



**Codes of Professional Practice – for individuals employed as/or identifying self as an Eye Banker**

EBAANZ outlines two levels of ethical and practice responsibilities (Codes) within the sector. The first, the *Codes of Ethical Conduct*, is required of member eye bank facilities, and the second (this document) is placed on the individual employee.

***The Codes of Professional Practice***

These Codes are ‘real skills’ required of all qualified eye bankers irrespective of role, discipline, type of organisation, service group, expertise, years of service or years of absence. These underpin everything EBAANZ expects from an individual professional, and are universally transferable across Australia and New Zealand - and within other clinical and scientific disciplines. (Note: Specific technical competencies are also available and can be located within the EBAANZ *National Competency Framework*.)

The *Codes of Professional Practice* comprise 6 core characteristics which collectively define the role of an Eye Banker (the 7<sup>th</sup> code). These are:



### **Clinical Provider:**

Definition: Uses medical, scientific, technical and social skills to support own clinical judgement and clinical practice, and does so safely and respectfully, and in accordance with facility policy and procedure, EBAANZ *Medical Standards*, the Therapeutic Goods Administration (TGA), the Organ and Tissue Authority, and the jurisdictional Tissue Act.

#### Values/Competencies:

- I. Retains confidentiality at all times and does so within the confines of jurisdictional privacy laws;
- II. Respectfully supports donor decisions;
- III. Ensures donor wishes are adhered to;
- IV. Uses technical expertise to recover tissue;
- V. Uses technology and facility systems to accurately manage tissue during all stages;
- VI. Responsibly processes, tests and prepares tissue;
- VII. Allocates responsibly and fairly;
- VIII. Maintains open communication style to elicit necessary information required to support donation and distribution (i.e. to obtain donor history from family member or other knowledgeable historians);
- IX. Maintains accurate documentation and record keeping; and
- X. Participates in, and supports, a quality improvement and risk prevention system.

### **Ethical Professional:**

Definition: Performs duties as the custodian of donated tissue in accordance with the EBAANZ Bioethical Framework, International Declaration on Human Rights, jurisdictional Tissue Act and other key guiding documents.

#### Values/Competencies:

- I. Uses knowledge and own judgement during decision making;
- II. Identifies own internal value and believe systems and ensures this does not negatively interfere with donor wishes and best outcomes for recipients;
- III. Allocates tissue in a systematic manner for scheduled cases;
- IV. Utilises prioritisation systems for rapid and fair allocation to urgent cases;
- V. Works within international, national and state laws, and eye bank policies - and does so safely, effectively and efficiently;
- VI. Ensures Australian and New Zealand recipient needs have been met prior to international distribution;
- VII. Responsibly reports issues of global trafficking and transplant tourism - that relate to the sector, to appropriate authorities and/or peer bodies; and
- VIII. Does not engage, promote or collaborate on activities deemed outside of the agreed EBAANZ Bioethical Framework and other guiding documents.

### **Leader and Manager:**

Definition: Regardless of employed titled position, acts responsibly at the workplace and while representing the sector within the community and at events and meetings. As a manager and leader, eye bankers seek to ensure there is clear and transparent collegial advancement of the sector and promote a positive and quality, risk mitigating work environment.

#### Values/Competencies:

- I. Takes responsibility for own actions and performs duties professionally;
- II. Completes own duties timely, correctly and efficiently;
- III. Functions as a *Change Agent* to promote improved collegial relations and sector opportunities;
- IV. Supports the integration and exchange of ideas and opportunities;
- V. Supports, empowers and cares for the needs of other colleagues;
- VI. Fosters a welcoming and supportive environment that allows colleagues and/or team members to share ideas, question practice and report concerns without fear of retribution, isolation or termination of employment;
- VII. Supports initiatives and system advancements that support the best interest of the donor, recipient and end-users; and
- VIII. Maintains internal systems (including electronic systems) – i.e. systems which promote risk mitigation, quality cycles, recording and statistical data capturing and distribution, and systems which contain national and internationally transferable nomenclature and/or technical integration.

### **Collaborator:**

Definition: Actively engages colleagues, key stakeholders and potential new partners in a manner that promotes an open and transparent culture and a progressive sector. Eye Bankers also actively encourage each other to contribute to new discoveries, opportunities and research that may benefit the donor, end-users and the recipients.

#### Values/Competencies:

- I. Assists all service end-users, governing bodies and key stakeholders to promote and capture evidence to support practice;
- II. Seeks/supports opportunities that have been ethically, practically and economically evaluated for risk and outcome potential prior to engagement;
- III. Assists and/or supports others (i.e. physicians and fellow eye bankers) with appropriate ethically approved research as required;
- IV. Supports EBAANZ, the sector and the blindness prevention community with key capital campaigns (i.e. Donateliflife Week or World Site Day) that promote donation and/or recipient needs;
- V. Shares knowledge and new discoveries with the sector;
- VI. Seeks to invite and include other eye bankers and other key parties to participate in opportunities that will support the sector and those it supports; and
- VII. Utilises opportunities to harmonise national and international relations.

**Advocate:**

Definition: Places donor wishes and recipient needs at the centre of all decision making and promotes ethical donation and distribution.

Values/Competencies:

- I. Advocates for the needs of donors, donor families and recipients;
- II. Provides a voice for donors and recipients;
- III. Provides individualised care to each donor in a compassionate and respectful manner;
- IV. Challenges stigmas and misconceptions associated with human tissue for ocular application;
- V. Questions policy/activity/team members that compromise practice, safety and the wishes of the donor and recipient (and end-user as appropriate);
  - a. Confidentially and respectfully reports compromised practice/activities to the relevant next level of authority/supervision.
- VI. Does not engage in activities that compromise practice, safety and the wishes of the donor and recipient; and
- VII. Seeks to implement/support systems, technologies and mechanisms designed to protect (advocate) for donors and recipients and improve the service delivery of the facility.

**Learner and Contributor:**

Definition: Personally contributes to maintaining the standards of the sector, and the advancement of the sector, through responsible and active participation as a continual learner.

Values/Competencies:

- I. Participates in the EBAANZ Continual Professional Development Program (cycle) – and responds to audit requests from the Education Committee;
- II. Maintains workplace competencies;
- III. Seeks to identify own professional strengths and limitations and develops annual learning strategies accordingly;
- IV. Honestly reports to their supervisor/mentor any limitations in own scope of practice in order to prevent risk or harm and to provide an opportunity to address the limitations long term;
- V. Seeks to implement and share new knowledge and skills within the workplace and sector;
- VI. Assists the sector and/or key stakeholders and the public with the promotion (education) of key messaging relating to donation, eye banking and/or blindness prevention; and
- VII. Acts as a *Change Agent*.

## **Eye Banker:**

Definition: Utilises values and competencies required as a Clinical Provider, Ethical Professional, Leader and Manager, Collaborator, Advocate, and Learner and Contributor to shape practice as an independent Eye Banker, and supports uniformed, united and consistently high standards of service and practice advancement within the Australian and New Zealand Eye Banking Sector.

### Values/Competencies:

- I. Uses own judgement, experience, knowledge, intellectual capital, value system and critical thinking skills to protect the needs and wishes of donors and recipients;
- II. Performs duties independently as a competent practitioner; and
- III. Engages external expert consultants on matters that are outside of own scope of practice and area of agreed (contractual) responsibility.

### ***Mechanisms to govern Code of Professional Practice compliance***

EBAANZ accepts the outcomes of their Continual Professional Development Program, and the auditing of license provider - the TGA, as evidence, that facility member employees are compliant with this Code. EBAANZ supports member facilities and their respective Human Resource Teams/Experts to investigate employee non-conformance within the parameters of their own policy, privacy and jurisdictional laws.