



Australian Government

CHCDIS007 Facilitate the empowerment of people with disability

Release: 1

CHCDIS007 Facilitate the empowerment of people with disability

Modification History

Release	Comments
Release 1	This version was released in <i>CHC Community Services Training Package release 2.0</i> and meets the requirements of the 2012 Standards for Training Packages. Merged CHCDIS302A/CHCDIS301C/CHCDIS220B. Significant change to the elements and performance criteria. New evidence requirements for assessment including volume and frequency requirements. Significant changes to knowledge evidence.

Application

This unit describes the skills and knowledge required to facilitate the empowerment of people with disability to deliver rights based services using a person-centred approach. It should be carried out in conjunction with individualised plans.

This unit applies to workers in varied disability contexts.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

1. Demonstrate commitment to empowerment for people with disability

- 1.1 Identify changes in the legal, political and social frameworks within which the work is undertaken
- 1.2 Identify ways society can affect the level of impairment experienced by a person with disability
- 1.3 Reflect on personal values and attitudes regarding disability and acknowledge their potential impact when working in disability contexts
- 1.4 Develop and adjust own approaches to facilitate empowerment

ELEMENT**PERFORMANCE CRITERIA**

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

2. Foster human rights

2.1 Assist the person with disability to understand their rights

2.2 Deliver services that ensure the rights and needs of the person are upheld in the context of person-centeredness

2.3 Ensure the cultural needs of the person are identified, accepted and upheld

2.4 Identify breaches of human rights and respond and report according to organisation procedures

2.5 Identify indications of possible abuse and/or neglect and report according to organisation procedure

3. Facilitate choice and self-determination

3.1 Using a person-centred approach work in a manner that acknowledges the person with disability as their own expert

3.2 Facilitate person-centred options for action on relevant issues and discuss with the person and/or family and/or carer and/or relevant other

3.3 Provide assistance to the person with disability to facilitate communication of their personal goals

3.4 Provide person-centred support in a manner that encourages and empowers the person with disability to make their own choices

3.5 Assist with strategies to ensure that the person is comfortable with any decisions that are being made on their behalf

3.6 Assist with accessing advocacy services and other complaint mechanisms as required

Foundation Skills

The Foundation Skills describe those required skills (such as language, literacy, numeracy and employment skills) that are essential to performance.

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>

Assessment Requirements for CHCDIS007 Facilitate the empowerment of people with disability

Modification History

Release	Comments
Release 1	This version was released in <i>CHC Community Services Training Package release 2.0</i> and meets the requirements of the 2012 Standards for Training Packages. Merged CHCDIS302A/CHCDIS301C/CHCDIS220B. Significant change to the elements and performance criteria. New evidence requirements for assessment including volume and frequency requirements. Significant changes to knowledge evidence.

Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:

- facilitated access to a wide variety of choices that will assist 2 people with disability to reach their personal goals, using:
 - oral communication skills to maintain positive and respectful relationships with the person with disability
 - appropriate non-verbal communication strategies

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively manage tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:

- history and recent developments in disability
 - social versus medical model of service
 - institutionalised versus person-centred, self-directed model of support
- social constructs of disability and the impact of own attitudes on working with people with disabilities
- how and when to seek support from more experienced and qualified staff
- types of disability, including:
 - acquired brain injury
 - autism spectrum disorder

- cognitive disability
- developmental delay
- intellectual disability
- neurological impairment
- physical disability
- sensory disability, including hearing, vision impairment
- speech/language disability
- support practices for people, including but not limited to, the following conditions:
 - genetic factors
 - physical trauma
 - psychological trauma
 - chronic lifestyle conditions
 - acquired brain injury
- legal and ethical considerations for working with people with disability:
 - codes of conduct
 - discrimination
 - dignity of risk
 - duty of care
 - human rights, including the *United nations convention on the rights of persons with disabilities* (UNCRPD)
 - informed consent
 - mandatory reporting
 - privacy, confidentiality and disclosure
 - work role boundaries – responsibilities and limitations
 - work health and safety
- principles of:
 - empowerment
 - rights-based approaches
 - person-centred practices
 - self-advocacy
 - active support
 - active listening
 - social justice, and the importance of knowing and respecting each person as an individual
 - strengths-based approaches
- strategies that assist people with disabilities to exercise their rights and support independent action and thinking, including use of technology (e.g. laptops or tablets) to facilitate choice
- how to access and use advocacy services and complaint mechanisms
- indicators of abuse and/or neglect in relation to people with disabilities

Assessment Conditions

Skills must have been demonstrated in the disabilities workplace with the addition of simulations and scenarios where the full range of contexts and situations have not been provided in the workplace. These are situations relating to emergency or unplanned procedures where assessment in these circumstances would be unsafe, impractical or threatens the dignity of the person with disability.

The following conditions must be met for this unit:

- access to individualised plans and any equipment outlined in the plan

Overall, assessment must involve real interactions with people with disability, their families/carers/relevant others and the person's individualised plan.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>