

The Global Professional Firm and Employed Professionals

Wednesday 12 April 2017

<p>Conference Details:</p>	<p>This conference explores the future of professional practice in the world of the global professional firm and the employed professionals who work in their transnational practices. Leading scholar of the professions Professor John Flood will open the conference. He will discuss how the professions are changing in response to deregulation, globalization, organizational restructuring as well as technological innovations.</p> <p>This provides the setting for the following presentations which concentrate on the position of employees in the large professional firms and large organisations both nationally and globally. These large firms and organisations and the employment setting they provide are part of the forces of change that Professor Flood will discuss.</p> <p>More generally, the conference showcases the research of a team combining academics from leading Australian and overseas universities and professionals from the Professional Standards Council. The researchers have taken topics central to the understanding of cosmopolitan professional practice and combined academic research with a strong practical emphasis. This is seen in the combined presentations of researchers and practicing professionals invited to comment on the research presented. Where possible the presenters identify practical recommendations on the topic of discussion. A range of professional settings from law to medicine, finance, the built environment and occupations involving technology are considered. The conference is for professional associations, practicing professionals and aspiring professionals who wish to be ready for the changes that the globalisation of professional work has already begun to produce and for the practice of professionalism in employment.</p>
<p>Date:</p>	<p>Wednesday, 12 April 2017</p>
<p>Time:</p>	<p>9.45 am until 4.00pm (keynote address starts at 10.30am).</p> <p>From 6.00pm until 8.30pm for those who would like to attend, the conference is followed by the launch by of a themed edition of the University of New South Wales Law Journal entitled 'Contemporary Professionalism and Regulation'.</p>
<p>Venue:</p>	<p>Allens, Level 28, Deutsche Bank Place 126 Phillip St (corner Hunter & Phillip Streets)</p>
<p>Registration:</p>	<p>This conference is free of charge. To attend please register by email to Denise Miles at clmr@unsw.edu.au Please include your organisation, and contact details. REGISTER HERE</p>

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9.45 -10.15am	Registration
10.15am	<p>Welcome</p> <p><i>John Morgan and Dimity Kingsford Smith</i></p>
SESSION I: GLOBALISATION AND PROFESSIONAL WORK	
10.30- 12.00pm	<p>Reconstituting Global Professions and Professionalism in the 21st Century</p> <p><i>Professor John Flood, Griffith University</i></p> <p>Professional services are being transformed in the 21st century. For some this is the result of a hollowing out by technology which is deskilling professionals especially in the lower and junior ranks. In truth this is a simplification of a more complex process that involves deregulation, globalization, organizational restructuring as well as technological innovations.</p> <p>Professions have traditionally been considered the “third logic” between market and bureaucracy where the emphasis has been on autonomy, knowledge and expertise. This has given professions a distinction and status denied to other occupations. But competing logics—managerialism, technocracy, new public management and hybridization—are denuding professions of their particular esteem. I illustrate this in the cases of law, medicine and accounting. However, this isn’t the end of professions because some have exceptionally strong and durable cultures and histories. However, professions will have to adapt to inhabiting less exclusive domains among the division of labour and occupations.</p> <p>Session Chair: <i>Dimity Kingsford Smith</i> Panel commentators: <i>Dr Justine Rogers and Prof Charles Sampford.</i></p>
12.00pm - 1pm	Lunch

SESSION II: EMPLOYED PROFESSIONALS AND PROFESSIONAL OBLIGATION

1.00pm – 2.30pm	<p>Ethics of Employed Professionals: Challenges and Solutions</p> <p><i>Charles Sampford and Hugh Breakey</i></p> <p>This paper examines the condition of professionals employed by large corporations or government, where there may be objectives or priorities other than professional ones placed on their work. What are the ethics and obligations of professionals working in these circumstances? Can professionals adapt to these alternative demands without compromising their professionalism and losing their professional identity? The investigation will review this aspect of professional work over a number of professions where professional employment is common.</p> <p>To Serve Them All My Days: Understandings of Professionalism, Codes of Conduct and Regulation in Australian Health Services</p> <p><i>Helen Bird and George Gilligan</i></p> <p>Professions and professionalism are well established concepts and important drivers of cultural change within Australia's health services sector. This paper examines the operation, role and use of professions, their codes of conduct and the relationship between professional and legal obligations in the health services sector. The study incorporates perspectives from well-established health service actors: the Australian Health Practitioner Regulation Agency (AHPRA); the Australian Medical Association (AMA); the Australian College of Nursing (ACN); the Nursing and Midwifery Board of Australia (NMBA); and the Australasian College of Health Service Management (ACHSM). Participants were interviewed regarding their views of professionalism and legal obligations affecting the delivery of health services. The paper reports the results of these interviews, then compares and contrasts their insights against legal and regulatory theory rationales on the role and utility of professions and codes of practice as regulatory mechanisms. The study offers important insights into the potential overlaps between professionalism, legal obligation and regulation in the health services sector.</p> <p>Session Chair: <i>Thomas Clarke</i> Panel Commentators: <i>John Morgan and Mary Chiarella</i></p>
2.30 - 3.00pm	Afternoon tea

SESSION III: ENTITY REGULATION AND THE LIMITS OF PROFESSIONALISM

<p>3.00- 4.15pm</p>	<p>The Large Professional Service Firm and Entity Regulation</p> <p>Justine Rogers, Dimity Kingsford Smith and John Chellew</p> <p>This presentation reports on research charting the rise of a new force in the regulative bargain: the large, usually global organisation or 'professional service firm'. The 'regulative bargain' refers to the bargain between the professions and the state, on behalf of society. Increasingly large professional firms are, in effect, reworking relationships between professional associations, the government and themselves as professional organisations, and in the process adjusting the promise of professionalism.</p> <p>To discuss these themes, we look at the NSW legal profession. The NSW situation is important as part of Australia's move towards national regulation of the legal profession and, as we explain in the presentation, the jurisdiction in which the regulator was the first to experiment with entity regulation, one dimension of the regulative bargain recently under renegotiation.</p> <p>Global Banking and the Limits of Professionalism</p> <p><i>Dimity Kingsford Smith, Thomas Clarke, Justine Rogers</i></p> <p>Much criticism of banking over the last decade has included the recommendation that it become 'more professional'. What does that mean in the context of an industry already heavily government regulated? This project considers the conditions of the banking industry and whether it would be possible to introduce the public service ethos and client obligations of the professions. Exploring the possibilities of professionalising banking has taken the presenters to the limits of professionalism, and it also suggests the steps which an occupation aspiring to be a profession must take on that journey. The paper also notes that the status of profession may be gained, but may also be lost, and considers what banking which was once considered by many to be a profession, might do to re-professionalise.</p> <p>Session Chair: <i>Hugh Breakey</i> Panel Commentators: <i>John Laker, Cris Parker, Alex Roberts and George Gilligan and John Flood.</i></p>
<p>4.15 - 4.30pm</p>	<p>Conference Close <i>Dimity Kingsford Smith and John Morgan</i></p>

6.00pm until 8pm: 'Contemporary Professionalism and Regulation'

For conference delegates who wish to attend, the conference will be followed by the launch of a thematic edition of the University of New South Wales Law Journal by the Chief Justice of New South Wales, the Honourable TF Bathurst. The themed edition contains articles exploring the contemporary challenges of professions and professionalism, and is entitled, 'Contemporary Professionalism and Regulation'.

The launch will also be at Allens Level 28, Deutsche Bank Place 126 Phillip St (corner Hunter & Phillip Streets), and like the conference, is also free of charge.

If you intend to attend the UNSWLJ launch, please RSVP to:
law.journal@unsw.edu.au

Biographies:

Session I:

Author

[John Flood](#)

Session Chair

[Dimitry Kingsford Smith](#)

Panellists

[Justine Rogers](#)

[Charles Sampford](#)

Session II:

1 Authors

[Charles Sampford](#)

[Hugh Breakey](#)

2 Authors

[Helen Bird](#)

[George Gilligan](#)

Session Chair

[Thomas Clarke](#)

Panellists

[John Morgan](#)

[Mary Chiarella](#)

Session III:

1 Authors

[Justine Rogers](#)

[Dimitry Kingsford Smith](#)

2 Authors

[Dimitry Kingsford Smith](#)

[Thomas Clarke](#)

[Justine Rogers](#)

Session Chair

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Panellists

[John Laker](#)

[Alex Roberts](#)

[George Gilligan](#)

[Cris Parker](#)