



Key Questions

Aged Care and Disability Training Package Review

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Please answer questions in the response boxes below. You can answer as many or as few questions as you wish.

Please email your completed response to feedback@skillsiq.com.au before 5.00pm on Friday 12 March 2021.

1. Orientation to working in industry

- Should a new unit/s be developed to provide an orientation to working in the aged care or disability sector?

This may include for instance, development of a contemporary view on ageing and support for the older person, responding to the changes in the anatomy and physiology that are a function of normal ageing, understanding of a range of different types of disability and functional capacity, services structures that are available to support older people, etc.

- If such a unit was developed, what do you think it should include and should it be a single unit or two separate units – one for ageing and one for disability support?

Please provide your response here:

ACN is broadly supportive of new units being developed to provide an orientation to working in the aged care and disability sector. ACN argues there should be two separate units – one for ageing and for disability support. There are different skills required for care of these different groups and separate skills training is required.

As per ACN's Position Statement - [The Role of Registered Nurses in Residential Aged Care Facilities](#), ACN strongly recommends that:

- Anyone working in Aged Care must have education at the Certificate III level in dementia and palliative care and infection control.
- It will not support a single Certificate III course being developed which includes Aged Care and Disability.

2. *HLTAAP001 Recognise healthy body systems* in core of Certificate III in Individual Support

The relevance and appropriateness of continuing to include *HLTAAP001 Recognise healthy body systems* in the core of the *Certificate III in Individual Support* has been questioned. This unit is from the HLT Health Training Package and cannot be amended in this project.

- Should this unit be removed from the core of the Certificate III and if so, how should the content regarding basic level anatomy and physiology that is required by a personal care worker be reflected?
- Is this something that could be included in a potential orientation to working in industry unit as outlined in question one? Is it better to retain the HLTAAP001 unit as currently included? Or should a new unit be developed that covers human body systems to support personal care or similar?

Please provide your response here:

ACN believes educating students to recognise healthy body systems is important and supports the retention of the HLTAAP001 unit. It is worth noting that the emphasis should be on holistic body systems and students need to learn skills in identifying signs of deterioration in patients.

3. Potential merge of CHCCCS031 and CHCCCS023

The updated *CHCCCS031 Provide individualised support* unit merges the existing *CHCCCS011 Meet personal support needs* and *CHCCCS015 Provide individualised support*. There has been feedback that indicates this could be further merged with relevant content from *CHCCCS023 Support independence and wellbeing*.

- Would you be supportive of merging the content of this additional unit? Why, or why not?

ACN supports the merging of CHCCCS031 with content from CHCCCS023 but would like to point out the importance of educating students to support independence and wellbeing.



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4. Meal preparation skills and knowledge

The updated unit *CHCAGE012 Provide food services* now focuses on food safety, assembly and delivery of meals and clearing of trays and other equipment.

- Should a new unit/s relating to meal preparation be developed and what should this unit contain?
- To what extent is a personal care worker at Certificate III or IV level going to be engaging in food preparation?
- What skills and knowledge will they need? Suggestions include allergen management, texture modification of food, nutrition and specific diets, cooking in a person's home etc.
- Should these areas be covered in a new unit/s or is this content already covered in existing units? If so, which ones?

Please provide your response here:

ACN supports food hygiene, allergen management, texture modification of food, nutrition and specific diets, work health and safety, and cooking in a person's home being included in unit CHCAGE012. ACN does not think it is necessary to develop a new unit relating to meal preparation.

ACN believes that caring for frail and vulnerable persons is considered high risk; and food, nutrition and meals for those in aged care is a priority. ACN strongly believes that Personal Care Workers (PCWs) should not have autonomy in making decisions around food; and decisions of this nature must always be led by a highly trained Registered Nurse (RN) or referred to an RN by a PCW.

ACN is of the view that a skilled workforce is required to meet the food and nutritional needs of older people in aged care; particularly around identifying any feeding issues and preventing secondary issues that may result. Aged care staff also need to be culturally responsive in order to improve the dining experience of aged care residents, many of whom come from Indigenous or Culturally and Linguistically Diverse (CALD) backgrounds.

5. Mealtime management and consumption

- Should a new unit/s be developed in regard to mealtime management and meal consumption and if so, what skills and knowledge should this contain?

Stakeholder suggestions have included use of modified utensils, provision of physical or other assistance with eating and drinking, provision of a conducive atmosphere for meal consumption, etc.

- Should these areas be covered in a new unit/s or could this content be included in existing draft units? If so, which ones?



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Please provide your response here:

ACN supports the development of a new unit in regard to mealtime management and meal consumption. This should include students learning about the nutritional value of the meals and the needs of the individual. They should also know how to escalate poor intake and refusal of food. The suggestions from stakeholders such as using modified utensils, and the provision of physical or other assistance with eating and drinking are also important.

6. NDIS Support Coordinator Role

Content relating to the NDIS Support Coordinator role is to be included at the Certificate IV level. New unit/s are needed to provide the skills and knowledge for this role in addition to the current Training Package content.

- What specific skills and knowledge should these units contain?

Please provide your response here:

ACN believes disability advocates and representative bodies have the expertise to answer this question.

Whilst ACN does not have specific expertise in the disability sector, ACN recognises the unique needs and challenges of people living with disabilities. We recommend that you refer to ACN's [Nursing Leadership in Diversity and Inclusion Guiding Principles](#) (includes a pillar on disability) when developing additional content relating to the NDIS support coordinator role.

7. Assistive Technology

- As assistive technologies are essential all aspects of caring for older people and people with disability, how should the use of assistive technology be included in the Training Package Products?
- It has been included across a range of the proposed units. Are there other units in which it should be included and how should the skills and knowledge be reflected?

Please provide your response here:

Assistive technologies are essential all aspects of caring for older people and people with disability and staff should beware of their safe use. A basic understanding would be an advantage.

8. Restrictive Practices

The use of restrictive practices is an essential area of knowledge in disability support, particularly given the tight legislative guidelines that exist around use of these practices. It is currently reflected in the two units in the disability support group which relate to behaviour plans. However, neither of these are mandatory in the *Certificate III in Individual Support*, meaning that a learner may progress through the qualification without covering this aspect.

- Should restrictive practices be included in other units of competency and if so, which ones?
- Could restrictive practices be included in an orientation to working in industry unit for the disability sector as outlined in question one?

Please provide your response here:

ACN believes restrictive practices should be covered in an orientation unit.

9. Provision of specialised support in disability support

- Should additional unit/s be developed around provision of specialised support for disability support workers?
- If so what areas of specialised disability support and attendant skills and knowledge should be covered? Is this appropriate for a Certificate III or IV level worker?

Please provide your response here:

ACN believes personal security and de-escalation of aggression should be covered in a new unit around provision of specialised support for disability support workers.

10. Responses to Abuse

- Is sufficient content included in the unit CHCCCS033 Respond to suspected abuse?
- How is responding to suspected abuse different to responding to actual abuse and what are the skills and knowledge required to do this?
- Is it appropriate for a worker at Certificate III or Certificate IV level to be undertaking an investigation as outlined in the unit?
- Does an additional unit need to be developed around responding to actual abuse and investigations and if so, what skills and knowledge should this unit contain?

Please provide your response here:

Abuse is a serious concern and ACN strongly advocates for support workers to be well trained in recognising and responding to suspected and actual abuse. Whilst elder abuse is increasingly being reported in the media, there is still a culture of under-reporting within residential aged care facilities (RACFs). Safeguards against elder abuse are directly linked to quality of care and as such the aged care workforce must be educated to appropriately and efficiently report cases of abuse and neglect.

ACN believes support workers should report suspected and actual abuse to their supervisors for escalation. ACN also believes that personal workers should be screened and reported for abusive behaviour.

11. Oral Health electives

Most of the oral health units have been removed from the elective groups, as the IRCs did not see these as relevant for the role of a personal care worker. *CHCOHC003 Apply and manage use of basic oral health products* remains in the electives.

- Should this unit also be removed given that basic oral health would be a part of meeting daily personal support needs and therefore covered in other units?
- Should other existing units be included in the electives in regard to oral health? If so, which ones and why?
- Should a new oral health unit for aged care or disability be developed and if so what skills and knowledge should this unit contain?



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Please provide your response here:

ACN is of the view that oral health needs to be a mandatory unit on its own. Oral health is important and skills and proper techniques relating to brushing, cleaning of dentures, flossing, etc. are critical.

12. CHCDIS035 Support people with autism spectrum disorder

- Should the use of diagnostic tools be removed from this unit of competency?
- Would personal care workers at Certificate III or IV level be using these tools?

Please provide your response here:

ACN believes that support workers should have a basic understanding of diagnostic tools but they should not be expected to use them as diagnosis is not the role of the personal care worker. Enrolled nurses, registered nurses and other health care professionals need to take responsibility for diagnosis or at least escalation to Nurse Practitioners or medical doctors.

13. CHCCCS026 Transport individuals and TLIC3011 Transport passengers with disabilities

Stakeholder feedback indicated that the language and content of *TLIC3011 Transport passengers with disabilities* is inappropriate and that there is duplication between the two units.

- Could the relevant content of *TLIC3011 Transport passengers with disabilities* be brought into *CHCCCS026 Transport individuals* and subsequently *TLIC3011* removed from the elective bank?
- If so, what content from *TLIC3011* should be retained/moved across to *CHCCCS026*?

Please provide your response here:

ACN does not have a comment to make in relation to this question.

14. Certificate IV in Ageing electives – Dementia

- Should a new unit be developed to provide Certificate IV level workers with additional skills and knowledge to that in the unit currently packaged at Certificate III level, in regard to providing dementia care?
- If so what skills and knowledge should the unit contain?

Please provide your response here:

Dementia awareness and care is fundamental. ACN supports the development of a new unit specifically focussing on dementia care.

ACN has previously indicated that dementia care should be one of three core units in aged care including infection control and palliative care. This is because people living in RACFs are more commonly experiencing some form of dementia, require high-level care and have a mental health condition indicating a growing pattern of frailty, disability, dependence and complexity of care.

15. Certificate IV in Ageing electives – Leadership

- Are additional electives around leadership skills required in the Certificate IV in Ageing?
- If so, are these existing units of competency (please specify) or new units? If new, what skills and knowledge should the unit/s contain?

Please provide your response here:

ACN as a professional nursing leadership organisation advocates for skills development in leadership. However, additional electives around leadership may not be necessary in this instance.

16. HLTHPS007 Administer and monitor medications

This unit is an elective in both the *Certificate IV in Disability Support* and *Certificate IV in Ageing Support*. Stakeholder feedback indicated that this unit is inappropriate for use at Certificate IV level due to the scope of the job role, jurisdictional restrictions on the administering of medications and the additional skills and knowledge that is required over and above what is in this unit and it should be removed from the elective banks of the two Certificate IV qualifications.

- Do you agree or disagree and why?
- Should it be removed from one and not the other and why?

Please provide your response here:

ACN's view in relation to administering and monitoring medications as part of the Certificate IV in Ageing is that these are useful skills to have. Support workers should not be administering medications (this falls within the RNs scope of practice) but general awareness of the types of medications and what they are used for are useful skills.

17. Mental health and comorbidities

- Should a new unit be developed for workers at Certificate IV level with content relating to mental health and comorbidities?
- If so, what skills and knowledge should this unit contain?

Please provide your response here:

ACN supports the development of a new unit for workers at Certificate IV level relating to mental health and comorbidities. It should include depression awareness, obesity, alcohol and other drug use, diabetes, skin conditions and autoimmune responses.

18. Pathways following completion of Certificate IV qualifications

Strong and positive feedback was received in response to earlier discussion papers regarding the building and strengthening of clear pathways in areas such as allied health, nursing and diversional streams.

- What other qualifications (VET or higher education) do you see as the priority pathways for people who have completed a *Certificate IV in Ageing Support* or a *Certificate IV in Disability Support*?
- Are the current draft qualifications structured to help direct graduates into these pathways?
- If not, what could be changed about the draft qualifications to better assist graduates at Certificate IV level to pursue pathways into these priority areas? (this may relate to the structure of the qualification, the choice of core or elective units, etc.)

Please provide your response here:

ACN always supports individuals to pursue further education and welcomes initiatives and support which assist students to access additional educational opportunities. In addition to areas such as nursing and allied health, students may be interested to pursue further education in community services, alcohol and other drugs, etc. ACN supports broad foundational knowledge being obtained and specific knowledge required for the job, such as dementia training. Students should not be restricted in pursuing further opportunities, but well-developed foundational skills and knowledge are critical for further success and educational attainment. This could be part of a career pathway.