

40XXX**Evaluate and promote safe working practices in a health and wellbeing setting**

Kaupae Level	4
Whiwhinga Credit	10
Whāinga Purpose	<p>People credited with this skill standard are able - in a health and wellbeing setting - to evaluate and promote health and safety practice, analyse and promote duty of care principles, analyse approaches to behaviours of concern and promote safe working practices.</p> <p>This standard aligns with the outcomes of New Zealand Certificate in Health and Wellbeing (Peer Support) (Level 4) [Ref: 2989]; New Zealand Certificate in Health and Wellbeing (Primary Care Practice Assistance) (Level 4) [Ref: 2990]; New Zealand Certificate in Health and Wellbeing (Rehabilitation Support) (Level 4) [Ref: 2991]; New Zealand Certificate in Health and Wellbeing (Social and Community Services) (Level 4) [Ref: 2992], and the New Zealand Certificate in Health and Wellbeing (Advanced Care and Support) (Level 4) [Ref: 4108].</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Evaluate and promote health and safety practice in a health and wellbeing setting.	a. Analyse and evaluate workplace health and safety policy and procedures.
	b. Assess workplace hazards and risks using the hierarchy of controls framework.
	c. Promote safe and secure working practices in own workplace.
2. Analyse and promote duty of care principles in a health and wellbeing setting.	a. Identify moderately complex and unfamiliar situations where duty of care applies.
	b. Promote duty of care principles in own workplace.
	c. Evaluate own duty of care practice.
3. Analyse approaches to behaviours of concern in a health and wellbeing setting and promote safe working practices.	a. Analyse and evaluate workplace approaches to behaviours of concern.

	b. Evaluate strategies for managing behaviours of concern.
	c. Promote safe working practices for managing behaviours of concern.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria

For assessment purposes:

- Assessment can be undertaken in a simulated environment and can use a variety of tools such as case studies and role play to demonstrate understanding.
- Learners must demonstrate clear application of the Code of Rights in their role – the right to: be treated with respect, to fair treatment; to dignity and independence; to appropriate standards; to effective communication; to be informed; to choice and consent; to support; rights during teaching and research, and for complaints to be taken seriously.
- Learning outcome 2b should be relevant to duty of care practice at the learner's workplace. This may include but is not limited to – shared decision making with colleagues, mentoring new staff, and suggesting improvements to existing procedures.

Evidence provided for assessment against this skill standard must:

- Be acquired in a health and wellbeing workplace.
- Be acquired in accordance with workplace or organisational policies and procedures.
- Be acquired within the boundaries of the learner's role.
- Ensure that the Code of Rights are upheld in relation to undertaking practical tasks.

Definitions:

- *The Code of Rights for Health and Disability Services Consumers*, otherwise referred to as the 'Code of Rights', or simply as 'The Code', establishes the rights of people using health and disability services, and the obligations and duties of providers to comply with it.
- *Health and Wellbeing settings* include but are not limited to - aged care, hospital, home and community, residential care, disability services, social services, mental health and addictions, rehabilitation, hospice and youth development services.
- *Hierarchy of Controls framework* refers to the systematic ranking of workplace hazards and the most effective methods to control and minimise them.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

Health and safety practices

- Workplace health and safety management systems.
- Ensuring compliance with the Health and Safety at Work Act 2015.
- Gap analysis.
- Hierarchy of control framework.
- Workplace risk assessment and control policies and procedures.
- Health and safety policy and procedures.

Duty of care principles

- Supporting other colleagues in decision making.
- Mentoring new staff in the workplace.
- Contributing to quality improvements.
- Resolving ethical conflicts.
- Strategies for embedding a culture of safety and accountability.
- How practice is informed by workplace policy and procedure.

Behaviours of concern

- Risk frameworks.
- Trauma-informed care.
- Proactive and responsive strategies to behaviours of concern.

Rauemi | Resources

- Health and Disability Commissioner. (2022). *About the Act and Code*. Available at <https://www.hdc.org.nz/your-rights/about-the-code/>
- Ministry of Health. (2024). *Kia Manawanui Aotearoa: Long-term pathway to mental wellbeing*. Available at <https://www.health.govt.nz/strategies-initiatives/programmes-and-initiatives/mental-health-addiction-and-suicide-prevention/mental-health-and-wellbeing/kia-manawanui-aotearoa>
- New Zealand Legislation. (2015). *Health and Safety at Work Act 2015*. Available at <https://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976660.html>
- New Zealand Legislation. (2016). *Health and Safety at Work (General Risk and Workplace Management) Regulations 2016*. Available at <https://www.legislation.govt.nz/regulation/public/2016/0013/latest/DLM6727382.html>
- Report of the Government Inquiry into Mental Health and Addiction. (2018). *He Ara Oranga*. Available at <https://mentalhealth.inquiry.govt.nz/inquiry-report/he-ara-oranga>
- Standards New Zealand. (2021). *NZS 8134:2021 Ngā paerewa Health and disability services standard*. Available at <https://www.standards.govt.nz/shop/nzs-81342021>
- Te Hiringa Mahara —Mental Health and Wellbeing Commission. (2022). *He Ara Āwhina framework*. Available at <https://www.mhwc.govt.nz/our-work/mental-health-and-addiction-system/he-ara-awhina-framework/>

Pārongo Whakaū Kounga | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Community and Social Services > Health, Disability and Aged Support > Health and Disability Principles in Practice
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0024

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
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Rēhitatanga Registration	1	[dd mm yyyy]	N/A
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2030		

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council at qualifications@toitutewaiora.nz to suggest changes to the content of this skill standard.

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