Unit 4222-367 Enable rights and choices of individuals with dementia whilst minimising risks (DEM 304)

Level: **3**
Credit value: **4**
UAN: **A/601/9191**

Unit aim

This unit is about developing the learners' knowledge, understanding and skill of enabling the rights and choices of the individual with dementia whilst minimising risks.

Learning outcomes

There are **four** learning outcomes to this unit. The learner will:

1. Understand key legislation and agreed ways of working that support the fulfilment of rights and choices of individuals with dementia while minimising risk of harm
2. Be able to maximise the rights and choices of individuals with dementia
3. Be able to involve carers and others in supporting individuals with dementia
4. Be able to maintain the privacy, dignity and respect of individuals with dementia whilst promoting rights and choices

Guided learning hours

It is recommended that **26** hours should be allocated for this unit, although patterns of delivery are likely to vary.

Details of the relationship between the unit and relevant national standards

This unit is linked to HSC 21, 31, 41, 24, 35, 45.

Support of the unit by a sector or other appropriate body

This unit is endorsed by Skills for Care and Development.

Assessment

This unit needs to be assessed in line with the Skills for Care and Development's QCF assessment principles.

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Assessment Criteria

Outcome 1 Understand key legislation and agreed ways of working that support the fulfilment of rights and choices of individuals with dementia while minimising risk of harm

The learner can:

1. explain the impact of key legislation that relates to fulfilment of rights and choices and the minimising of risk of harm for an **individual** with dementia
2. evaluate agreed ways of working that relate to rights and choices of an individual with dementia
3. explain how and when personal information may be shared with **carers and others**, taking into account legislative frameworks and agreed ways of working

Outcome 2 Be able to maximise the rights and choices of individuals with dementia

The learner can:

1. demonstrate that the **best interests** of an individual with dementia are considered when planning and delivering care and support
2. demonstrate how an individual with dementia can be enabled to exercise their rights and choices even when a decision has not been deemed to be in their best interests
3. explain why it is important not to assume that an individual with dementia cannot make their own decisions
4. describe how the ability of an individual with dementia to make decisions may fluctuate

Outcome 3 Be able to involve carers and others in supporting individuals with dementia

The learner can:

1. demonstrate how carers and others can be involved in planning support that promotes the rights and choices of an individual with dementia and minimises risk of harm
2. describe how a conflict of interest can be addressed between the carer and an individual with dementia whilst balancing rights, choices and risk
3. describe how to ensure an individual with dementia, carers and others feel able to complain without fear of retribution

Outcome 4 Be able to maintain the privacy, dignity and respect of individuals with dementia whilst promoting rights and choices

The learner can:

1. describe how to maintain privacy and dignity when providing personal support for intimate care to an individual with dementia
2. demonstrate that **key physical aspects** of the environment are enabling care workers to show respect and dignity for an individual with dementia
3. demonstrate that **key social aspects** of the environment are enabling care workers to show respect and dignity for an individual with dementia

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Additional guidance

- **Key legislation** may include:
  - Human Rights Act 1998
  - Mental Capacity Act 2005
  - Adults with Incapacity (Scotland) Act 2000
  - Mental Health Act 2007
  - The Disability Discrimination Act 1995
  - Safeguarding Vulnerable Groups Act 2006
  - Carers (Equal opportunities) Act 2004
- **Agreed ways of working** may include policies and procedures where these exist; they may be less formally documented with micro-employers
- An **individual** is someone requiring care or support
- **Carers and others** may include:
  - Care worker
  - Family
  - Advocate
  - Colleagues
  - Managers
  - Social worker
  - Occupational Therapist
  - GP
  - Speech and Language Therapist
  - Physiotherapist
  - Pharmacist
  - Nurse
  - Specialist nurse
  - Psychologist
  - Psychiatrist
  - Independent Mental Capacity Advocate
  - Independent Mental Health Advocate
  - Advocate
  - Dementia care advisor
  - Support groups
- **Best interests**: This is an essential aspect of the Mental Capacity Act (2005). To support the financial health, emotional and social well being of an individual and to take into consideration their past and present wishes and feelings, advance directives, beliefs and values
- **Key physical and social aspects** may include:

  Physical:
  - Signage
  - Colour
  - Furniture
  - Flooring
  - Technology

- Room layout
- Storage
- Space for personal belongings

Social:

- Communication skills
- Positive approach
- Relationship centred approach
- Professional boundaries
- Abilities focus
- Whole team approach