

**Specification of Competency Standards**  
**for the Elderly Care Service Industry**  
**Unit of Competency**

Functional Area - Psychosocial & Spiritual Care

Title	Implement and comply with elderlies' Advance Directives
Code	106124L4
Range	This Unit of Competency is applicable to employees in the elderly care service industry who provide care services to elderlies in residential homes. This competency involves routine works and the ability to make judgment. Employees are required to execute and follow the living wills and advance directives of elderlies in the end-of-life stage, according to the procedures prescribed by the institution, so as to protect their autonomy on end-of-life decisions.
Level	4
Credit	3 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Relevant knowledge on advance directives</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>• Understand the procedures of the institution regarding executing elderlies' advance directives</li> <li>• Understand the importance of executing and following advance directives to elderlies and their families, including <ul style="list-style-type: none"> <li>○ Allow elderlies to have final say in end-of-life decisions</li> <li>○ Allow their families to understand elderlies' preferences, so as to prevent their families from stressing out or having fights because of different opinions when medical decisions have to be made</li> </ul> </li> <li>• Understand the content and power of advance directives, including <ul style="list-style-type: none"> <li>○ When writing the directives, consult the doctor-in-charge to make sure the elderlies are in sound mental state fit for making decisions</li> <li>○ The advance directives should be signed by two persons over 18, who bear no beneficial relationships with the elderlies, one of whom being a doctor</li> </ul> </li> <li>• Understand when to execute advance directives, including <ul style="list-style-type: none"> <li>○ Terminal illness</li> <li>○ An irreversible comatose state</li> <li>○ A continuing vegetative state</li> </ul> </li> <li>• Understand the skills required to communicate with elderlies and their families</li> </ul> <p>2. Execute and follow elderlies' advance directives</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>• Consult doctor and determine whether elderlies are in proper condition for the execution of advance directives</li> <li>• Inform the families of the elderlies, ensure that they understand what condition the elderlies are in and that the advance directives will soon be executed</li> <li>• Explain to their families the purpose of advance directives and elderlies' preferences</li> <li>• According to relevant procedures of the institution and elderlies' advance directives, clearly explain their content to staff members and ensure the relevant arrangements are executed, including <ul style="list-style-type: none"> <li>○ End-of-life medical preferences: refusing life-sustaining treatment, refusing specific unwanted treatments, or only accepting palliative treatment</li> <li>○ Preferred end-of-life location: If elderlies pass away in the residential home, a quiet room should be arranged as far as possible</li> <li>○ Preferred end-of-life companions: such as family, friends or specified staff members of the residential home</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>• If there is a disagreement between elderlies and their families, the case can be referred to relevant hospitals or ethic council</li> <li>• If elderlies' advance directives are vague or unclear, none of the directives should be executed</li> </ul> <p>3. Exhibit professionalism</p> <p style="padding-left: 20px;">Be able to</p> <ul style="list-style-type: none"> <li>• Respect elderlies' preferences, follow elderlies' advance directives, and clearly understand the legal requirements</li> </ul>
Assessment Criteria	<p>The integrated outcome requirement of this Unit of Competency is:</p> <ul style="list-style-type: none"> <li>• Ability to make arrangements for elderlies in their end-of-life stage, according to the relevant procedures and legal requirements of the institution, and their advance directives, in order to fulfil their wishes and let them have final say in end-of-life decisions.</li> </ul>
Remark	Source of relevant information: Introduction of the Concept of Advance Directives in Hong Kong .