
IO4-A1. GENERAL TRAINING CURRICULA.

*Unit 4: Self-Development and
the Enhanced Home Care
Worker.*

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Self-Development and the Enhanced Home Care Worker

Introduction to the Unit

This unit is part of the Enhanced Home Care Worker qualification. It refers to your professional and personal development in your role as an Enhanced Home Care Worker.

Glossary of Terms in the Unit:-

CPD: continuing professional development

The Individual: the person being cared for in their own home.

Key People: the important people in the Individual's life e.g. family, friends or neighbours supporting them in a variety of ways.

EHCW: Enhanced Home Care Worker

Care Professionals: Any Health or Social Care Professionals, for example, Nurses, Doctors, Health Visitors, Social Workers, Home Care Managers, Physiotherapists, Occupational Therapists, Podiatrists, Counsellors, Psychiatrists and Psychologist.

Mentor: The person appointed to supervise you undertaking this qualification. This may be your Line Manger or other senior member of staff.

Values: In all the competencies you should be incorporating the values of:-

- A Person Centred/Family Centred Approach,
- Confidentiality and Privacy
- Respect for the person and their values, culture and religion
- Ensuring Dignity
- Promoting Autonomy
- Ensuring safety
- Promoting Equality and respecting diversity

Level: Since this is a qualification for Enhanced Home Care Workers, your examples should reflect greater knowledge and enhanced skills, than is required for lower level qualifications.

Evidence Gathering Methods: You will provide evidence of your knowledge, understanding and competence through:-

- **Practice Accounts:** These are written accounts whereby you reflect on your practice and show how you fulfilled the Competences. The Practice Accounts should also show evidence of the Knowledge and Understanding points. Practice Accounts will make up the majority of your evidence.
- **Observation by Care Professionals:** At least **four** example of your practice should be observed by your Line Manager/Appointed Mentor or a different Care Professional. They will write an account of how you fulfilled the Competences and may include evidence of the knowledge and understanding points too. They may also ask questions to enable you to fulfil some of the Knowledge and Understanding points.
- **Testimony by a Key Person:** One example of your practice may be observed by one of the Individual's Key People and an Account written by them, describing how you fulfilled one or more of the Competences.
- **Discussions and Questioning by your Mentor:** You will have a professional discussion with your mentor where you describe your practice, how you have dealt with a situation or would deal with it.

KNOWLEDGE AND UNDERSTANDING

You should show your knowledge and understanding of the following in your practice:-

1. How reflecting on your practice contributes to improved practice.
2. That sometimes there is a clash of values between your own and the Individual and how to sensitively and effectively manage this dilemma for their benefit.
3. That the Individual can be the expert in understanding themselves, their needs and strengths and that a good home care worker will make use of that expertise to best support them.
4. How reflecting on feedback from the Individual you are working with and others contributes to improved practice.
5. How reflecting on your practice and evaluating any risks correctly keeps you safe.
6. What is involved in efficient problem solving and decisions making.
7. Your role and the limitations of your role.
8. How to deal effectively with a situation where you are asked to do something beyond the boundaries of your role.
9. How to deal effectively with excessive workload rather than just absorbing the extra work, which leads to stress.
10. The other members of the Interdisciplinary team you are a part of and what their roles are.
11. The knowledge and skills of good interdisciplinary team working.

12. How you evaluate your practice.
13. How you come across to others and the impact that has on their feelings.
14. The importance of managing your emotions in a professional way when experiencing a difficult situation such as resistance or a setback.
15. The advantages of being flexible in your approach.
16. How to manage conflict situations in an understanding and supportive way.
17. The advantages of practice-based learning to developing your knowledge and practice.
18. Why engaging in regular CPD activities are important, including activities with other professionals.
19. What CPD activities are available to you to enhance your practice.
20. How to plan development opportunities to meet your needs and to access these opportunities.
21. The legal and organisation responsibilities for accessing training and improving your knowledge and practice.
22. The need for good time management and prioritising the needs of the Individual when time is limited. The dilemma this can cause when you have organisational requirements to fulfil too.
23. The role of supervision in developing your practice.

COMPETENCIES

Provide an example of:

1. Reflecting on your practice and showing how your professional values have influenced your decision making.
2. How you have viewed the Individual as the expert on their needs and strengths and how you have used that expertise to good effect.
3. How you managed the dilemma of your own values clashing with those of the Individual you are supporting. You should demonstrate how you were sensitive and non-judgemental in your approach.
4. How you solved a problem; what influenced your approach and your evaluation of how the problem was dealt with.
5. Taking responsibility for your own learning and development.
6. How reflecting on your practice has changed your practice in relation to evaluating risks.
7. Researching a Chronic Health Condition and how this has helped improve the care you provide.
8. Demonstrating a new skill you have recently acquired.
9. How being clear about the role of another member of the interdisciplinary team has led to effective team working.
10. How being clear about your role and the limitations of your role has been beneficial.
11. How you have dealt effectively with a situation where you are asked to do something beyond the boundaries of your role.

12. When your workload has become excessive and rather than absorbing the extra work you have passed it to those with managerial responsibilities above you.
13. How your inter-disciplinary team working has improved in light of developing a skill.
14. How your self-awareness has lead you/could lead you to change your practice in some way.
15. How you managed your emotions when dealing with a situation that was stressful or de-motivating.
16. Something you have learned through your work with the Individual or Key People and how it has informed or will inform your practice in the future.
17. How feedback from the Individual has led to you altering your practice or enhanced your knowledge.
18. How you have reflected on a conflict situation you have been involved in. What aspects of your approach worked well and what would you do differently next time?
19. Gaps in your knowledge or skills and a plan of how to fill this gap.
20. Recent CPD activity you have participated in and demonstrate how it has informed your practice.
21. Reflecting on recent inter-disciplinary training you have participated in and evaluate or demonstrate how it has developed your practice.
22. When you have managed your time effectively by prioritising your work to ensure that the Individual's need came first.
23. Demonstrate how feedback from supervision has led to increasing your understanding and developed your practice.