



Australian Government

Department of Education, Employment and Workplace Relations

HLTAHW508B Develop a healing framework for social and emotional well being work

Release: 1

HLTAHW508B Develop a healing framework for social and emotional well being work

Modification History

Not Applicable

Unit Descriptor

Unit Descriptor

This unit describes the skills and knowledge required for SEWB Workers to begin their own healing journey to assist them to better understand and empathise with clients

Application of the Unit

Application

Aboriginal and/or Torres Strait Islander SEWB workers who undertake their own healing are equipped with skills and knowledge that provide a basis for better understanding the healing process and an increased awareness of their own issues and limitations

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Not Applicable

Employability Skills Information

Employability Skills

This unit contains Employability Skills

Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element. Terms in italics are elaborated in the Range Statement.

Elements and Performance Criteria

ELEMENT

1. Participate in a *facilitated group healing process*

PERFORMANCE CRITERIA

- 1.1 Develop and agree to rules for participation in a healing group as part of a group, ensuring safety, confidentiality and cultural security during and after the process
- 1.2 Practise verbal and non-verbal communication skills within the group
- 1.3 Practise self reflection and record key issues
- 1.4 Disclose self selected *past emotional influences* with the group involved in the healing process and relate to the present situation and potential future issues
- 1.5 Examine trans-generational trauma with the group using appropriate techniques

ELEMENT

2. Observe local cultural traditions and practice

PERFORMANCE CRITERIA

- 2.1 Acknowledge traditional ownership of the land and seek permission to allow the healing process to take place on the land
- 2.2 Recognise the presence of traditional land owners in the healing process, including their role in the spiritual aspects of the healing process
- 2.3 Clarify local kinship structures, roles and obligations through discussion with elders
- 2.4 Acknowledge the importance of the support processes of extended families in preparation for healing and in undergoing a healing process
- 2.5 Discuss cultural grieving processes
- 2.6 Support self-expression and healing through art, dancing, storytelling, singing and/or painting

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This describes the essential skills and knowledge and their level required for this unit.

Essential knowledge:

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

This includes knowledge of:

- Communication
- Story telling therapies
- Male&female perspectives
- Trans-generational trauma
- Story maps
- Alternative therapies - art, music
- Professional boundaries
- Referral processes
- Joint counselling techniques
- Local language, culture&practices
- Self healing journey processes

Essential skills:

It is critical that the candidate demonstrate the ability to:

- Use appropriate verbal and non-verbal communication to understand and support self and others within the context of a healing process
- Apply self reflection practices and disclosure to facilitate a healing process for self and others
- Acknowledge and clarify the contribution of traditional roles, structures and processes to the healing process
- Use appropriate techniques to support the healing process through self-expression

In addition, the candidate must be able to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

REQUIRED SKILLS AND KNOWLEDGE

This includes the ability to apply skills in:

- Communication
- Sharing
- Keeping a journal
- Referral
- Self healing/self reflection

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

- Critical aspects of assessment:*
- The individual being assessed must provide evidence of specified essential knowledge as well as skills
 - Consistency of performance should be demonstrated over the required range of situations relevant to the workplace
 - Where, for reasons of safety, space, or access to equipment and resources, assessment takes place away from the workplace, the assessment environment should represent workplace conditions as closely as possible

- Resource implications:*
- To deliver and assess in this unit it is essential that the trainer/assessor have special skills in group therapy and facilitation, with particular experience and expertise in working with and empathy for Aboriginal and/or Torres Strait Islander people in community settings
 - It is essential for the delivery of this unit that back up counselling arrangements for unexpected or unusual traumas are arranged and made available

EVIDENCE GUIDE

Conditions of assessment:

This unit includes skills and knowledge specific to Aboriginal and/or Torres Strait Islander culture
Assessment must therefore be undertaken by a workplace assessor who has expertise in the unit of competency or who has the current qualification being assessed and who is:

- Aboriginal or Torres Strait Islander him/herself

or:

- accompanied and advised by an Aboriginal or Torres Strait Islander person who is a recognised member of the community with experience in primary health care

It is critical that in assessing this unit, consideration is given to the sensitive nature of some aspects of the unit, particularly as they apply to Aboriginal and/or Torres Strait Islander history and culture

Method of assessment:

Assessment methods should be sensitive to emotional reactions of individuals being assessed, and it is highly recommended that access be made available as required to support, such as counselling in social and emotional well being

Context of assessment:

- A bush/residential setting is preferred for delivery of this competency to ensure that the participants are able to complete, or work with their colleagues to support their completion of, a healing journey away from external influences such as work or home (though with sufficient proximity to their home to enable them to deal with emergencies that may arise)
- The setting will also enable the participants to appreciate and acknowledge the cultural practices and healing of the traditional landowners and traditional healers in the appropriate context

EVIDENCE GUIDE

Related units:

This unit may be assessed independently or in conjunction with other units with associated workplace application

Range Statement

RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

Cultural Respect

This competency standard supports the recognition, protection and continued advancement of the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander peoples

It recognises that the improvement of the health status of Aboriginal and Torres Strait Islander people must include attention to physical, spiritual, cultural, emotional and social well being, community capacity and governance
Its application must be culturally sensitive and supportive of traditional healing and health, knowledge and practices

Community Control

Community participation and control in decision-making is essential to all aspects of health work, and the role of the health worker is to support the community in this process

RANGE STATEMENT

Supervision

Supervision must be conducted in accordance with prevailing State/Territory and organisation legislative and regulatory requirements

References to supervision may include either direct or indirect supervision of work by more experienced workers, supervisors, managers or other health professionals

A person at this level should **only** be required to make decisions about clients within the organisation's standard treatment protocols and associated guidelines

Legislative Requirements

Federal, State or Territory legislation may impact on workers' practices and responsibilities. Implementation of the competency standards should reflect the legislative framework in which a health worker operates. It is recognised that this may sometimes reduce the application of the Range of Variables in practice.

However, assessment in the workplace or through simulation should address all essential skills and knowledge across the Range of Variables

Aboriginal and/or Torres Strait Islander Health Workers may be required to operate in situations that do not constitute 'usual practice' due to lack of resources, remote locations and community needs. As a result, they may need to possess more competencies than described by 'usual practice circumstances'

Under all circumstances, the employer must enable the worker to function within the prevailing legislative framework

RANGE STATEMENT

A facilitated group healing process includes:

- Sharing self selected past emotional influences
- Reflection
- Emotional support
- Confidentiality
- Examination of trans-generational trauma
- Self healing process
- Different therapies and techniques, such as story telling, art therapy, local traditional therapies, family genograms, narrative therapy
- Male and female perspectives
- Local traditional healers and/or community elders

Past emotional influences may include (but not be limited to)

- Death/loss of a family member, friend or community member
- Loss of a friend
- Loss of country
- Removal of a relative (stolen generations)
- Removal of self from family
- Birth of a child
- End of a marriage/relationship (self or family)
- Suicide or self harm of family member, friend, community member
- Sexual assault, abuse of self, family member, community member, friend
- Domestic/family violence
- Loss of a job
- Cultural issues

Process of acquisition of this competency unit must include:

- Support from counsellors (preferably Aboriginal and/or Torres Strait Islander) with appropriate experience in working with Aboriginal and/or Torres Strait Islander people to provide support where personal issues arise that require additional support or counselling

Additional support may be required from:

- Local community elders
- Traditional healers
- Specialist counselling services

Unit Sector(s)

Not Applicable