



# Disability Professionals Victoria

## Aspire to Inspire!

### What is DPV?

Disability Professionals Victoria (DPV) is a professional association established in 2005 that promotes excellence, leadership & quality practice by providing opportunities for recognition, learning & connection. Disability work is vitally important in our community, and DPV aims to support the individuals who commit themselves to the profession.

We support people with disabilities to live respected and valued lives in the community. As disability professionals, we subscribe to a set of values that underpin our work. We act with integrity and treat others respectfully. We encourage learning, the sharing of ideas and a culture of excellence.

We also believe collegial relationships are important. By being part of Disability Professionals Victoria, we are able to promote the value of our work, provide opportunities for collaboration and assist in the career development of our members. Together, we are stronger.

### Why join DPV?

DPV supports its members by providing:

- Peer support through networking
- Information through newsletters
- Fantastic learning and development opportunities through conferences, seminars and eLearning
- Special Interest Groups (SIGs)
- Discounts on DPV events and programs
- Automatic membership of the Australasian Disability Professionals

DPV's Special Interest Groups include Finance, Leadership, Direct Support Worker, Organisational Dynamics, Green and CEOs Network. There's a group for everyone working in the sector!



### DPV also provides:

#### eLearning

A leading edge system that delivers 24/7 online self-service training opportunities across the disability sector. The eLearning Centre is open for anyone to register as a user. This strengthens the capacity of disability professionals to support individuals with a disability, and provides high quality ongoing professional development opportunities.

#### The ASPIRE Leadership Program

The ASPIRE Program is a leadership course for supervisors, team leaders and coordinators in the disability sector. The ASPIRE Leadership Program addresses key development areas that have been identified as critical to the success of managing staff. The focus of ASPIRE is to enable those who have limited experience in managing and leading people to develop their leadership capabilities.

### Who can join?

Our focus is on the individual rather than the employing organisation; everyone who is a current or aspiring disability professional is welcome to join DPV. **We encourage you to join us.**

#### Disability Professionals Victoria

Level 2, 180 Flinders St, Melbourne VIC 3000  
Tel: (03) 9639 5959 E: info@dpv.org.au

Membership is inexpensive and has an impressive range of benefits. For information on becoming a DPV member or to join online, please visit [www.dpv.org.au](http://www.dpv.org.au)



# Disability Professionals Victoria Application for Membership

applicant details	
first name/s	
last name	
date of birth	/ /
gender	<input type="checkbox"/> male <input type="checkbox"/> female
position title	
organisation	
mobile	phone
e-mail	
home address	pcode
business address	pcode
level	
<input type="checkbox"/> Direct Support Professional	<input type="checkbox"/> Senior Manager
<input type="checkbox"/> Manager / Team Leader	<input type="checkbox"/> CEO
<input type="checkbox"/> Other _____	
join groups	
Special Interest Groups (SIGs) provide opportunities for members having common interests to take part in social and professional activities under the umbrella of DPV.	
<b>Please select the interest group/s you would like to join.</b>	
<input type="checkbox"/> Direct Support Worker	<input type="checkbox"/> Finance
<input type="checkbox"/> Green	<input type="checkbox"/> Leadership
<input type="checkbox"/> Organisational Dynamics	<input type="checkbox"/> CEOs network
<input type="checkbox"/> Other suggestion/s _____	
sector	tick all that apply ↓
government	non-government
<input type="checkbox"/> local	<input type="checkbox"/> for profit
<input type="checkbox"/> state	<input type="checkbox"/> not-for-profit
<input type="checkbox"/> commonwealth	<input type="checkbox"/> educational

working in			
general management	<input type="checkbox"/>		
human resources / training	<input type="checkbox"/>		
finance / operations	<input type="checkbox"/>		
accommodation support	<input type="checkbox"/>		
employment services	<input type="checkbox"/>		
advocacy	<input type="checkbox"/>		
day programs & services	<input type="checkbox"/>		
research & teaching	<input type="checkbox"/>		
case management	<input type="checkbox"/>		
public policy	<input type="checkbox"/>		
recreation & leisure	<input type="checkbox"/>		
other (please specify) _____			
membership fees			
<i>all fees are GST inclusive ↓</i>			
Fees are due and renewed annually. DPV has structured the fees for affordability based on income (treated in the strictest confidence) + once off joining fee of \$20:			
2010-2011 Membership Fees			
Income	Fee	Income	Fee
<input type="checkbox"/> 0 to 30K	\$32	<input type="checkbox"/> 81 to 120K	\$165
<input type="checkbox"/> 31 to 55K	\$64	<input type="checkbox"/> 121K +	\$212
<input type="checkbox"/> 56 to 80K	\$106	+ once off joining fee	\$20
<input type="checkbox"/> I am a returning member, do not charge me \$20			
<b>How to pay:</b> <input type="checkbox"/> Visa <input type="checkbox"/> Mastercard			
Name on card: _____		Amount: \$ _____	
Expiry date: _____		Signature: _____	
_ _ _ _  -  _ _ _ _  -  _ _ _ _  -  _ _ _ _			
<input type="checkbox"/> eft		<input type="checkbox"/> cheque	
BSB: 803-140		Mail to:	
Account no: 12012172		Disability Professionals Victoria	
Name: Disability Professionals Victoria Inc		Level 2, 180 Flinders St	
		Melbourne VIC 3000	
<b>Q How did you originally hear about DPV?</b>			
<input type="checkbox"/> Colleague	<input type="checkbox"/> DPV event	<input type="checkbox"/> email	
<input type="checkbox"/> Website	<input type="checkbox"/> DPV Newsletter	<input type="checkbox"/> Other	

applicant
I have read the DPV and ADP Codes of Ethics and agree to abide by them and other applicable bylaws of DPV and ADP. I understand that my membership may be revoked if it is determined I have not abided by the said Codes of Ethics and rules.
I understand that my details will be included on the DPV database and that it may at times be passed on to third parties. Such transmission of information shall strictly be limited to purposes relevant to the disability profession and each instance will be expressly authorised by the DPV Board.
DPV aims to be a paperless 'green' office - our regular communications are sent electronically. I understand that I will receive my correspondence from DPV by email unless otherwise agreed. Please sign me up to the DPV eLearning system.
<b>signed</b> _____   <b>date</b> _____

please send to DPV:

**Level 2, 180 Flinders St Melbourne VIC 3000** or fax: **03-9671 4122**



# Disability Professionals Victoria

## DPV Vision

To have highly valued disability professionals who are well informed and connected.

## DPV Mission

We promote excellence, leadership & quality practice by providing opportunities for recognition, learning & connection.

## DPV Values

There are several key values reflected in both the DPV guiding principles and code of ethics:

- |                   |  |
|-------------------|--|
| <b>Learning</b>   | Members have a passion for promoting a learning culture.   |
| <b>Integrity</b>  | Members act with a clear sense of right and wrong.   |
| <b>Fellowship</b> | Members value coming together and sharing ideas.   |
| <b>Excellence</b> | Members are committed to continuing to improve the way they support individuals with a disability. |
| <b>Respect</b>    | Members act in a way which is respectful towards others building relationships based on trust.     |

## DPV Members' Code of Ethics

Members shall observe the highest standards of professional conduct and ethical behaviour in all of their activities. By upholding such standards, members enhance their own standing as disability professionals and increase public and disability sector confidence.

As the conduct of an individual member can reflect upon the wider profession of disability professionals and upon DPV's membership as a whole, the Code sets out what are deemed to be appropriate standards of professional conduct:

- Members shall refrain from conduct or action which detracts from the reputation of disability professionals or DPV;
- Members shall uphold the choices and rights of individuals with a disability and proactively support and encourage inclusion to enhance opportunities for people with disabilities;
- Members are required to act with integrity, mutual trust and transparency at all times in carrying out their duties and responsibilities;
- Members shall at all times safeguard the interests of their employers and the disability community provided that members shall not knowingly be party to any illegal or unethical activity;
- Members shall exercise due care and diligence in performing their duties and ensure through a philosophy of lifelong learning the currency of their knowledge, skills and technical competencies;
- Members shall strive for continuous improvement and excellence; and
- Members acknowledge that this Code is to be adhered to both in spirit and to the letter, so that members' conduct is governed by the highest standards of professionalism and ethical behaviour.

DPV members take seriously their obligations to be responsible leaders and comply with all government laws and regulations, as well as common law obligations.

## ADP Vision

The best Disability Professionals facilitating the best life outcomes for people with a disability

## ADP Mission

To provide support to individual members and the profession to facilitate growth of the profession and foster quality of life outcomes and promote high standards of practice in the support of people with a disability in Australasia

## ADP Goals

ADP has set 7 key goals to motivate and drive all of its key work and activities. These goals are outlined below and are enshrined in ADP's constitution.

- Fostering excellence within the Profession
- Raising the profile of the Profession
- Facilitating the exchange of ideas within the Profession
- Promoting minimum standards of professional competence within the Profession
- Facilitating and providing peer support to Members
- Facilitating and providing networking opportunities amongst Members
- Facilitating and providing professional development opportunities for Members

## ADP Members' Code of Ethics

The ADP Code of Ethics sets out the principles and ethical behaviours that reflect the skills, knowledge, attitudes and values which combine to influence the manner in which Disability Professionals meet the requirements of their role/s. The Code applies to practice by all Disability Professionals who provide, facilitate, manage or develop services to people with a disability in Australasia. This includes but is not limited to Disability Professionals who may provide direct support, are allied health practitioners; are administrative and managerial practitioners as well as Disability Professionals who work in academic, research and other capacities.

This ADP Code of Ethics references the more detailed ADP Code of Practice which expands upon each of the principles to provide guidelines and some practical examples of ethical service provision by all Disability Professionals. Disability Professionals have an obligation to familiarise themselves with this Code of Ethics, to identify ethical issues and to respond to them appropriately.

### Principle of Person Centred Practice

As a Disability Professional I will value all people and support a person centred approach in which the needs and desires of the person form the basis of the support and services provided to them.

### Principle of supporting personal and professional development

As a Disability Professional I will value and promote the physical, intellectual, emotional, spiritual, and professional development of all people with a disability and all others who provide support and professional services directly or indirectly to them.

### Principle of advocating for equal rights and social justice

As a Disability Professional I will advocate for people with a disability in all areas of human rights and social justice. Wherever possible I will engage directly with people with a disability in the advocacy process and foster and encourage the development of people with a disability to assume advocacy and leadership roles. I will support the rights of people with a disability as documented in the UN Convention on the Rights of Persons with Disabilities 2006.

### Principle of confidentiality, privacy and responsibility for personal information

As a Disability Professional I will safeguard and respect the confidentiality and privacy of people with a disability by adhering to current applicable privacy legislation.

### Principle of professional competence

As a Disability Professional I recognise that ongoing training and professional development are necessary to ensure my currency of knowledge and skills to ensure high standards of professional practice within the profession. I will actively seek opportunities to further my professional development.

### Principle of integrity, responsibility and accountability

As a Disability Professional I will act with integrity and a sense of responsibility at all times.