



Australian Government

Department of Education, Employment and Workplace Relations

HLTAHW504B Apply advanced skills in primary health care

Release: 1

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Modification History

Not Applicable

Unit Descriptor

Unit Descriptor

This unit deals with the skills and knowledge required to independently develop implement and evaluate a care plan for each client, as a member of a multi-disciplinary team working with Aboriginal and/or Torres Strait Islander communities

Application of the Unit

Application

At this level, the Aboriginal and/or Torres Strait Islander Health Worker is expected to demonstrate a depth and breadth of clinical knowledge and skills and the capacity for independent decision-making and problem-solving in relation to a wide range of health problems, with a special focus on chronic diseases prevalent in Aboriginal and/or Torres Strait Islander communities

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

PERFORMANCE CRITERIA

1. Assess client's health

- 1.1 Undertake detailed assessment in line with protocols for specific health condition(s)
- 1.2 Review client records to determine priorities and potential areas of risk for each client
- 1.3 Evaluate impact of previous care strategies
- 1.4 Initiate relevant examinations and tests as required to identify and/or clarify any identified or suspected health issues and/or abnormalities
- 1.5 Question client appropriately in relation to any health issues and/or abnormalities and to inform ongoing health management

2. Interpret *common pathology tests*

- 2.1 Explain significance of *common haematological, biochemical and microbiological test abnormalities* to clients in plain language
- 2.2 Assess numerical test values against normal reference ranges
- 2.3 Refer abnormal pathology test results to medical practitioners as appropriate

ELEMENT**PERFORMANCE CRITERIA****3. Develop *care plan***

- 3.1 Formulate care plan to address identified health issues
- 3.2 Develop care plan in collaboration with the client
- 3.3 Develop care plan with reference to the relevant health care team and other health care providers
- 3.4 Propose treatment in accordance with organisation policies and procedures and as negotiated with the client, their family and/or the community
- 3.5 Include measures consistent with standing orders/written protocols, based on health assessment findings
- 3.6 Refer clients as required to relevant health professionals in line with community, organisation and regulatory requirements
- 3.7 Document health care plan in the client's file in accordance with organisation policies and procedures

ELEMENT**PERFORMANCE CRITERIA****4. *Implement care plan***

- 4.1 Build and maintain relationship of trust with each client, with active promotion of and strict adherence to confidentiality
- 4.2 Provide care (treatment) to address identified health issues and manage chronic health problems
- 4.3 Encourage client to undertake regular health reviews to address identified health issues
- 4.4 Encourage client to maintain identified care practices to address identified health issues
- 4.5 Monitor client health regularly to assess impact of treatment(s) and care services
- 4.6 Provide client with information relevant to promoting and maintaining their health in a way they understand
- 4.7 Provide client with information about each aspect of the care plan and the rationale for its inclusion
- 4.8 Initiate action (including referral) as determined by effective decision-making in line with organisation policies based on results of clinical assessment and in accordance with accepted procedures and protocols
- 4.9 Conduct treatment in accordance with the care plan, organisation policies and procedures and occupational health and safety requirements
- 4.10 Use medical equipment correctly and maintain in accordance with manufacturer's specifications and organisation policies
- 4.11 Maintain current, complete, accurate and relevant records for each client contact

5. Review care plan

- 5.1 Evaluate ongoing health against identified criteria
- 5.2 *Evaluate care plan* over time against identified criteria
- 5.3 Question client and significant others to evaluate effectiveness of health care

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:

- Depth of knowledge of anatomy/physiology, pharmacology, microbiology, treatments and associated care services and treatments relevant to client's overall health
- Availability, effectiveness and risks associated with identified treatments and associated care services
- Depth of knowledge of problems, other treatments or conditions that may precipitate problems; require modification of or result from specific treatments prescribed
- Depth of knowledge of other conditions that may occur and require concurrent management
- Commonly requested pathology tests and abbreviations, including:
 - full blood examination and ESR
 - random and fasting blood sugars
 - glycated haemoglobin
 - electrolytes and creatinine
 - liver function tests
 - lipid tests
 - thyroid function tests
 - iron studies
 - cardiac enzymes
 - urinary albumin-creatinine ratio
 - tests for sexually transmitted infections
 - microscopy, culture and sensitivities
- The clinical significance of abnormal findings on common pathology tests with particular reference to use of medicines
- Evaluation criteria and methods

Essential skills:

It is critical that the candidate demonstrate the ability to:

REQUIRED SKILLS AND KNOWLEDGE

- Use high level clinical knowledge and skills in delivering primary health care services to Aboriginal and/or Torres Strait Islander clients, including:
 - detailed client observation, questioning and assessment to determine the client's health status, issues and needs, including initiating and interpreting the result of common pathology tests
 - development, documentation, implementation and review of client care plans in collaboration with the client and relevant other care providers or members of a multi-disciplinary team
 - maintenance of client records and upholding client confidentiality

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

This includes the ability to:

- Assess client condition in relation to health condition and treatments provided, taking prior history into consideration
- Recognise circumstances that indicate a need to modify the care plan
- Work with other members of multi-disciplinary team to:
 - determine actions to address changing priorities or potential areas of risk
 - develop and document care plan
 - ensure actions determined in the client's care plan are carried out and documented
- Refer for further assessment as required
- Communicate effectively with client to:
 - ensure understanding and obtain agreement to care plan
 - promote and obtain high level of compliance
 - evaluate effectiveness of and level of compliance with prescribed treatment/care plan
- Holistically evaluate potential impact of treatment on client's physical, mental and emotional condition and behaviour
- Assess client's potential for compliance in following prescribed treatment/care plan
- Perform clinical procedures safely and effectively
- Use, clean and store clinical equipment safely and effectively
- Provide and/or manage treatment, medication and associated services in line with care plan
- Apply high-level decision-making and problem solving skills
- Revise treatment, medicines in consultation with multi-disciplinary team as required to enhance or maintain overall effectiveness of care plan
- Refer client for further assessment, treatment and/or counselling as required
- Reflect on and improve own level and application of skills and knowledge to achieve desirable outcomes and maintain own capabilities

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

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

EVIDENCE GUIDE

Context of assessment:

Competence should be demonstrated working individually, under supervision or as part of a primary health care team working with Aboriginal and/or Torres Strait Islander clients

Assessment should replicate workplace conditions as far as possible

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

RANGE STATEMENT

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

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

Common haematological, biochemical and microbiological tests include:

- Haemoglobin
- White cell count
- Platelet count
- Erythrocyte sedimentation rate
- Blood glucose levels (random and fasting)
- Glycated haemoglobin
- Serum sodium and potassium
- Serum creatinine
- Serum bilirubin and liver transaminase levels
- Thyroid function tests
- Serum iron and ferritin
- Cardiac enzymes
- International Normalised Ratio (INR)
- Urinary albumin-creatinine ratio
- Genital swab tests for sexually transmissible infections (including microscopy, culture and sensitivities, polymerase chain reaction tests)
- Urine microscopy, culture and sensitivity
- Pus swab culture and sensitivity
- Treponemal serology

RANGE STATEMENT

Common haematological, biochemical and microbiological test abnormalities include:

- Anaemia (including significance of low MCH and MCV)
- Leukocytosis
- Thrombocytopaenia
- Raised ESR
- High random or fasting blood glucose
- High glycated haemoglobin
- Reduced or elevated potassium
- Elevated serum creatinine (and implications for drug therapy)
- Elevated bilirubin and/or liver transaminases consistent with acute or chronic liver disease (and implications for drug therapy)
- Low serum iron or ferritin
- Elevated cardiac enzyme levels
- High or low INR in relation to anticoagulant therapy
- Elevated ACR levels
- Positive swabs for STI, the significance of sensitivity patterns and implications for drug therapy
- Pyuria, bacterial growth and antibiotic sensitivity results on urine M and C and implications for drug therapy
- Pyogenic bacterial growth and antibiotic sensitivity results on pus swabs and implications for drug therapy
- Raised specific treponemal antibody and reagin antibody tests

Developing a plan of action includes:

- Negotiation/consultation with client, team and others.
- Documentation of the care plan.
- Client involvement and understanding.
- Independent decision-making
- Consultation with multi-disciplinary team
- Obtaining agreement from the client and/or significant family/community members

RANGE STATEMENT

- Care plan may include:*
- Clinical treatments (as listed separately)
 - Referral for further assessment, counselling and/or treatment
 - Administration of medicines
 - Monitoring regime
 - Evaluation of care
- In addition to procedures covered at Certificate IV level, treatments may include:*
- Insertion and management of intravenous therapy
 - Catheterisation
 - Insertion of naso-gastric tubes
 - Complex wound management
- Implementation of care plan may include:*
- Initiation of treatment and monitoring of treatment provided by self and others.
 - Regular detailed monitoring of impact of treatment on holistic health of client
- Evaluation of care plan may include:*
- High level decision-making about effectiveness of care provided
 - Consultation with appropriate authorities as required

Unit Sector(s)

Not Applicable