

REGENCY AND RESUMPTION OF PRACTICE POLICY

Policy number	ACA23002	Version	Version 1
Drafted by	Bettina Turnbull	Approved by Board	08/08/2023
Responsible person	CEO/EO	Scheduled review date	31/08/2026

Introduction

The public has the right to expect competent, contemporary and ethical hearing healthcare services delivered in accordance with best practice standards. ACAud requires all certified practitioners to maintain professional competency to ensure safe, effective and culturally safe hearing healthcare services.

ACAud supports culturally safe, culturally responsive, inclusive and accessible hearing healthcare practices that recognise and respect the diverse cultural, linguistic, communication, accessibility and health literacy needs of individuals, families and communities.

Purpose

Recency of Practice requirements aim to:

- protect the integrity, quality and value of ACAud certification standards;
- ensure practitioners maintain current professional knowledge and competency;
- support equitable and culturally responsive workforce participation; and
- ensure recency and resumption processes are applied fairly, consistently and without discrimination

Policy

Recency of Practice refers to the period of time over which an individual has utilised their professional knowledge and skills and the extent to which contemporary practice and competence within a profession has been maintained. Recency of Practice may be demonstrated across diverse clinical, leadership, education,

community, policy, research and other professional practice settings, including culturally safe and community-responsive service environments.

Where Recency of Practice cannot be demonstrated, Resumption of Practice requirements outline how an otherwise certified practitioner can demonstrate competency to practice.

This policy outlines:

- the minimum Recency of Practice requirements for certified practitioners
- the requirements for practitioners returning to practice following a lapse in certification
- the evidence required to demonstrate ongoing competency and professional engagement

Certified practitioners must maintain:

- a minimum of 1,000 hours of professional practice over the previous 5 years
- ongoing Continuing Professional Development (CPD) requirements in accordance with ACAud inc. HAASA policy requirements.

Maintenance of certification and CPD alone does not constitute practice.

Where a practitioner cannot demonstrate Recency of Practice requirements, a Resumption of Practice program must be completed before certification can be reinstated.

Definitions

Recency of Practice

Recency of Practice refers to the extent to which a practitioner has maintained contemporary professional knowledge, skills and competency through active professional practice.

Resumption of Practice

Resumption of Practice refers to the process undertaken by a previously certified practitioner to demonstrate competency to safely return to professional practice following a lapse in certification.

Short Internship

A Short Internship refers to a supervised return-to-practice program conducted in accordance with the Clinical Certification Policy and associated competency requirements.

Applications Following Lapse of Certification

To apply for recertification outside the normal annual certification cycle, a practitioner must:

- submit the appropriate recertification application form
- pay the applicable recertification fee
- demonstrate Recency of Practice requirements, including a minimum of 1,000 hours of practice over the previous 5 years
- provide evidence of practice as requested by ACAud inc. HAASA
- comply with any additional requirements determined by ACAud inc. HAASA.

ACAud inc. HAASA reserves the right to request additional information or impose additional conditions where concerns exist regarding competency, Recency of Practice or public safety.

Requirements for resumption of practice

For the purposes of this policy, practice is not restricted to the provision of direct clinical care and may also include:

- working in a direct non-clinical relationship with clients
- working in management
- administration
- education
- research
- advisory, regulatory or policy development roles.

This work may be undertaken in a paid or formal volunteer capacity on a full-time or part-time basis.

At least 1,000 hours over the previous 5 years must have been attained in order for a practitioner to be considered as practising.

Maintenance of certification and Continuing Professional Development (CPD) alone does not constitute practice.

Resumption pathways should consider culturally safe, accessible and proportionate approaches to supervision, mentoring and competency support where appropriate, provided public safety and competency standards are maintained.

Resumption of Practice time frames

Where certification has lapsed for more than 3 years, the practitioner must undertake a formal Resumption of Practice assessment and complete any requirements specified under this policy.

Resumption of Practice requirements:

Where Recency of Practice requirements are not met, a Resumption of Practice program must be completed.

This may consist of:

- completion of CPD requirements in accordance with the CPD Policy;
- completion of a Short Internship; and/or
- additional mentoring or supervised practice requirements as determined by ACAud inc. HAASA.

Period Certification Lapsed

Requirements

Less than 3 years

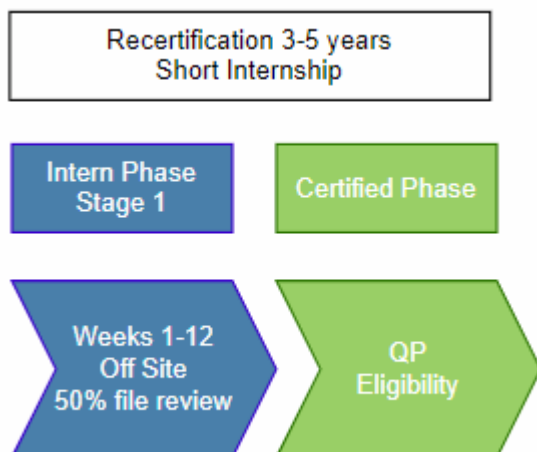
Mandatory declaration + evidence of practice/CPD

More than 3 years but less than 5 years

CPD + Short Internship + 3 months mentored practice

More than 5 years

Full internship program



Mentor/Supervisor requirements

Appointed mentors/supervisors must be a certified practitioner of ACAud inc. HAASA. Guidelines regarding the mentor/supervisor role and reporting requirements are outlined within the Certification Policy.

ACAud inc. HAASA recognises the important contribution supervisors make to workforce development and accessibility. ACAud encourages culturally responsive, inclusive and supportive supervision practices that recognise the diversity of the hearing healthcare workforce and communities served. Where a proposed supervisor is a current member of Audiology Australia but not an ACAud member, complimentary ACAud membership may be offered at the discretion of ACAud inc. HAASA for the duration of the supervision period, subject to verification of current membership status.

Cultural Safety and Inclusive Practice

ACAud recognises the importance of culturally safe, inclusive and accessible hearing healthcare services.

Recency and Resumption of Practice processes should:

- support culturally responsive professional practice;
- recognise diverse workforce experiences and practice settings;
- consider communication and accessibility needs where appropriate;
- support equitable participation in return-to-practice pathways; and
- uphold person-centred, respectful and culturally safe professional practice standards.

Certification

Full certification or recertification may only occur once:

- all applicable requirements have been completed
- all supporting evidence has been submitted
- competency requirements have been satisfactorily demonstrated
- approval has been granted by ACAud inc. HAASA.

Evidence

On request, practitioners must be able to provide evidence to validate claims of 'practice', such as providing an employment contract, statement of service and/or employer contact details on request.

- position descriptions
 - supervisor declarations
 - other documentation considered appropriate by ACAud inc. HAASA.
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Ongoing requirements

Certified practitioners must declare that they have met the Recency of Practice requirements, including a minimum of 1,000 hours of practice over the previous 5 years, at the time of annual recertification.

The CPD logs of all practitioners with provisional certification are included in the annual CPD audit.

A random audit of 5% of certified practitioners will be conducted on an annual basis to ensure compliance and address any situations where certified practitioners cannot demonstrate the required minimum hours to be considered practising.

Related Documents

- Professional Competency Standards
- Continuing Professional Development Policy
- Certification and Assessment Policy
- Internship and Supervision Policy
- Code of Conduct
- Fitness to Practise Policy
- Reasonable Adjustment Assessment Policy
- ACAud Best Practice Guide