

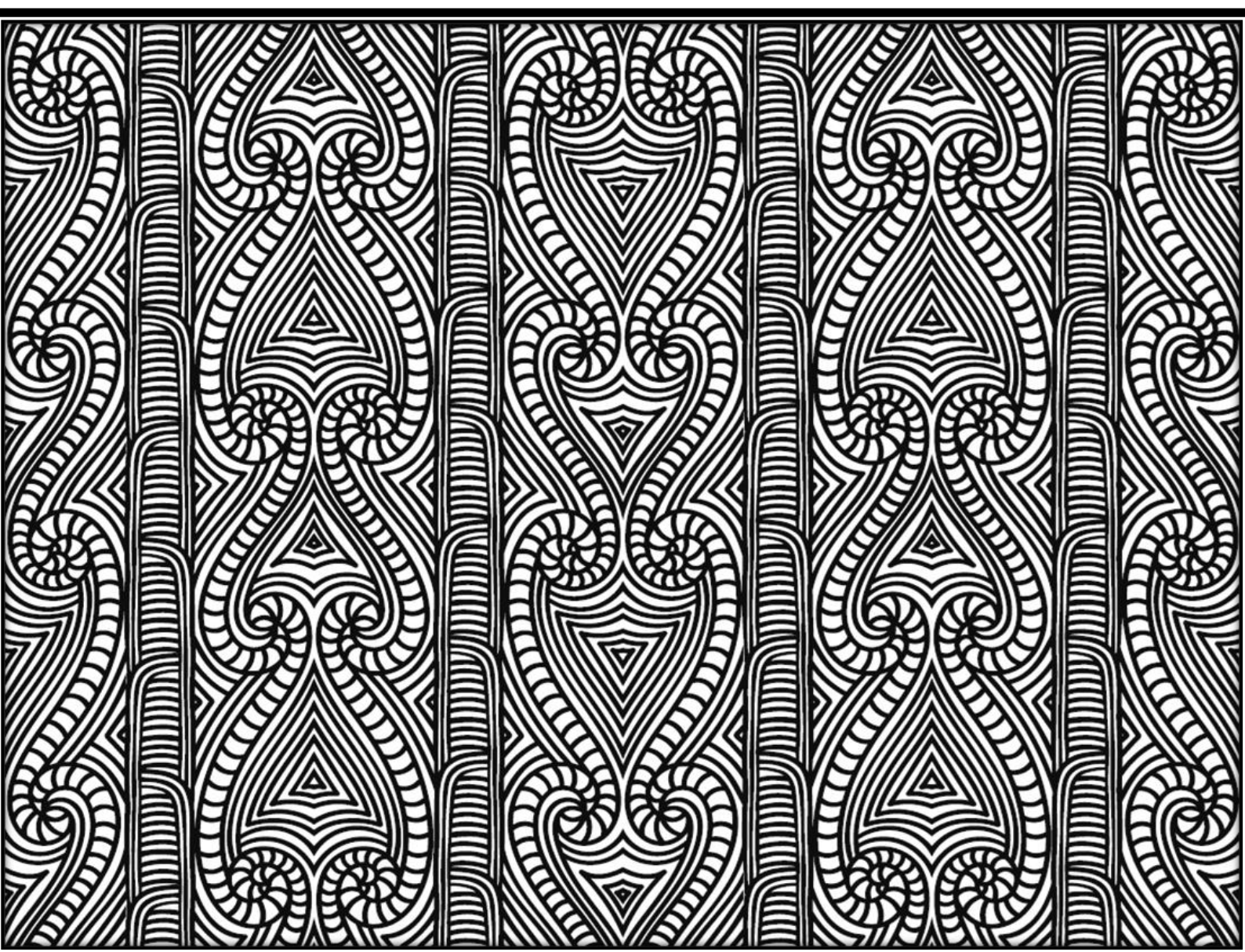


New Zealand Society of Diversional and Recreational Therapists Inc.

Te Kaituku haumanu ā-rēhia o Aotearoa

To improve the Quality of Life of the People in our care and support through Diversional and Recreational Therapy

Code of Ethics and Standards of Practice for Diversional and Recreational Therapists



Maori tribal pattern vector seamless by Irinelle

Preliminary Statement

The Medical profession has come a long way in recognizing the healing benefits of recreation. I hope that one day, not so far away everything that we encompassed in recreation such as dancing, arts and craft, musical programmes, painting, playing all types of games, and going for a walk out in nature will be considered essential every human life, just like we breath fresh air, eat food or exercise – because I believe Recreation is a Human Right.

Orquidea Tamayo Mortera

Recreation is a Human Right. The Diversional and Recreational Therapy profession must enhance the quality of the people we care for and support using therapeutic recreation.

Diversional and Recreational Therapy is a health care practice. It is a process that is provided in diverse settings for all people regardless of age, culture, or abilities. It involves the organisation, design, coordination, assessment, plan, implementation, adaptation, evaluation, and documentation of meaningful recreational programmes. Diversional and Recreational Therapy provides ongoing support and development of well-being domains; spiritual, cultural, cognitive, psychosocial, emotional, and physical.

Our profession exists to optimize health, maintain and improve well-being, and enhance the quality of life of New Zealanders. Its knowledge and consciousness must be directed to these ends. The Diversional and Recreational Therapy profession has a social contract with its community. In return for the trust clients and the community place in Diversional and Recreational Therapists, ethical codes are produced to guide the profession and protect clients. This document represents a further stage in that evolutionary process.

Te Tiriti o Waitangi is Aotearoa's New Zealand founding document. Te Tiriti o Waitangi acknowledges the rights of all peoples to their place in this land – Māori as Tangata Whenua and others as Iwi kainga (those that have come to make a home for themselves here).

This Code and Standards of Practice acknowledge its significance and aims to strengthen and reinforce Diversional and Recreational Therapists' role by honouring te Tiriti and providing services based on values derived from a Māori worldview.

Te Kaituku haumanu ā-rēhia o Aotearoa / The New Zealand Society of Diversional and Recreational Therapists Inc. National Registration Board (NZSDRT Inc. – NRB) as a Self-Regulated Body is the responsible authority that governs the practice of Diversional and Recreational Therapists in Aotearoa New Zealand.

The principal purpose of NZSDRT Inc. – NRB is to protect the health and safety of members of the public by providing mechanisms to ensure Diversional and Recreational Therapy practitioners are competent and fit to practice the Diversional and Recreational Therapy profession.

The NZSDRT Inc. – NRB sets and monitors standards in the interests of the public and the profession. The NZSDRT Inc. – NRB concern is public safety.

This Code outlines the standards of ethical conduct set by NZSDRT Inc. – NRB for all Diversional and Recreational Therapists practicing in Aotearoa New Zealand.

This Code complements the legal obligations that Diversional and Recreational Therapists have under the NZSDRT Inc. – NRB, the Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights). Regulations 1996 and the Health Information Privacy Code 1994. The Act and Code of Rights can be found at <http://www.legislation.govt.nz>

The Code of Ethics for Diversional and Recreational Therapists is a set of standards defined by the NZSDRT Inc. – NRB describing the conduct that Diversional and Recreational Therapists are expected to uphold. The Code of Ethics guides appropriate behaviour for all Diversional and Recreational Therapists and can be used by health consumers, Diversional and Recreational Therapists, employers, the NZSDRT Inc. – NRB, and other bodies to evaluate the behaviour of Diversional and Recreational Therapists.

Failure to uphold these standards of behaviour could lead to a Registered Diversional and Recreational Therapist Practising License being revoked.

Diversional and Recreational Therapists are expected to uphold exemplary standards of conduct while undertaking their professional role. Because Diversional and Recreational Therapists must have the trust of the public to undertake their professional role, they must also have a high standard of behaviour in their personal lives. This Code is the overarching document that describes professional conduct.

Māori and Pasifika Worldview for Diversional and Recreational Therapists

As Diversional and Recreational Therapists, we acknowledge that a Māori and Pasifika people's worldview is different from a Western worldview so Western ethical principles may not be directly relevant to Māori and Pasifika people and vice versa.

Māori and Pasifika people have their knowledge systems that link to the land and have their ways of acquiring and testing knowledge.

The principles of Te Tiriti o Waitangi are integral to providing appropriate Diversional and Recreational Therapy Services for Māori.

Te Whare Tapa Wha is a great model of health that helps guide Diversional and Recreational Therapy practice. Ethical care and support include establishing the person's priorities, values, and choices to meet their taha tinana (physical health), taha wairua (spiritual health), taha whānau (family health) and taha hinengaro (mental health) needs. This may include their whakapapa, tīpuna and the wider whānau, hapū and iwi.

Pacific values vary from island to island and it is important to understand the differences between, and within, cultural groups. Principles like reciprocity, relationships, collectivism, service, respect, spirituality, leadership, family, and love are integral to providing appropriate Diversional and Recreational Therapy services for Pasifika people.

The Fonofale Model promotes a holistic view of health that symbolizes the wholeness of a Pasifika person. It is a great model of health that helps guide Diversional and Recreational Therapy practice. Ethical care and support include establishing the person's priorities, values, and choices to meet key elements – fale (house) overall wellbeing, falealuga (Roof) culture, values, and beliefs, four pous (posts) fa'aleagaga (spiritual), fa'aletino (physical), mafaufau (mental) and isimea (other) aspects of wellbeing, fa'avae (foundation) values of aiga (family) and cocoon (environment, time, and context) which affects and shape the person.

This Code of Ethics outlines principles that can inform ethical Diversional and Recreational Therapy practice. Although each of the principles will not directly translate into the Western or Māori / Pasifika equivalent, the Diversional and Recreational Therapist will be able to identify with each in their way and use them in their decision-making. The principles draw on the United Nations (UN) Declaration on the Rights of Indigenous Peoples (United Nations, 2008) and previous versions of the NZSDRT Inc. Code of Ethics.

Code of Ethics for Diversional and Recreational Therapists

The Code of Ethics must be read in conjunction with the Standards of Practice for Continuing Practice as a Diversional and Recreational Therapist in Aotearoa New Zealand.

As a Diversional and Recreational Therapist, you shall:

1. Practise the science and art of Diversional and Recreational Therapy to the best of your ability with moral integrity, empathy, compassion, and respect for human dignity
2. Ensure the principles of Te Tiriti o Waitangi are honoured and practiced achieving equitable health outcomes for Māori people
3. Ensure Pasifika principles are honoured and practiced achieving equitable outcomes for the Pasifika people.
4. Enhance people's mana, identity, and culture to support them
5. Respect all people's cultural needs and values by providing culturally safe, competent, and appropriate services that meet their needs
6. to achieve their desired outcomes ensuring equity issues are addressed.
7. Respect and protect people's individuality, privacy, and confidentiality
8. Deliver a high standard of professional practice and personal conduct.
9. Encourage autonomy, participation, self-determination, and maximize independence by working in partnership with people to enhance their wellbeing
10. Act with integrity, veracity, and loyalty to maintain public trust in the profession.
11. Embrace professional responsibility by engaging in self-evaluation, peer review, and ongoing education
12. Take responsibility for maintaining your own health and wellbeing
13. If working independently and/or for an organisation, work respectfully and collaborate with other professionals.
14. If working as part of an organisation, comply with policies and procedures, and ensure to be part of the Multi-disciplinary and /or Interdisciplinary team approach

These Code of Ethics has been reviewed and approved by the current NZSDRT Inc. President in August 2023. This document will always be reviewed annually or as required.



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Standards of Practice for Diversional and Recreational Therapists

Standards for practice outline what the profession expects of its members and act to promote, guide and direct professional Diversional and Recreational Therapy practice. Our standards provide a framework for developing competencies and describe the responsibilities for which members of the profession are accountable. Standards also guide Diversional and Recreational Therapists on the knowledge, skills, judgement, and attitudes needed to practise safely.

Standard One

The Diversional and Recreational Therapists understand Māori health inequalities and pay particular attention to the health needs, cultural beliefs, practices, and lifestyles of the individuals in the community.

Outcomes are not limited to

- Ensure the delivery of Culturally safe Diversional and Recreational Therapy services
- Acknowledge clients/family / whānau / hapū / iwi/community expectations of delivery of Diversional and Recreational Therapy in health care
- Work in partnership with Tangata Whenua to ensure mātauranga (Māori ways of knowing), beliefs and values are upheld within the practice context
- Work in partnership with Tangata Whenua in the development and implementation of Diversional and Recreational Therapy practice standards and quality improvement activities
- Acknowledge and respond actively to the client's holistic needs and ensure to incorporate them into Diversional and Recreational Therapy Care Plans
- Integrate Māori models of health into everyday practice
- Aim for equitable provision of Diversional and Recreational Therapy services and outcomes for people and ensure you communicate in a suitable form, language and manner that people understand

Standard Two

The Diversional and Recreational Therapists understand Pasifika health inequalities and pay particular attention to the health needs, cultural beliefs, practices, and lifestyles of the individuals in the community.

Outcomes are not limited to

- Ensure the delivery of Culturally safe Diversional and Recreational Therapy services
- Acknowledge clients/family/community expectations of delivery of Diversional and Recreational Therapy in healthcare.
- Work in partnership with Pasifika people to ensure Pasifika ways of knowing, beliefs and values are upheld within the practice context.
- Work in partnership with Pasifika people in the development and implementation of Diversional and Recreational Therapy practice standards and quality improvement activities
- Acknowledge and respond actively to the client's holistic needs and ensure to incorporate them into Diversional and Recreational Therapy Care Plans
- Integrate Pasifika models of health into everyday practice
- Aim for equitable provision of Diversional and Recreational Therapy services and outcomes for people and ensure you communicate in a suitable form, language and manner that people understand

Standard Three

Respect the cultural needs and values of all clients

- Practise in a way that respects the client's identity and right to hold personal beliefs, values, and goals.
- Assist clients to gain appropriate support and representation from those who understand the client's first-language culture, needs and preferences.
- Consult with members of cultural and other groups as requested and approved by the client
- Reflect on and address your own practice and values that impact Diversional and Recreational Therapy in relation to the health consumer's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability
- Work in partnership with clients, their families or their significant others to achieve positive health outcomes and improve quality of life and well-being.
- Ensure Diversional and Recreational Therapy is culturally appropriate and is underpinned by the recognition that we work with a diverse population
- Use the expertise and attention to the differing ways in which diverse people experience health, well-being, illness, disability, the environment, and other people in all interactions from the beginning of the partnership.
- Aim for equitable provision of Diversional and Recreational Therapy services and outcomes for people and ensure you communicate in a suitable form, language and manner that people understand

Standard Four

Diversional and Recreational Therapists are responsible and professionally accountable for their practice

Outcomes are not limited to

- Safe, ethical, and effective delivery of Diversional and Recreational Therapy with responses to diverse health issues and careful consideration of the cultural, spiritual, and individual needs of clients
- Demonstrate leadership in everyday practice
- Role model professional values, beliefs, and attributes
- Clients' rights and confidentiality are respected and acknowledged
- The changing needs of the client are reviewed, addressed, and documented
- Provide documentation that meets legal requirements, is consistent, effective, timely, accurate, and appropriate
- Demonstrate evidence of application of evidence-based research in practice
- Ensure the vision and values of Diversional and Recreational Therapy are enhanced and promoted
- Help maintain a high profile of the profession that is positively integrated into the wider community
- Work within the scope of practice, based on current Diversional and Recreational Therapy knowledge, professional judgement, experience, and competence, within their area of practice and job description
- Participate in continuous quality improvement
- Act (includes advocacy) to promote the provision of safe, appropriate, and ethical care and support to clients
- Solution focus, practice in resolving conflict, and develops innovative solutions to practice

issues

- Promotes the profession and the role of the Diversional and Recreational Therapist

Standard Five

Diversional and Recreational Therapists are responsible for people's safety and well-being including themselves.

Outcomes are not limited to

- The Diversional and Recreational Therapist encourages choice, promotes, and respects decision-making, and respects the client's decisions to participate in specific therapeutic recreation.
- Acknowledge a client's right to participate in therapeutic recreation that may involve a degree of risk of which the client, family/whanau or EPOA (if applicable) is fully informed, and take steps to manage the risk.
- Follows objective and systematic processes for continuously improving client safety and for identifying opportunities to improve Diversional and Recreational therapy and client outcomes
- Respect a client's right to live with dignity.
- Advocate for clients, the workplace, and the profession
- Reports concerns in a timely manner
- Take an active approach to self-care

Standard Six

The Diversional and Recreational Therapist must always practice within the Scope of Practice. A Diversional and Recreational Therapist working as a competent member of a team must ensure to be part of a multidisciplinary or interdisciplinary team approach to achieve positive outcomes for the client

Outcomes are not limited to

- Receives and responds, consistent with standards, regulatory requirements and policies applicable for the setting, to requests, including individual referrals (internal or external) by nurses, GPs, or other health care professionals, for therapeutic recreation assessment and treatment; and conducts an individualized assessment to collect systematic, comprehensive and accurate data necessary to determine a course of action and subsequent individualized Diversional and Recreational Therapy Care plan
- Plans and develops an individualized treatment plan that identifies goals and evidence-based treatment intervention strategies
- Implements an individualized or group plan, using evidence-based practice, to enhance well-being, and improve quality of life. Implementation of the plan is consistent with the overall or interdisciplinary client treatment program
- Systematically re-assesses, evaluates, and compares the client's progress relative to the care plan. The plan is revised based on changes in the interventions, diagnosis, and client responses.
- Develops a discharge plan in collaboration with the client, family, significant others and other multidisciplinary and/or interdisciplinary team members in order to discharge the client or to continue the therapeutic therapy plan and aftercare, as needed (this applies to DRThs working in public hospitals)
- Adhere to the Code of Ethics in providing client care and support that are professional

- Engages in routine, systematic program evaluation and research to determine the appropriateness and effectiveness of Diversional and Recreational Therapy services
- Diversional and Recreational Therapy practice develops within the context of a flexible relationship with the client, in collaboration with whānau, relevant health professionals, team members, and relevant social/religious or other community services.
- The Diversional and Recreational Therapist develops a person-centred approach to the client's needs.
- Clients, whānau/ family, and community gain positive outcomes and client life enrichment from Diversional and Recreational Therapists' professional expertise and holistic approach.

Standard Seven

Diversional and Recreational Therapists are committed to maintaining competence through to ongoing professional development.

Outcomes are not limited to

- Meet the defined qualifications, demonstrate competency, **maintain appropriate credentials (e.g., Annual License to practise)**, and have opportunities for competency development
- Takes professional responsibility and invests time, effort, and other resources into maintaining and expanding knowledge and skills required for competent practice and ongoing professional development
- Provides evidence of ongoing education appropriate to Diversional and Recreational Therapy role
- Actively seeks to participate in research relevant to Diversional and Recreational Therapy
- Demonstrate an ongoing commitment to culturally safe practice.
- Uses reflection to critically analyze their practice, identify any gaps in knowledge and take steps to address these
- Lead and participate in the regular evaluation of Diversional and Recreational Therapy practice
- Engage in peer reviews as part of ongoing professional development of self and colleagues
- Develops a professional development resource manual which keeps up to date
- Competent in the use of new and evolving Information technology and communication
- Actively participate and engage in education, mentorship, coaching and /or preceptorship with colleagues, other staff, volunteers and /or students, members of the public, others
- Actively seek opportunities for continued improvement.
- Participate in the review, recommendations, development and /or implementation of standards of Diversional and Recreational Therapy
- Actively participate with NZSDRT Inc.

Standard Eight

The Diversional and Recreational Therapist manage resources efficiently and effectively to meet the client's needs

Outcomes are not limited to

- Support and care are provided effectively and efficiently that reflects the reasonable and appropriate use of resources

- Resources are provided at an appropriate time, quantity, and quality to meet the client's needs
- Participate in resource decision-making processes.
- Negotiate to obtain the necessary resources to support the Diversional and Recreational Therapy practice
- Responsible for maintaining knowledge and maintenance of resources
- Ensures therapeutic recreation is included in policy and procedure manuals when working for an organisation.
- Utilizes environmentally friendly resources wherever possible
- Engages in a responsible Diversional and Recreational Therapy sustainable environment approach

Standard Nine

The Diversional and Recreational Therapist will demonstrate high levels of human awareness and social justice through advocacy and confidentiality

Outcomes are not limited to

- Competent to evaluate possible solutions to reduce inequities for clients
- Builds good relationships with people who are in a position to make decisions or to offer help.
- Empower clients/ whanau to speak up by themselves
- Provides guidance or support to the person to access specific advocacy services available.
- Takes proper care of information about clients
- Has a clear way of supporting clients who cannot say what they want, by making sure their rights and interests are protected.
- Treats people fairly, meaning the Diversional and Recreational Therapist is doing the right thing for the client, meeting the individual need.
- Meets practice requirements determined by the current NZSDRT Inc. Code of Ethics
- Connects with their local Marae/Iwi and access appropriate assistance as required

Standard Ten

The Diversional and Recreational Therapist will meet obligations under relevant legislation applicable to the practice and the setting in which she/he/they work

Work practices must meet the obligations required as applicable, but not limited to:

- Accident Compensation Act 2001
- Children's Act 2014
- Consumer Guarantees Act 1993
- Consumers' Rights Regulations 1996
- End of Life Choice Act 2019
- Fair Trading Act 1986
- Health (Retention of Health Information) Regulations 1996
- Health Act 1956
- Health and Disability Commissioner (Code of Health and Disability Services)
- Health and Disability Commissioner Act 1994
- Health and Disability Services (Safety) Act 2001
- Health and Safety at Work Act 2015
- Health Information Privacy Code 2020

- Human Rights Act 1993
- Mental Health (Compulsory Assessment and Treatment) Amendment Act 1992
- New Zealand Public Health and Disability Act 2000
- Nga Paerewa Health and Disability Services Standards (NZS 8134:2021)
- NZSDRT Inc. Code of Ethics
- NZSDRT Inc. Constitution
- NZSDRT Inc. Membership Booklet
- NZSDRT Inc. Registration Booklet
- NZSDRT Inc. Standards of Practice
- AHANZ
- Oranga Tamariki Act 1989
- Privacy Act 2020
- Public Health Response Act 2020
- Te Tiriti o Waitangi 1840 (Treaty of Waitangi)
- The Declaration of Rights by the International Federation of Ageing
- Universal Declaration of Human Rights
- The United Nations Principles for the Older Person
- United Nations Declaration on the Rights of Indigenous People
- United Nations Convention on the Rights of Persons with Disabilities (CRPD)



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The Pledge of the Diversional and Recreational Therapist

I will:

- Practice my profession with conscience and dignity by good therapeutic recreation practice
- Work to create harmonious environments based on therapeutic recreation.
- Remember that I can create a positive impact through my practice in a person's life.
- Treat everybody with respect and dignity
- Remember I must earn people's trust for people to trust me
- Uphold people's mana and my mana
- Empower people's self-determination.
- Always have a warm human approach
- Honor that I do not know it all
- Support people to overcome challenges and make the hard stuff easier to deal with
- Recognise that people are the experts in their own lives
- Remind people that they are the ones that know what is best for themselves and encourage them to figure out what to do
- Support people to find meaning, purpose, and a sense of belonging through therapeutic recreation.
- Have self-compassion and always do my best.
- Foster the honour and noble traditions of the Diversional and Recreational Therapy profession.
- I solemnly pledge to dedicate my life to the service of humanity through Diversional and Recreational Therapy



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