

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

Unit of Competency is applicable across different functional areas

Title	Formulate Palliative Care Plan
Code	106229L5
Range	This Unit of Competency is applicable to employees in the elderly care service industry who provide general care services or clinical nursing care to elderlies. This Competency involves critical analysis, re-organization, assessment and integration of information from different sources. Employees are required to perform comprehensive and multi-disciplinary assessment, analyse elderlies' needs for palliative treatment, and design appropriate palliative care plan to ensure peace and comfort in the last stage of their life.
Level	5
Credit	6 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Relevant knowledge on palliative care plan</p> <p style="padding-left: 40px;">Be able to</p> <ul style="list-style-type: none"> • Understand the objectives and advantages of palliative treatments, such as: <ul style="list-style-type: none"> ○ Alleviate physical suffering and emotional frustration ○ Provide comprehensive care, covering physical, psychological, social and spiritual aspects ○ Reduce the use of invasive treatment • Understand the common physical and psychological problems among the elderly in their late stage of life, such as: <ul style="list-style-type: none"> ○ Physically, pain, weakness in the limbs, poor appetite, and insomnia. ○ Psychologically, depression, anxiety, and fear • Understand the range of work provided by the multi-disciplinary teams providing palliative treatment • Understand the process of formulating a care plan, the content and purpose, such as: <ul style="list-style-type: none"> ○ Perform comprehensive assessment, including relevant assessment / measurement tools ○ Execute the care plan ○ Review the care plan. • Understand the resources and other supports in palliative care, such as: <ul style="list-style-type: none"> ○ Volunteer visits ○ Patient-sharing session ○ Social activities. • Understand the skills to build rapport with elderlies and their families • Understand the skills to draft a care plan <p>2. Design palliative care plan</p> <p style="padding-left: 40px;">Be able to</p> <ul style="list-style-type: none"> • Under assistance from various professional disciplines, perform comprehensive and multi-disciplinary assessments on elderlies to understand the present general condition of elderly, such as: <ul style="list-style-type: none"> ○ Physical symptoms, especially pain or discomfort ○ Mobility level and self-care ability ○ Emotions and stress ○ Family relationship and family issues ○ Personal value ○ Cultural background

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	<ul style="list-style-type: none"> • Analyse elderlies' condition, identify their needs in physical, psychological, social and spiritual aspects, provide and prepare information on burial, funeral, and writing a will, and help elderlies fulfil their wishes • Formulate the objectives of palliative care plan and their order of priority according to elderlies' conditions and needs and how their life is affected • Design personalized care plans following the objectives, and provide treatment and support to elderlies and their families • Gain understanding and consent from elderlies and their caregivers towards the content of palliative care plan, through effective communication channels • Via communication and monitoring mechanisms, ensure the relevant staff members understand and faithfully implement the palliative care plan that was set up • Evaluate the effectiveness of palliative care plan regularly, and make adjustments if needed • Document the content of palliative care plan and save or file it properly <p>3. Exhibit professionalism</p> <p style="padding-left: 20px;">Be able to</p> <ul style="list-style-type: none"> • Design palliative care plan using professional knowledge • Build rapport with elderlies, show empathy, and keep an objective attitude • Respect elderlies' right of choice and formulate personalized plans to meet elderlies' different needs
Assessment Criteria	<p>The integrated outcome requirements of this Unit of Competency are:</p> <ul style="list-style-type: none"> • Ability to analyse elderlies' problems, according to the result of comprehensive and multi-disciplinary assessment, and identify elderly needs in physical, psychological, social and spiritual aspects, so as to formulate the appropriate palliative care plan; and • Ability to evaluate the effectiveness of palliative care plan and make adjustments.
Remark	<p>Centre of Behavioural Health, University of Hong Kong-Palliative treatment http://enable.hku.hk/enable/tch/project_enable/enablealliance/images/HKBuddhistHospital.pdf</p>