

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

Functional Area - Psychosocial & Spiritual Care

Title	Design End-of-life Care Plan
Code	106125L5
Range	This Unit of Competency is applicable to employees in the elderly care service industry in charge of counselling service management. This competency involves the ability of critical analysis and assessment. Employees are required to communicate with other professionals, assess the body condition of elderly patients, understand their wishes and preference, and formulate an end-of-life care plan, in order to maintain their dignity in the final stage of their life .
Level	5
Credit	3 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Relevant knowledge on end-of-life care plan</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>• Understand the objectives and importance of end-of-life care plan</li> <li>• Understand the suitable target service users of end-of-life care plan, for example, <ul style="list-style-type: none"> <li>○ Elderlies with end stage cancer</li> <li>○ Elderlies with organ failure</li> <li>○ Elderlies with late stage cognitive impairment etc.</li> </ul> </li> <li>• Understand the procedures of formulating an end-of-life care plan</li> <li>• Understand how well the elderlies know about an end-of-life care plan</li> <li>• Understand the needs of end-of-life care among elderlies</li> <li>• Understand the management and arrangement of various issues after elderlies pass away</li> <li>• Understand the relevant regulations and clinical guidelines on end-of-life care</li> <li>• Understand the skills required to work with other professionals</li> <li>• Understand the skills to build rapport with elderlies and their families</li> </ul> <p>2. Formulate end-of-life care plan</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>• Instil the objectives and importance of end-of-life care plan on elderlies, and let them to make appropriate decisions, including <ul style="list-style-type: none"> <li>○ Express their wishes and preference to live their final stage of life with dignity</li> <li>○ Let their families understand their wishes, so as to minimize the sense of helplessness felt by the families and to prevent differences in opinions among family members</li> <li>○ Contact relevant professionals, such as medical doctors, in order to assess accurately elderlies' body condition and whether they are able to express their wishes regarding end-of-life issues</li> </ul> </li> <li>• Communicate well with elderlies and their families, and determine their needs and wishes regarding the last stage of their life, for example, <ul style="list-style-type: none"> <li>○ Spending their last moments of life in a familiar environment, and in the company and care of family or any nursing staff that they are close to</li> <li>○ Refusing unnecessary or invasive resuscitation, passing away in peace</li> <li>○ Allow elderlies to express the management and arrangement of issues after they pass away</li> </ul> </li> <li>• Be mindful of elderlies' spiritual needs and allow them to express their wishes to relevant staff and healthcare professionals</li> </ul>

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	<ul style="list-style-type: none"> <li>• Document the care plan properly so that the relevant staff can collaborate and make proper arrangement; adjust the content of care plan following elderlies' wishes and preferences</li> </ul> <p>3. Exhibit professionalism</p> <p style="padding-left: 20px;">Be able to</p> <ul style="list-style-type: none"> <li>• Make sure elderlies' autonomy and right of choice are respected when formulating the plan</li> <li>• Make sure relevant legal requirements are fulfilled when formulating the plan</li> </ul>
Assessment Criteria	<p>The integrated outcome requirements of this Unit of Competency are:</p> <ul style="list-style-type: none"> <li>• Ability to understand elderlies' wishes and needs regarding their end-of-life care; and</li> <li>• Ability to formulate end-of-life care plans, according to elderlies' wishes and regulations of law, while maintaining their dignity in the final stage of their life.</li> </ul>
Remark	