

Title	Analyse the application of ethical values for mental health support work		
Level	6	Credits	6

Purpose	<p>This is a theory unit standard for mental health support workers.</p> <p>People credited with this unit standard are able to: analyse ethical values for mental health support work; analyse and evaluate the application of ethical values in mental health support work; and explain and evaluate avenues of redress to deal with ethical disputes and grievances in the mental health support worker's work setting.</p>
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Classification	Health, Disability, and Aged Support > Mental Health and Addiction Support
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Available grade	Achieved
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Guidance Information

1 Glossary

Consumer/tangata whai ora is used as a generic term to denote people who are users of mental health services. They may be referred to by various descriptive terms in the range of mental health settings.

Mental health support worker refers to the person seeking award of credit in this unit standard.

Parties to mental health support work relationships include but are not limited to – consumers/tangata whai ora, community, family/whānau, service providers, colleagues, self.

“Recovery” is defined in the Blueprint as the ability to live well in the presence or absence of one's mental illness (or whatever people choose to name their experience). Source: Mental Health Commission. 2001. *Recovery competencies for New Zealand mental health workers*. Wellington: Mental Health Commission: p. 1.

The recovery approach is expanded in the same publication.

The *recovery principles* may be expressed in a range of ways, but for the purposes of this unit standard, they are defined as follows:

- a Recovery is based on the fact that people can recover from mental illness.
- b Recovery is born out of hope.
- c Recovery is a journey defined by the individual.
- d Recovery needs a supportive environment to thrive.
- e Recovery involves individuals redefining who they are in the presence of a psychiatric label.
- f Recovery is an active and ongoing process.
- g Recovery is a non-linear journey.

- h Recovery skills can be learnt.
- i Recovery involves a person educating themselves about their illness.
- j Recovery involves dealing with both internalised and external stigma and discrimination.

2 Assessment notes

The following applies to the performance of all elements of this unit standard. All activities must comply with:

- a service provider guidelines, protocols, staff manuals, strategic plans, kawa, tikanga;
- b *Recovery competencies for New Zealand mental health workers* (op. cit.). (all Recovery Competencies). Available from the Mental Health Commission website: <https://www.mentalhealth.org.nz/>;
- c relevant cultural, legislative, and regulatory requirements, which include but are not limited to -Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996; New Zealand Standards (NZS) 8134:2001 Health and Disability Sector Standards – Te Awarua o te Hauora; New Zealand Standard (NZS) 8143:2001 National Mental Health Sector Standard – He Whariki Oranga Hinengaro; Health and Disability Services (Safety) Act 2001; Health and Safety in Employment Act 1992; Human Rights Act 1993; Official Information Act 1982; Privacy Act 1993.
- d Other legislation relevant to this unit standard includes but is not limited to – Mental Health (Compulsory Assessment and Treatment) Act 1992.

3 Resources

For a comprehensive list of resources, refer to the bibliographic references for competency 1.2 in Section C of *Recovery competencies for New Zealand mental health workers* (op. cit.).

4 Sources for the recovery approach include -

- a *Recovery competencies for New Zealand mental health workers* (op. cit.).
Note: whilst this unit standard may include aspects of a number of recovery competencies, to locate further relevant sources people should refer to the bibliographic references for competency 1.2 in Section C of this publication in particular.

Outcomes and performance criteria

Outcome 1

Analyse ethical values for mental health support work.

Performance criteria

- 1.1 The concept of 'ethics' is defined and analysed.
- 1.2 Ethical values are identified and analysed in terms of their relevance to mental health support work and recovery principles.

Range ethical values may include but are not limited to – aroha, alofa, autonomy, confidentiality, consent, equity, justice, privacy, reciprocity, respect.
Evidence is required of six ethical values.

1.3 All parties to mental health support work relationships are identified, and the ethical responsibilities of a mental health support worker to those parties are analysed.

1.4 Ethical practice is analysed in terms of its relevance to a recovery approach to mental health support work.

Outcome 2

Analyse and evaluate the application of ethical values in mental health support work.

Performance criteria

2.1 The application of ethical values to ethical dilemmas and issues within the mental health support worker's work setting is analysed and evaluated.

Range ethical dilemmas and issues may include but are not limited to – conflicts between confidentiality ethics and recording of personal information on consumers/tangata whai ora; managing medication; sexual relationships between mental health support workers and consumers/tangata whai ora; self-determination of consumers/tangata whai ora and social control functions of some mental health support workers; cultural and gender issues; informed consent of consumers/tangata whai ora to the provision of services; informed consent of consumers/tangata whai ora to research; conflicting responsibilities towards parties to mental health support relationships; service provider, organisational, and other stakeholder ethical conflicts and dilemmas.
Evidence is required of the application of ethical values to four ethical dilemmas and issues.

Outcome 3

Explain and evaluate avenues of redress to deal with ethical disputes and grievances in the mental health support worker's work setting.

Performance criteria

3.1 Avenues of redress are explained and evaluated in terms of their value in dealing with ethical disputes and grievances in the mental health support worker's work setting.

Range avenues of redress may include but are not limited to – Health and Disability Commissioner, Human Rights Commission, Race Relations Conciliator, Privacy Commissioner, professional body with a code of ethics, trade unions, mediation services, employers of mental health support workers, tribunals.
Evidence is required in relation to four avenues of redress.

This unit standard is expiring. Assessment against the standard must take place by the last date for assessment set out below.

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	25 June 2007	31 December 2022
Rollover and Revision	2	18 May 2012	31 December 2022
Review	3	27 February 2020	31 December 2022

Consent and Moderation Requirements (CMR) reference	0024
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.