Guidelines; or an issue of professional misconduct (which may include elements of unsatisfactory performance), which should be dealt with under the Faculty’s Policy for Professional Behaviour of Students and the University’s Regulations for Student Conduct and Discipline.

An important second point in respect of unsatisfactory performance by students is the need to:

• plan for adequate supervision and modes of assessment timed, ideally, to reveal any performance problem to allow sufficient time for its remediation; and to

• elaborate the performance standards and requirements expected in any placement, in advance of its commencement.

In instances of straightforward unsatisfactory performance by students, the following protocols should be observed:

1. Concerns regarding a student’s failure or imminent failure to meet the defined performance levels required on placement should be notified in writing to the PC and Unit Coordinator (or delegate) at the earliest stage possible by their agency supervisors.

2. The source of concern should be fully and fairly investigated by the PC, and discussed with the student who may have a support person attend.

3. The PC must consider whether a student’s unsatisfactory performance is due to disability and thus a matter for equity. In this case students should be encouraged to access support through Uniaccess: http://www.student.uwa.edu.au/life/health/uniaccess/policy/disability

4. Where possible, remedial steps should be planned in consultation with the student and host agency.

5. Where remedial steps are not possible, a student should be advised in writing of their options by the PC as soon as possible, including their rights of appeal against a decision taken to suspend or terminate their placement (refer University Policy on: Show Cause: www.governance.uwa.edu.au/procedures/policies/policies-and-procedures?policy=UP10%2F11).

6. If performance is the result of circumstances outside the student’s control, the student should be informed that they may apply for Special Consideration.

7. Any remediation plan and associated timeline should be communicated in writing to all parties.
8. Where a student does not maintain satisfactory progress in the context of remediation, the placement may be terminated and, if suitable, a Fail grade awarded.

9. A record should be kept by the PC of such matters, to:
   i. ensure equitable handling between students in similar circumstances;
   ii. inform periodic review of such placements and the selection and preparation of students participating in them; and
   iii. in a de-identified manner, inform discussion at the cross-Faculty working group with a view to improving current practice.

C. Complaints, grievances, appeals

All parties - students, staff, host agencies and stakeholders - have access to the University’s complaints and grievance procedures to pursue matters of outstanding concern to them which may arise in the context placements. Under existing policy, advice concerning these processes can be provided by the Manager of the UWA Complaints Resolution Office; the Pro Vice-Chancellor (Education); the Pro Vice-Chancellor (Research); and the Student Assistant formerly Guild Education) Officers.

PCs must be fully informed regarding complaints and grievance procedures at UWA in order to provide knowledgeable advice and referral about these procedures where it is sought.

It is also vital that PCs have good understanding of appeals processes in relation to Assessment and Special Consideration. Where issues relating to assessment of the placement must be formally considered and determined, and/or the suspension or termination of the placement results, students must be informed in writing by the PC of that outcome and simultaneously, the scope for them to appeal that outcome determined by the Faculty.

In general, the handling of complaints and grievances will follow the steps recommended within existing policy.

Similarly, in respect of allegations of breaches with professional conduct, handling of such allegations will proceed in a manner which ensures:

1. Confidentiality for all parties, to the extent possible.

2. Timely investigation by the Faculty or other delegated authority, and subsequent decision makers in the event of appeal by the student, in accordance with existing policy requirements.

3. Comprehensive investigation by the Faculty or other delegated authority, which will include a written invitation to the student to attend an interview concerning the allegation, accompanied by a support person, if desired.
4. Provision for appropriate consultation to take place with the staff member or members of an external host agency in which the alleged misconduct has occurred, and an agreed written record of that consultation developed.

5. The maintenance of a clear written record of other steps taken: and decisions made, at each stage, accompanied by policy-based and evidence-based rationales for those decisions. In particular, reference will be made to written codes of conduct and professional requirements to which a student has consented in writing, prior to commencement of the placement (e.g. Student Placement Agreement), which form the basis of the allegation of misconduct.

6. Capacity for the student to appeal decisions concerning substantive matters, and appeals concerning the application of procedures, in a manner and at levels which mirror those relating to handling of Academic Misconduct issues (refer University Policy on Academic Conduct: Ethical Scholarship, Academic Literacy and Academic Misconduct: http://www.teachingandlearning.uwa.edu.au/page/59146).

7. Capacity for the inclusion of independent advice from a senior member of a profession as appropriate, to guide the understanding of decision makers without specialist expertise.

8. Generation of an appropriate record-keeping system within the University in relation to such matters, to support equitable handling over time, access to precedents in the determination of penalties, and de-identified data for use in the cross-faculty working group, to promote discussion and best practice within the University.

8. **Further information**

All students are encouraged to read the following:

- UWA Statute No 17 (Appendix B) in the University Calendar: http://calendar.publishing.uwa.edu.au/latest/partc/stat17
- Regulations for Student Conduct and Discipline: http://calendar.publishing.uwa.edu.au/latest/partd/studenconduct
• Undergraduate Handbook and Interfaculty Handbook:  
  http://www.publishing.uwa.edu.au/handbooks

• Cooper, Geoff. Learning at the University of Western Australia  
(available for free from Student Services)

• Student Services:  
  www.studentservices.uwa.edu.au

• Australian Medical Students’ Code of Ethics:  

• Australian Dental Association: Code of Ethics for Dentists:  
  http://www.ada.org.au/app_cmslib/media/lib/1302/m482656_v1_policy%20statement%206.1%20code%20of%20ethics%20for%20dentists.pdf

• Pharmaceutical Society of Australia: Code of Ethics for Pharmacists:  

• Podiatry Board of Australia: Policies, Codes and Guidelines:  

• Australian Association of Social Workers: Code of Ethics  

• Nursing and Midwifery Board of Australia: Code of Ethics for Nurses in Australia:  

• University Policy on Social Media:  