

Title	Demonstrate ethical practice and reflect on own ethical practice as a mental health and addiction support worker		
Level	4	Credits	6

Purpose	People credited with this unit standard are able to demonstrate ethical practice as a mental health and addiction support worker, and reflect on own ethical practice as a mental health and addiction support worker.
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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 Recommended skills and knowledge – refer to Unit 23686, *Describe a person's rights in a health or wellbeing setting*, or demonstrate equivalent knowledge and skills.
- 2 Legislation and codes relevant to this unit standard include but are not limited to:
 - Criminal Procedure Act 2011;
 - Criminal Procedure (Mentally Impaired Persons) Act 2003;
 - Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996;
 - Health Practitioners Competence Assurance Act 2003;
 - Intellectual Disability (Compulsory Care and Rehabilitation) Act 2003;
 - Mental Health (Compulsory Assessment and Treatment) Act 1992;
 - Misuse of Drugs Act 1975;
 - Oranga Tamariki Act 1989 (Children's and Young People's Well-being Act 1989);
 - Privacy Act 1993;
 - Protection of Personal and Property Rights Act 1988;
 - Substance Addiction (Compulsory Assessment and Treatment) Act 2017.
- 3 New Zealand Standards relevant to this unit standard include:
 - NZS 8134.0:2008 *Health and disability services (general) Standard*;
 - NZS 8134.1:2008 *Health and disability services (core) Standards*;
 - NZS 8134.2:2008 *Health and disability services (restraint minimisation and safe practice) Standards*;
 - NZS 8134.3:2008 *Health and disability services (infection prevention and control) Standards*.

All standards are available from <https://www.standards.co.nz>.

4 References:

- American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington DC: American Psychiatric Association. Available at: <https://www.psychiatry.org/psychiatrists/practice/dsm>.
- Mental Health Commission – Te Kaitātaki Oranga; Ministry of Health. (1998). *Guidelines for Clinical Risk Assessment and Management in Mental Health Services*. Wellington: Ministry of Health in partnership with the Health Funding Authority. Available at: [https://www.moh.govt.nz/notebook/nbbooks.nsf/0/2FE380C25ED2F1B34C25668600741EBA/\\$file/mentalra.pdf](https://www.moh.govt.nz/notebook/nbbooks.nsf/0/2FE380C25ED2F1B34C25668600741EBA/$file/mentalra.pdf).
- Te Pou o te Whakaaro Nui & Ministry of Health. (2018). *Let's get real: Real Skills for people and whānau with mental health and addiction needs*. Auckland: Te Pou o te Whakaaro Nui. Available at: <https://www.tepou.co.nz/initiatives/lets-get-real/107>.
- The Werry Centre. (2014). *Real Skills Plus ICAMH/AOD: A competency framework for the infant, child and youth mental health and alcohol and other drug workforce*. Auckland: The Werry Centre for Child & Adolescent Mental Health Workforce Development. Available at: <https://www.werryworkforce.org/sites/default/files/pdfs/Real%20Skills%20Plus%20Dec%202014%20170315.pdf>.

5 Definitions:

- “*Addiction* is a treatable, chronic medical disease involving complex interactions among brain circuits, genetics, the environment, and an individual’s life experiences. People with addiction use substances or engage in behaviours that become compulsive and often continue despite harmful consequences.” ASAM (2019). Available at: https://www.asam.org/docs/default-source/advocacy/revised-def-of-addiction-final.pdf?sfvrsn=a8aa4fc2_2.
- *Ethical practice* refers to activities which conform to accepted standards of moral, social, and professional conduct. In the context of a mental health and addiction support worker, ethical practice is likely to involve: commitment to professional competence; adherence to evidence-based practice; demonstration of professional conduct; taking responsibility for their own wellbeing and the care of colleagues; collaboration; demonstration of accountability; valuing and respecting people accessing mental health and addiction services consent; respecting confidentiality; respecting and fostering relationships; recognising the rights of people accessing mental health and addiction services; recognising the importance of advocacy and self-advocacy; and recognising the need to foster skills development and lifelong learning with people accessing mental health and addiction services.
- *Organisational policies and procedures* are the policies and procedures of the employing organisation of the candidate and include ethical codes, standards, and other organisational requirements.
- *Supervision* was defined by the Ministry of Health (June 2006) as “a formal process that provides professional support to enable practitioners to develop their knowledge and competence, be responsible for their own practice, and promote people accessing service users’ health outcomes and safety”. Supervision involves a collaborative approach within a supportive relationship between the supervisor and the supervisee. Broad categories of supervision include but are not limited to – professionally-based, i.e. undertaken with an experienced specialist practitioner; culturally-based, i.e. undertaken with the express intent of broadening the supervisee’s cultural awareness and cultural

competence; and peer-based, i.e. undertaken with a qualified and experienced colleague(s) from the supervisee's own work practice.

- 6 Support should aim to: maintain, improve, or restore a person's independence and/or interdependence; utilise the person's existing strengths; and – where possible – utilise the resources of the local community.
- 7 This unit standard cannot be assessed against in a simulated environment. It is required that people seeking credit for this unit standard demonstrate competence and are assessed in the workplace: through paid or unpaid employment, or in placements in a service provider workplace negotiated by an education provider.
- 8 Support provided for people accessing mental health and addiction services may include natural supports, which refers to any assistance, relationships, or interactions provided by family/whānau, friends, peers, co-workers, or community volunteers.
- 9 The candidate's practice must reflect appropriate values, processes, and protocols in relation to working with Māori and Pacific peoples and/or people from other cultures, in a range of settings and environments.

Outcomes and performance criteria

Outcome 1

Demonstrate ethical practice as a mental health and addiction support worker.

Range evidence is required of ethical practice while supporting two people who are accessing mental health and addiction services.

Performance criteria

1.1 Ethical practice demonstrates the maintenance of boundaries in terms of own role, in accordance with the wellbeing support plan and the organisational policies and procedures.

Range ethical dilemmas, decision-making process with respect to ethical dilemmas.

1.2 Ethical issues that arise while providing support to people accessing mental health and addiction services are discussed at supervision in accordance with organisational policies and procedures.

Range supervision must include one of – professional, cultural, peer support;
ethical issues include – confidentiality, privacy, consent.

1.3 Reporting of ethical issues is carried out in accordance with organisational policies and procedures.

Range ethical issues include confidentiality, privacy, consent.

Outcome 2

Reflect on own ethical practice as a mental health and addiction support worker.

Range evidence is required of reflection on own ethical practice while supporting two people accessing mental health and addiction services; self-reflection of ethical practice may include but is not limited to evaluation of: approaches, underlying attitudes and philosophy, personal values and beliefs, styles of communication.

Performance criteria

2.1 Own ethical practice and its contribution towards meeting the wellbeing goals of people accessing mental health and addiction services is considered via self-reflection.

Planned review date	31 December 2024
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	18 March 2011	31 December 2021
Revision	2	17 May 2012	31 December 2021
Review	3	28 May 2020	N/A

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

Comments on this unit standard

Please contact Careerforce info@careerforce.org.nz if you wish to suggest changes to the content of this unit standard.