

Professional Competencies



Competency 1 Professional knowledge in practice	Competency 2 Safe, ethical and legal practice	Competency 3 Culturally safe practice	Competency 4 Communication	Competency 5 Professional relationships	Competency 6 Professional development and leadership
Outcome Facilitates educational and therapeutic programmes for children and young people	Outcome Practices safely, ethically, and in conformance with legal and professional requirements.	Outcome Recognises and is respectful of individual, family and cultural values of children, young people, their families and significant others.	Outcome Communicates effectively with children, young people and families, with colleagues, and with others.	Outcome Relates to others in a professional, collaborative, collegial and supportive manner.	Outcome Continually develops professional knowledge and practice and seeks and uses opportunities to show leadership.
Criteria Provides activities and programmes that support learning and development in children/young people. Creates an environment where stress and anxiety are reduced. Advocates for the value of play and of practices that are supportive of the well-being of children/young people, families and whanau. Helps children/young people express feelings and concerns. Assesses and responds to children/ young person's strengths, needs and interests. Provides therapeutic play and preparation, coping strategies and other interventions to enhance understanding and help children/ young people, families and whanau manage illness, hospitalisation and treatment. Supports families, including siblings, and enhances family and whanau involvement in their child's care and education. Contributes to clinical decision making.	Criteria Complies with the Hospital Play Specialists Association of Aotearoa/ NZ Code of Ethics. Complies with relevant legislation, regulations, codes, service standards, policies, procedures and professional guidelines, e.g. Ministry of Education Early Childhood Regulations. Develops and maintains a safe environment and manages potential risks. Demonstrates professional accountability by documenting and reporting information effectively. Uses ethical reasoning to make and justify decisions on challenging issues. Maintains professional boundaries. Demonstrates an awareness of the scope and limitations of hospital play specialist practice and of own personal knowledge and skills. Understands operational structures, priorities and objectives of the workplace. Manages workload and meets responsibilities in a timely manner. Attends to self care.	Criteria Identifies personal and professional cultural values, beliefs, attitudes and prejudices and understands their potential impact on practice. Is respectful of the values, beliefs, attitudes and practices of children/ young people, families, whanau and colleagues. Acknowledges the uniqueness of the child/young person in the context of their family, whanau and the wider community. Has knowledge of the Treaty of Waitangi and works effectively within the bicultural context of healthcare settings to address aspirations of Maori. Shows ongoing commitment to increasing knowledge base and skills relating to culturally safe practice.	Criteria Adapts style and method of communication to suit the individual child/young person, family and whanau. Assists the child/young person, family and whanau to identify and communicate their own needs. Addresses cultural and language differences and their potential impact on communication. Responsibly shares knowledge and communicates all relevant information to colleagues and families in a timely and professional manner. Manages conflict effectively and works actively to achieve resolution. Utilises a range of media and ICT to communicate effectively.	Criteria Develops effective and collaborative relationships to ensure best outcomes for children/young people, their families and whanau. Articulates and demonstrates the role and function of a hospital play specialist. Uses feedback, supervision, support and guidance to improve practice through critical reflection. Provides appropriate support and guidance to colleagues, students and volunteers. Develops relationships with local institutions and community groups.	Criteria Maintains knowledge of current hospital play specialist-related theories and practice. Maintains knowledge and skills required for specific settings. Demonstrates commitment to critical inquiry and problem-solving in professional practice. Engages in regular and ongoing supervision. Contributes to the hospital play specialist body of knowledge by sharing knowledge and skills with others, both formally and informally. Demonstrates an understanding of research processes and the interpretation of results. Actively participates in performance development and review processes. Contributes to team functioning and to the wider professional learning community. Is proactive in seeking opportunities for responsibility and leadership. Demonstrates an awareness of the impact of social and political factors on HPS services.