

<b>Title</b>	<b>Analyse ethical principles and practice in the fitness industry</b>		
<b>Level</b>	<b>4</b>	<b>Credits</b>	<b>4</b>

<b>Purpose</b>	People credited with this unit standard are able to: identify and describe fitness industry and employer codes of ethics and of ethical practice; analyse the application of codes to routine interactions with clients, work colleagues, and other health and/or fitness professionals; and apply ethical principles to making decisions in the workplace. This unit standard is designed for all staff in contact with clients in fitness facilities.
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<b>Classification</b>	Fitness > Fitness Industry Education
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<b>Available grade</b>	Achieved
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### Guidance Information

- 1 Competence in this unit standard requires knowledge of fitness industry Codes of Ethics and Ethical Practice and other codes as may be adopted by the fitness industry from time to time. *Fitness New Zealand Code of Ethics 2001 (FNZCOE)* PO Box 22-114 Christchurch.
- 2 Copies of codes of ethics and ethical practice for the fitness industry are available from Skills Active Aotearoa Limited PO Box 2183, Wellington. Ph 04 385 9047, Fax 04 385 7024.
- 3 Competence in this unit standard requires knowledge of the purpose and ethical basis of the following legislation - the Privacy Act 1993 (PA), the Human Rights Act 1993 (HRA), the Health and Safety in Employment Act, 1993 (HSE), the Employment Relations Act 2000 (ERA), the Fair Trading Act 1986 (FTA), and the Consumer Guarantees Act 1994 (CGA).
- 4 Competence in this unit standard requires knowledge of the International Health and Racquet Sports Association (IHRSA: The Association of Quality Clubs) Code of Conduct, Membership Pledge and Membership Eligibility Standards (membership requirements).

### Outcomes and performance criteria

#### Outcome 1

Identify and describe fitness industry and employer codes of ethics and ethical practice.

**Performance criteria**

- 1.1 Description of purpose of codes of ethics and ethical practice is used to identify codes available to the industry.
- Range FNZCOE, IHRSA: The Association of Quality Clubs membership requirements, centre and employer codes (if applicable), FTA.
- 1.2 Analysis of contents of codes is carried out in term of implications for the fitness industry.

**Outcome 2**

Analyse the application of codes to routine interactions with clients, work colleagues, and other health and/or fitness professionals.

**Performance criteria**

- 2.1 Interactions with clients are analysed in terms of ethical principles and practices.
- Range interactions include – providing information, securing information, using information, selling memberships, selling services, handling complaints, recommending services or products, assessing fitness, prescribing exercise, instructing exercise, providing support during exercise, providing advice, referring clients.
- 2.2 Interactions with workmates are analysed in terms of ethical principles and practices.
- Range interactions include – sharing information (client, technical, business, personal), carrying out job specifications, dealing with professional disagreements, personal relationships, hiring, disciplinary action, dismissal.
- 2.3 Interactions with other health and/or fitness professionals are analysed in terms of ethical principles and practices.
- Range professional roles may include but are not limited to – doctor, physiotherapist, sports scientist, teacher (academic), massage practitioner, dietician, psychologist (sports, clinical), sports coach, physical/health educator, cultural health practitioner, chiropractor, osteopath, naturopath, teachers of movement re-education (Yoga, Alexander Technique, Feldenkrais Technique), self-defence instructor.

**Outcome 3**

Apply ethical principles to making decisions in the workplace.

- Range principles – FNZCOE;  
areas – human resource management, marketing, relations with competitors.

**Performance criteria**

- 3.1 Human resource management decision-making is analysed in terms of ethical principles involved.  
  
Range decisions – recruitment and selection processes, employment contracts, disciplinary procedures, terminations.
- 3.2 Marketing and selling decision-making is analysed in terms of the ethical principles involved.  
  
Range marketing messages, pricing, selling methods and procedures, staff training.
- 3.3 Decisions with respect to industry competitors are analysed in terms of the ethical principles involved.  
  
Range marketing, information-gathering, staff recruitment, competitive pricing.
- 3.4 Analysis of business law identifies the purpose and ethical base of selected statutes.  
  
Range PA, HRA, HSE, ERA, FTA, CGA.

**This unit standard is expiring. Assessment against the standard must take place by the last date for assessment set out below.**

**Status information and last date for assessment for superseded versions**

Process	Version	Date	Last Date for Assessment
Registration	1	27 June 1996	31 December 2020
Revision	2	8 February 2000	31 December 2020
Revision	3	23 January 2001	31 December 2020
Review	4	17 December 2001	31 December 2020
Review	5	28 November 2019	31 December 2020

<b>Consent and Moderation Requirements (CMR) reference</b>	0099
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.