



Policy on the Code of Ethics

Pebble Pathways Therapy Services

Location: Victoria, Australia

Purpose

This policy outlines our commitment to maintaining alignment with the ethical standards set by the Australian Health Practitioner Regulation Agency (AHPRA) and Occupational Therapy Australia (OTA). It ensures all staff and clinicians at Pebble Pathways adhere to the highest standards of ethical conduct and professional practice.

Scope

This policy applies to all occupational therapists, allied health professionals, administrative staff, and contractors working at or on behalf of Pebble Pathways.

Policy Statement

At Pebble Pathways, we recognize the importance of upholding the ethical principles defined by AHPRA's Code of Conduct for Health Practitioners and OTA's Code of Ethics. To ensure our practices reflect the most current standards, we commit to regularly reviewing and updating our internal code of ethics.

Policy Implementation

1. Adherence to Regulatory Guidelines

All staff are required to:

- Comply with AHPRA's Code of Conduct and OTA's Code of Ethics in their day-to-day practice.
- Act with integrity, respect, and professionalism in all interactions with clients, families, and colleagues.
- Ensure that ethical principles guide decision-making, particularly in complex or challenging scenarios.



2. Regular Updates and Review

- The clinic's internal Code of Ethics will be reviewed annually or as updates are released by AHPRA or OTA.
- A designated compliance officer or clinic manager will monitor updates to AHPRA and OTA guidelines.
- Revisions will be disseminated to all staff within one month of release.

3. Staff Training and Education

- All staff will participate in mandatory training on the updated code of ethics at least once per year.
- New staff members will receive comprehensive training on the ethical guidelines during their onboarding process.

4. Reporting Ethical Concerns

- Staff are encouraged to report any ethical concerns or breaches of conduct to the clinic manager or compliance officer.
- All reports will be handled confidentially and in accordance with relevant legislation.

5. Client Communication

- Clients and families will be informed of the clinic's ethical commitment through written materials (e.g., clinic brochures, website) and verbal communication during consultations.

Responsibilities

- Clinic Manager/Compliance Officer: Monitor changes to AHPRA/OTA guidelines, update the clinic's Code of Ethics, and ensure staff training.
- All Staff Members: Familiarise themselves with and adhere to the updated Code of Ethics. Report any ethical issues promptly.



Breach of Policy

Non-compliance with this policy may result in:

- Additional training requirements.
- Formal warnings or performance management.
- Termination of employment or engagement, depending on the severity of the breach.

Related Documents

- AHPRA Code of Conduct for Health Practitioners
- OTA Code of Ethics
- Clinic Policies on Confidentiality, Privacy, and Professional Standards

Review and Approval

This policy will be reviewed annually or as required by changes to AHPRA or OTA guidelines.

Last Updated: January 2025