

41022 Evaluate and promote practices that maintain safety in a health and wellbeing setting

Kaupae Level	4
Whiwhinga Credit	15
Whāinga Purpose	<p>People credited with this skill standard are able to evaluate health and safety practices, analyse duty of care and dignity of risk principles, analyse approaches to expressions of unmet needs and distress and promote safe working practices in a health and wellbeing setting.</p> <p>This standard aligns with the New Zealand Certificate in Health and Wellbeing (Advanced Care and Support) (Level 4) [Ref: 4108].</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Evaluate health and safety practices in a health and wellbeing setting.	a. Analyse workplace health and safety policy and procedures.
	b. Assess workplace hazards and risks using the hierarchy of controls framework.
	c. Determine improvements to workplace health and safety practices.
2. Evaluate duty of care and dignity of risk principles in a health and wellbeing setting.	a. Analyse own duty of care practice.
	b. Analyse how duty of care and dignity of risk are implemented in own workplace.
	c. Identify opportunities to strengthen the application of duty of care and dignity of risk.
3. Evaluate approaches to expressions of unmet needs or distress in a health and wellbeing setting.	a. Examine the escalation model of behaviour.
	b. Analyse complex factors that contribute to expressions of unmet needs or distress.
	c. Evaluate preventative and responsive strategies to address expressions of unmet needs or distress.
	d. Determine improvements to preventative and responsive strategies.

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
4. Promote practices that maintain safety in a health and wellbeing setting.	a. Promote health and safety practices in own workplace.
	b. Promote duty of care and dignity of risk principles in own workplace.
	c. Promote safe working practices for responding to expressions of unmet needs or distress.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria

Assessment specifications:

- Assessment can be undertaken in a simulated environment and can use a variety of tools such as case studies and role play.
- Assessment criteria 1c, 2c, and 3d should be relevant to practice at the learner's workplace. This may include but is not limited to – shared decision making with colleagues, mentoring new staff, and suggesting or implementing improvements to existing procedures.

Evidence provided for assessment against this skill standard must be collected:

- in a health and wellbeing workplace.
- in accordance with workplace or organisational policies and procedures.
- within the boundaries of the learner's role.

Health and Wellbeing settings include but are not limited to – aged care, hospital, home and community, residential care, disability services, social services, mental health and addictions, rehabilitation, hospice and youth development services.

Definitions:

- *Dignity of risk* refers to the concept that individuals have the right to make choices and take risks in their lives, even if there is a chance of harm. It recognises that taking risks is essential for personal growth, independence, and quality of life.
- *Duty of Care* refers to the legal and ethical obligation to ensure the safety and wellbeing of others. It involves acting in a way that protects people from harm or risk and responding appropriately if concerns or incidents arise.
- *Expressions of unmet needs or distress* refer to any verbal, non-verbal, behavioural, or physical signs through which a person communicates that something is wrong, uncomfortable, or unmet. These expressions may indicate pain, fear, confusion, sensory overload, emotional discomfort, or unmet needs such as hunger, fatigue, or the need for connection, support, or safety.
- *Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996*, otherwise referred to as the 'Code of Rights', or simply as 'The Code', establishes the rights of people using health and disability services, and the obligations and duties of providers to comply with it.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

Health and safety practices

- Workplace health and safety management systems.
- Ensuring compliance with the Health and Safety at Work Act 2015.
- Gap analysis.
- Hierarchy of control framework.
- Workplace risk assessment and control policies and procedures.
- Health and safety policy and procedures.

Duty of care principles

- Supporting other colleagues in decision making.
- Mentoring new staff in the workplace.
- Contributing to quality improvements.
- Resolving ethical conflicts.
- Dignity of risk.
- Strategies for embedding a culture of safety and accountability.
- How practice is informed by workplace policy and procedure.
- Supporting neurodiverse communities.

Expressions of unmet needs or distress

- Factors that contribute to expressions of unmet needs or distress.
- Escalation model of behaviour.
- Risk frameworks.
- Trauma-informed practice.
- Proactive, preventative and responsive strategies to expressions of unmet needs or distress.
- Factors that intersect to influence expressions of unmet needs or distress.
- Safety and wellbeing considerations for all involved.
- Reflective and collaborative practice to support safe responses.

Rauemi | Resources

- Health and Disability Commissioner. (2022). *About the Act and Code*. Available at <https://www.hdc.org.nz/your-rights/about-the-code/>.
- Ministry of Health. (2024). *Kia Manawanui Aotearoa: Long-term pathway to mental wellbeing*. Available at <https://www.health.govt.nz/strategies-initiatives/programmes-and-initiatives/mental-health-addiction-and-suicide-prevention/mental-health-and-wellbeing/kia-manawanui-aotearoa>.
- New Zealand Legislation. (1996). *Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights)*. Available at <https://www.legislation.govt.nz/regulation/public/1996/0078/latest/DLM209080.html>.
- New Zealand Legislation. (2015). *Health and Safety at Work Act 2015*. Available at <https://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976660.html>.

- New Zealand Legislation. (2016). *Health and Safety at Work (General Risk and Workplace Management) Regulations 2016*. Available at <https://www.legislation.govt.nz/regulation/public/2016/0013/latest/DLM6727382.html>.
- New Zealand Legislation. (2015). *Privacy Act 2020*. Available at <https://www.legislation.govt.nz/act/public/2020/0031/latest/LMS23223.html>.
- Report of the Government Inquiry into Mental Health and Addiction. (2018). *He Ara Oranga*. Available at <https://mentalhealth.inquiry.govt.nz/inquiry-report/he-ara-oranga>.
- Standards New Zealand. (2021). *NZS 8134:2021 Ngā Paerewa Health and Disability Services Standard*. Available at <https://www.standards.govt.nz/shop/nzs-81342021>.
- Te Hiringa Mahara —Mental Health and Wellbeing Commission. (2022). *He Ara Āwhina framework*. Available at <https://www.mhwc.govt.nz/our-work/mental-health-and-addiction-system/he-ara-awhina-framework/>.

Pārongo Whakaū Kounga | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Community and Social Services > Health, Disability and Aged Support > Health and Disability Principles in Practice
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0024

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	18 December 2025	N/A
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2030		

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council at qualifications@toitutewaiora.nz to suggest changes to the content of this skill standard.