

Induction Standard 1

Understand The Principles of Care

1.1 The Values

1.2 Confidentiality

1.3 Person Centred Approach

1.4 Risk Assessment

To achieve all of the four units and their individual elements, you will need to include in the carer's induction manual the following company policies, procedures, statements etc:-

Blank Care Plan

Charter of Rights (for relevant service user group)

Confidentiality

Data Protection Information

Equal Opportunity

Mission Statement

Philosophy of Care

Privacy and Dignity

Risk Assessment Tool (s)

Risk Taking

Service User Information e.g. pen portrait

Overview of the Mental Capacity Act 2005 (see handout 11b)



Handout 11 – Person Centred Care Planning

Highlights the individual's wishes and aspirations for their current and future lifestyle choices. It should include:

➤ **My identified needs**

Identifying service users needs.

➤ **What I can do and what I like to do**

Identifying service users/patients abilities, personal choices, likes and dislikes

➤ **How I need you to support me**

How staff can allow the service user/patient to maintain independence, choice and preferences, offer practical and emotional support when needed whilst promoting positive risk taking

➤ **Person Responsible**

Identifies the person who provides support to the service user

➤ **Review meeting**

Must take place as identified in your company's policy or earlier if needs of the service user/patient change. It may involve service user, relative, advocate and other agencies where appropriate.



Handout 11a

Planning appropriate outcomes with a service user

Everyone has individual needs, which will need different approaches.

- Treat the Service User holistically, looking and listening at all times and making sure that their dignity is always respected when planning appropriate outcomes.
- The Service user should be included, whenever possible, in decision making and making choices when planning support.
- Outcomes will have been negotiated with the Service User and will help staff supporting them to identify their needs and work to a high standard
- An individual's goal needs to be realistic but also sufficiently challenging in order to motivate people and promote independence.
- No matter how small the contribution is from the Service User, it should be encouraged
- Evaluate at regular intervals and as appropriate the progress that an individual is making in terms of their goals.



1.3.5 Know how to use an individual's person centred care plan when providing support

Programme	Materials
<p>The care manager supports assessment of an individual's needs. It is the beginning of a working relationship between the service user and caring professionals.</p> <p>In order for it to be successful, assessment must be carried out bearing in mind the identified needs of the individual and everyone who is likely to be involved in the care of the person. Each service user will have a 'support plan' agreed with their care manager which details how their needs will be met.</p> <p>Information from the support plan is then used as a baseline to start completing the person centred care plan.</p>	<p>Use individual organisational person centred care planning documents.</p>

