

## **CODE OF CONDUCT**

### **FOR RVTS REGISTRARS AND SUPERVISORS**

#### **1. Purpose**

The aim of the RVTS Registrar and Supervisor Code of Conduct is to establish a common understanding of the standards of behaviour as a participant in the RVTS training program. This Code represents a broad framework that will help determine appropriate actions with regard to professional conduct or behaviour. This Code is to be read in conjunction with the codes of conduct of the Medical Board of Australia (the 'statutory authority').

#### **2. Introduction**

RVTS expects all registrars and supervisors to demonstrate acceptable professional standards at all times, including treating others with dignity, courtesy, respect and compassion.

Attainment of the skills and capacities commensurate with Fellowship of the RACGP and ACRRM brings with it the responsibility to apply such skills with the highest professional and ethical standards.

It is expected that all interactions between registrars, supervisors and RVTS should be conducted with probity and respect.

It is the responsibility of each participant engaged in the RVTS training program to abide by the RVTS Code of Conduct, observe the Medical Board of Australia's code, *Good Medical Practice: A Code of Conduct for Doctors in Australia*, and to be aware of their jurisdictional requirements and legal responsibilities, which may vary between states and territories.

It is also recognised that Registrars and Supervisors as members of the Australian College of Rural and Remote Medicine (ACRRM) and/or the Royal Australian College of General Practitioners (RACGP) are required to meet the expectations associated with holding Fellowship of the College/s as stipulated in the relevant Codes of Conduct.

#### **3. Application of the Code**

- 3.1** The Code has been adopted by the RVTS to ensure the highest standards of medical practice and care are upheld by participants.
- 3.2** As a condition of acceptance into the RVTS training program, all participants must abide by this Code at all times irrespective of whether they work in a paid or voluntary capacity in Australia or any other jurisdiction.
- 3.3** All participants are responsible for their compliance with the Code.
- 3.4** The Code will be applied at the discretion of the Board or its delegated authority following a process as outlined in the relevant policies.

## 4. The Code

Registrars and supervisors are expected to behave in a professional and appropriate manner in all interactions and communications.

- 4.1 Behaviour:** RVTS has zero tolerance with respect to bullying, discrimination and sexual harassment or any other inappropriate behaviours in training and practice. Abusive behaviour, particularly towards RVTS staff, is unacceptable.
  - 4.1.1 Online behaviour:** Online presence and interaction must be respectful, involve no hate speech or bullying, no promotions or spam and must at all times respect the privacy of other participants and patients.
- 4.2 Cultural Safety:** Use of language that is culturally appropriate, competent and inclusive specifically in relation to Aboriginal and Torres Strait Islander peoples. Guidance is provided in the [RVTS Nomenclature principles pertaining to Aboriginal and Torres Strait Islander People](#).
- 4.3 Compliance:**
  - 4.3.1** Compliance with the requirements of the training program as set out in the RVTS Handbook. This includes satisfactory attendance of scheduled training sessions, supervisor sessions and timely completion of allocated assignments.
  - 4.3.2** It is expected that all work by registrars is original and not the work of others, except when working in collaborative projects.
  - 4.3.3 Academic Misconduct (Cheating)** Academic or educational misconduct is not tolerated. In line with the [RACGP Educational Misconduct Policy](#) and the [ACRRM Academic Misconduct Policy](#) registrars as members must comply with the policy of their respective college.
- 4.4 Privacy and Confidentiality:** The privacy and confidentiality of other registrars, supervisors and staff should be respected at all times.
- 4.5 Conflict of Interest:** Conflicts of interest between the registrar and supervisor must be declared to the RVTS Director of Training.

RVTS expects all registrars and supervisors to observe the Medical Board of Australia's code, [Good Medical Practice: A Code of Conduct for Doctors in Australia](#), and to be aware of their jurisdictional requirements and legal responsibilities, which may vary between states and territories.

## 5. Duty of Disclosure

- 5.1** Any registrar or supervisor having a condition, restriction/undertaking or suspension on their medical registration has a duty to inform the RVTS in writing within 14 days of receiving formal notification of such review.
- 5.2** Upon becoming aware of any circumstances in relation to which a member has a duty of disclosure, the RVTS Director of Training shall notify the participant that their position within the training program will be reviewed under the [Withdrawal from Training policy](#).

## 6. Breaches of the Code

- 6.1** The RVTS enforces the standards set out in the provisions of the Code of Conduct for Registrars and Supervisors.
- 6.2** It is a breach of the Code for a participant not to comply with any provision of the Code.
- 6.3** Members who are found to have breached the Code may be subject to sanctions as outlined in the relevant RVTS policies.

## 7. Acknowledgement

- 7.1 Registrar Acknowledgement of the RVTS Code of Conduct:** Enrolment and Re-Enrolment processes require registrar acknowledgement of the RVTS Code of Conduct. By submitting the online enrolment or re-enrolment form, the registrar acknowledges that they have read, understood and agree to abide by the RVTS Code of Conduct.
- 7.2 Supervisor Acknowledgement of the RVTS Code of Conduct:** On acceptance of the RVTS Supervisor Agreement, supervisors acknowledge that they have read, understood and agree to abide by the RVTS Code of Conduct.

### Document control

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Authorised by: CEO

Current Version Date: November 2021

Original Issue: Jan 2017 | Past Versions: Aug 2017 / Jan 2019 / Apr 2019 / Dec 2020

Next Scheduled Review: December 2022

Maintained by: Quality and Governance Manager or delegate

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