



Australian Government

Department of Education, Employment and Workplace Relations

HLTHOM603D Manage work within the homoeopathic framework

Release: 1

HLTHOM603D Manage work within the homoeopathic framework

Modification History

HLT07 Version 4	HLT07 Version 5	Comments
HLTHOM603C Manage work within the homœopathic framework	HLTHOM603D Manage work within the homœopathic framework	ISC upgrade changes to remove references to old OHS legislation and replace with references to new WHS legislation. No change to competency outcome.

Unit Descriptor

Descriptor

This unit of competency describes the skills and knowledge required manage the effective work practices of self and others within a homœopathic framework

Application of the Unit

Application

This unit applies to work in homœopathy

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. Communicate knowledge of a homœopathic philosophy, principles and practices | 1.1 Define and explain <i>central philosophies, treatment practices</i> and historical developments |
| | 1.2 Communicate effectively on a one-to-one or group basis the <i>forms of diagnosis, diagnostic practices, and diagnostic tools</i> used by homeopaths |
| | 1.3 Integrate recent developments and new practices into client services |
| 2. Demonstrate commitment to ethical work practices | 2.1 Maintain confidentiality of client information by storing and disposing of records according to clinic guidelines |
| | 2.2 Review work practices periodically to ensure skills and practices are kept current |
| | 2.3 Ensure work practices show respect for staff and client rights |
| | 2.4 Ensure work practices adhere to legal, regulatory and clinic guidelines |
| | 2.5 <i>Implement measures</i> to ensure accountability for professional practices |

ELEMENT**PERFORMANCE CRITERIA**

- | | |
|--|---|
| 3. Manage workplace relationships | 3.1 Use <i>effective communication and interpersonal skills</i> to ensure all workplace interactions contribute to achievement of clinic objectives and promotion of the practice |
| | 3.2 Ensure workplace relations reflect consideration of the full range of individual and cultural differences |
| | 3.3 Deal with any issues related to the well being of work colleagues promptly and in accordance with clinic procedures |
| | 3.4 Handle potential and actual workplace conflicts to minimise disruption |
| 4. Manage the achievement of quality standards | 4.1 Establish and practice personal hygiene and infection control guidelines throughout the clinic |
| | 4.2 Ensure hazard control measures and reporting procedures are undertaken according to clinic guidelines |
| | 4.3 Review individual and clinic performance against established standards |
| 5. Ensure ongoing development of self and team | 5.1 Regularly monitor own performance against workplans, clinic objectives and client needs |
| | 5.2 Seek out and access <i>opportunities for formal and informal development of skills and knowledge</i> to optimise performance |
| | 5.3 Ensure individual performances are monitored and developed to enhance team performance (where appropriate) |
| | 5.4 Ensure coaching and mentoring contributes effectively to development of workplace knowledge, skills and attitudes |

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:

- Basic knowledge of philosophical tradition of science/allopathic medicine
- Basic knowledge of sociology of health and the health care system
- Basic knowledge of the current political context of health care
- Basic knowledge of the practices of other therapies
- Basic nutritional requirements for the various ages and stages of life
- Disease processes and affecting factors for a range of common diseases
- Ethical issues in management
- Ethical issues in medicine
- How homœopathy works with the other therapeutic models
- Industry standards
- Knowledge and understanding of the Law of similars
- Management issues and responsibilities
- Work health and safety (WHS) requirements in the workplace
- Team development issues
- The homœopathic integration of these approaches to health
- The qualitative, quantitative, cultural and traditional lines of evidence used in homœopathy
- The rationalistic, analytical approach to an understanding of disease
- The vitalistic, empirical approach to healthThe philosophies, principles and tools of homœopathy
- The principles of:
 - action of homœopathic medicines according to Hahnemann
 - aggravation
 - dynamism or 'the vital force'
 - exciting cause of a disease
 - fundamental cause of a disease
 - individualisation of the case
 - minimum dose
 - modern hypotheses concerning the action of the homoeopathic medicines
 - nature of disease according to Hahnemann
 - primary and secondary actions of medicines
 - similarity
 - single dose
 - single medicine

- suppression - the consequences of suppression of symptoms or discharges on the future development of disease
- susceptibility and sensitivity
- the systemic nature of disease, including the so-called local or one-sided diseases, in aphorisms (§), (§186-205) Organon of Medicine
- totality of symptoms
- The principles of:
 - different phases of miasms
 - primary and secondary symptoms of miasms
 - the theory of acute and chronic miasms
 - the nature and characteristics of miasms:
 - psoric miasm
 - sycotic miasm
 - syphilitic miasm
 - tubercular miasm
 - cancer miasm
 - treatment of miasms according to phase:
 - the nature of idiosyncrasies
 - the direction of cure ('Hering's Law')
 - the organism's drive to externalise disease (§201) Organon of Medicine

Essential skills:

It is critical that the candidate demonstrate the ability 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:

- Communicate essentials of homœopathic practice in one-to-one and group settings
- Demonstrate communication skills in one-to-one and group settings
- Demonstrate documentation skills
- Demonstrate management skills
- Demonstrate team development skills
- Explain clinic guidelines and legislation
- Explain relevant products and services
- Identify ethical issues
- Model work which demonstrates an understanding of underpinning values and philosophies in the homœopathic framework
- Promote, implement and manage work attitudes and practices that reflect awareness of the importance of a range of aspects of sustainability
- Provide leadership, coaching and/or mentorship
- Seek out and implement new industry findings and practices

- Treat others with respect
- Undertake performance reviews

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 for assessment and evidence required to demonstrate this competency unit:

- The individual being assessed must provide evidence of specified essential knowledge as well as skills
- Observation of performance in the workplace or a simulated workplace (defined as a supervised clinic) is essential for assessment of this unit
- 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
- Assessment of sole practitioners must include a range of clinical situations and different client groups covering at minimum, age, culture and gender
- Assessment of sole practitioners must consider their unique workplace context, including:
 - interaction with others in the broader professional community as part of the sole practitioner's workplace
 - scope of practice as detailed in the qualification and component competency units
 - holistic/integrated assessment including:
 - working within the practice framework
 - performing a health assessment
 - assessing the client
 - planning treatment

EVIDENCE GUIDE

- providing treatment

Context of and specific resources for assessment

- Relevant texts or medical manuals
- Relevant paper based/video assessment instruments
- Appropriate assessment environment
- Skilled assessors

Method of assessment

- Observation in the work place, practical demonstrations and simulations
- Written assignments/projects or questioning should be used to assess knowledge
- Case study and scenario as a basis for discussion of issues and strategies to contribute to best practice
- Clinical skills involving direct client care are to be assessed initially in a simulated clinical setting (laboratory). If successful, a second assessment is to be conducted during workplace application under direct supervision
- Short tests and essays
- Oral questioning and discussion

Access and equity considerations:

- All workers in the health industry should be aware of access and equity issues in relation to their own area of work
- All workers should develop their ability to work in a culturally diverse environment
- In recognition of particular health issues facing Aboriginal and Torres Strait Islander communities, workers should be aware of cultural, historical and current issues impacting on health of Aboriginal and Torres Strait Islander people
- Assessors and trainers must take into account relevant access and equity issues, in particular relating to factors impacting on health of Aboriginal and/or Torres Strait Islander clients and communities

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.

Definition and central philosophies of homœopathy:

- Homœopathy is a system of therapeutics based on the principle of the law of similars. This requires the selection and prescription of a medicine that, through prior testing on healthy people and from clinical experience and observation, is known to be capable of producing a set of symptoms most similar to the symptom picture of the client
- The homoeopathic medicine is prescribed in the minimum dose required to bring about (stimulate) healing
- This therapeutic methodology in no way limits the scope of homœopaths in the provision of ancillary or emergency care, where this accords with homœopathic principles and is required for the well-being of the client

Treatment practices used by Homoeopaths may include:

- The prescription of a homœopathic medicine
- Nutritional guidance
- Personal hygiene advice
- Counselling

The forms of diagnosis may include

- Homoeopathic diagnosis
- Clinical diagnosis

RANGE STATEMENT

Diagnostic practices may include:

- Homœopathic case taking
- Repertorisation
- Observation
- Obtaining vital signs
- Clinical screening examination and assessment
- Collecting and testing specimens
- Any other method in which the practitioner has been trained to a competent standard and which is conducted according to legislative and regulatory requirements

Diagnostic tools may include:

- Homoeopathic materia medica and/or repertory
- Medical texts
- Stethoscope
- Sphygmomanometer
- Thermometer
- Peak flow meter
- Otoscope
- Spirometers
- Percussion hammer
- Ophthalmoscope
- Urine test stix
- Glucometer/test strips/lancets
- Any other instrument as appropriate

Measures are implemented could refer to:

- Supervision of practice
- Financial documentation
- Documentation of medicine prescription and supply
- Case notes
- Practitioner qualification
- Performance reviews
- Current certification for special services offered - where appropriate
- Clinic standards and procedures

RANGE STATEMENT

Effective communication and interpersonal skills may include:

- Active listening skills
- Ability to establish rapport and trust
- Eye contact
- Verbal communication skills
- Written communication skills
- Empathy and respect
- Ability to clarify needs
- Conflict resolution skills
- Negotiation skills
- Presentation
- Honesty and integrity

Opportunities for formal and informal development of skills and knowledge may include:

- Articles, public presentations, interviews and other communications
- Attendance at lectures or other education activities
- Participation in research projects
- Attendance at association meetings
- Subscription to professional journals
- Clinic supervision
- Provision of or participant in training
- Study, distance-based learning

Unit Sector(s)

Not Applicable