

SCHEDULE B: PRACTICE STANDARDS

PURPOSE

The Institute provides minimum general practice standards with which all agrologists must comply. More specific practice standards are available for certain scopes and areas of agrology defined in the policies and procedures.

Practice standards represent a minimum level of performance that is used to evaluate the activities of agrologists. Practice standards are developed to:

- Ensure safe and ethical practices;
- Act as a guide for agrologists to the competencies and behaviours required to practise agrology in general and in specific areas;
- Provide a way to evaluate and measure the conduct of practice and competencies of agrologists against a transparent standard;
- Enable agrologists to improve their practice;
- Promote the role and accountability of agrologists to the public interest, other professionals, and peers; and
- Act as a legal reference to describe reasonable and prudent practice in employment situations and complaints about an agrologist when presented to the professional conduct committee or a Court of Law.

ESSENTIAL COMPETENCIES

These competencies are derived from the Code of Ethics and broadly define the minimum expectations for agrologists. All agrologists shall exhibit:

INTEGRITY

- Act towards other agrologists, the public, employers, clients and other professions and in general, with courtesy and good faith.
- Respect social diversity.
- Facilitate an understanding of the practice of agrology.
- Read and be familiar with the Institute's governance and operational structure and functions.
- Use professional principles, performance management systems and methods relative to the agrologist's area of practice.
- Ensure the agrologist's skills are consistent with the requirements of the specific area of agrology and that the skills are constantly improved and enhanced through continuing professional development.
- Respect contributions by other professionals to the work product.

COMPETENCY IN AREA OF PRACTICE

- Only undertake work for which the agrologist is competent and qualified.
- Perform due diligence for all work undertaken, including becoming knowledgeable about the work to be performed, the client or employer for whom the work is to be performed, and any resources required to complete the work.
- Maintain and demonstrate knowledge of developments in any area of practice relevant to any services that are undertaken.
- Be aware of changes and issues within the agrologist's area of practice, notify the Registrar and adapt their practice standards as appropriate.
- Demonstrate client, employer, community and environmental sensitivity.
- Clearly communicate to any affected parties the scope of any work undertaken, related priorities and decisions.
- Maintain knowledge and awareness of any changes to the Practice Standards.
- Employ quality assurance measures where appropriate.
- Evaluate overall project performance on a regular basis to provide confidence that the project will satisfy the relevant quality standards.
- Ensure any individuals over whom the agrologist has control, have the appropriate qualifications and competencies.
- Ensure all formal documentation is authenticated by signing, dating and sealing in accordance with *The Agrologists Act*, bylaws and policies.

OBJECTIVITY

- Act fairly to colleagues, clients, employers, subordinates and employees.
- Recognize and promptly address any issues arising during practice that may affect the satisfactory outcome of any work that has been undertaken.
- Determine if a potential or perceived conflict of interest exists before performing services. If performance of the work can reasonably be foreseen to result in a conflict of interest, the agrologist should not conduct the work. If there is a potential or perceived conflict of interest at any time before or during performance of the work, the agrologist must document and inform all involved parties of the conflict.