



Professionalism & Ethics

Study Session



Objective

To help Members in Training better understand these requirements for achieving full practice rights in the forestry profession

ASFP Registration Exam

Canadian Federation of Professional Foresters Associations (CFPFA)
Credential Assessment Process





What is a Professional Organization?

- › A disciplined group of individuals who adhere to ethical standards, and hold themselves to and are accepted by the public as possessing special knowledge and skills in a widely recognized body of learning derived from research, education and training, and who are prepared to exercise this knowledge and these skills in the interest of others.
- › In other words, ASFP members know their stuff, practise forestry according to the rules, and hold each other to these standards.



Required Knowledge for Exam and/ or Assessment

1. Role of Self-Regulating Professions in Society
2. Duties and Obligations (Professional Regulatory Bodies, Members)
3. Competency Limitations
4. Characteristics and Attitudes of a Professional Forester



1. Role of Self-Regulating Professions

Primary functions of professional organizations

Function is to protect the public interest, by:

- › Acting in the public interest
- › Exercising delegated law-making powers
- › Exercising “public law” powers of enforcement over its members

Essential characteristics:

- › A unique combination of knowledge and skills,
- › A commitment to duty above self-interest or personal gain
- › Self-governance free from external interference



What is the Public Interest?

- › Welfare of the general public (in contrast to the interests of an individual, group or company) in which society as a whole has a stake.
- › For the forestry profession, the general public wants to be assured that forestry activities are practised in a sustainable manner.



1. Role of Self-Regulating Professions


Structure and functions of the ASFP

Established by the legislature

- The Forestry Professions Act (2006)
- Enabled establishment of Association of Saskatchewan Forestry Professionals (ASFP)

Objectives of the ASFP:

- Establish and maintain *high standards of professional ethics and excellence* for members in the professional practice of forestry;
- To assure the general public of the *knowledge, skill, proficiency and competency of members* in the professional practice of forestry;
- To promote and improve the knowledge, skill, proficiency and competency of members in all matters relating to the professional practice of forestry;
- To foster the professional practice of forestry by members in a manner that is in the public interest of the people of Saskatchewan.



1. Role of Self-Regulating Professions

Structure and functions of the ASFP

Members

Council

- Executive Committee
- Councillors

Standing Committees

- Admissions
- Professional Conduct
- Discipline
- Continuing Competency

Ad Hoc (temporary) Committees

- Right to Practice

Registrar

Employees



1. Role of Self-Regulating Professions

Role of ASFP within context of other professions

Right to Title:

- Only registered members entitled to use titles (*RPF, RPFT, FIT, FTIT*)

Right to Practice:

- Only registered members entitled to practice forestry, except:
 - *Members of the Canadian Forces (when performing their duties)*
 - *Anyone responding to situations to limit loss of life, or damage to people's safety, health, welfare*
 - *Agrologists (members of Saskatchewan Institute of Agrology - SIT)*
 - *Land surveyors*
 - *Professional engineers or geoscientists (members of Assoc. of Professional Engineers & Geoscientists of SK - APEGS)*
 - *Prospectors*



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2. Duties & Obligations

Professional regulatory body (ASFP)

Authority to license members

- › Set standards of technical competence (including continuing education), and ethical and professional conduct to be followed by members
- › Provide a system of registration to determine who is qualified to practise and in what areas
- › License professional practitioners

Ability to discipline licensed members

- › Receive, investigate, and adjudicate complaints
- › Administer a disciplinary process to sanction members who fail to maintain established standards



2. Duties & Obligations

Members (Professional forester or technician)

- › Have integrity (doing the right thing, even when nobody is watching)
- › Be competent (know what you're doing)
 - continuously improve skills to remain proficient in the profession
- › Maintain professional standards and conduct
- › Be accountable for actions and decisions
- › Hold interests of public and society as paramount
- › Participate in the maintenance and development of the profession



2. Duties & Obligations

Members (Professional forester or technician)

- › Continuing Competency requirements (because the profession is constantly changing)
 - 150 hours averaged over 3 years
- › Annual obligations
 - Pay member fees
 - Report continuing competency hours
 - Recommit to Code of Ethics



2. Duties & Obligations

Members (Professional forester or technician)

- › Code of Ethics

Outlines the responsibility of a member to the public, profession, employer, other members

- › Code of Ethics can be found in full on ASFP website (www.asfp.ca)



2. Duties & Obligations

Reasons for discipline and complaint resolution processes

- › It is in the interest of the public that only the competent and ethical be allowed to practise.
- › It is also in the interest of the members of a profession and the profession itself. Poor practices taint the whole profession, not just the practitioner.



2. Duties & Obligations

Importance of entry and quality assurance standards for professions

- › Publicly-owned forests
- › Value of the forest goes far beyond its economic value to the forest industry
- › Public interest is served by ensuring only the qualified and competent are practicing forestry



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3. Competency Limitation

How to determine personal competence

- › What education and training have you had?
- › What practical experience have you had?
- › Are there specific certifications needed to perform this work?



3. Competency Limitation

Describe one's own particular areas of competence

- › Which areas are you competent in, and why?



3. Competency Limitation

Recognize situations when outside expertise is required

- › Describe areas where you would need to access outside expertise



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4. Characteristics & Attitudes of a Professional Forester

Purpose of a Code of Ethics

- › The ASFP Code of Ethics (2006) sets out responsibilities to the public, the profession, the client or employers, and other members
- › It is intended to guide a member's conduct to ensure just and honourable professional relationships, mutual confidence and respect, personal integrity



4. Characteristics & Attitudes of a Professional Forester

Take personal accountability for decisions

- › Own up to your mistakes
- › Be able to explain why you made a certain decision



4. Characteristics & Attitudes of a Professional Forester

Recognize the potential differences between technical, social, professional, ethical and scientifically sound practice

- › Discuss a situation where these different perspectives could cause potential conflicts
 - Road buffer requirements
 - Recognition of traditional use areas
- › Final decision is often a balance among several perspectives



4. Characteristics & Attitudes of a Professional Forester

Recognize similarities and differences between approaches (e.g. cultural, scientific, legislative)


- › Discuss where these perspectives might overlap, and where they might differ



4. Characteristics & Attitudes of a Professional Forester

The ASFP Code of Ethics sets out four areas of responsibility


- › *To the public: to follow the highest possible standards of forest stewardship which will maintain the forest for long-term benefits to society*
- › *To the profession: to maintain the honour and integrity of the profession*
- › *To the client or employer: to advise of the consequences of any proposed course of action*
- › *To other members: to support those practising forestry to ensure that the best possible practices are undertaken*




4. Characteristics & Attitudes of a Professional Forester

Describe the importance of, and demonstrate the application of, professional documentation

- › What are some ways of documenting your work?
- › Why is this important?



4. Characteristics & Attitudes of a Professional Forester
Explain the variety of ethics that are applied in the profession of forestry



4. Characteristics & Attitudes of a Professional Forester
Explain what is meant to work in the public's interest



What are some options in this situation?

- › You're a new forestry professional, and your supervisor tells you to do something that you think is wrong? What are some of your options? What are the risks?



Useful Websites

- › ASFP – www.asfp.ca
- › Queen's Printer - www.qp.gov.sk.ca/



Questions or Comments?



References

1. Schultze, Robert. *What Does it Mean to be a Self-Governing Regulated Profession?* Journal of Property Tax assessment & Administration. Volume 4, Issue 3. <http://www.collegeofparamedics.sk.ca/docs/about-us/IPTI-article-on-regulated-professions.pdf> Accessed March 2016.
2. Larock, Mike. Dec. 15, 2010. *Role of the ABCFP in Professional Reliance*.
<https://www.for.gov.bc.ca/ftp/hth/external/!publish/Web/frpa-admin/frpa-implementation/workshops/professional-reliance/Larock-ABCFP-Vict-PR.pdf> Accessed March 2016.