|  |  |  |  |
| --- | --- | --- | --- |
| **Organisation Name**  *Free text/cut and paste from a word document* |  | | |
| **Title of Job**  *Free text or if chosen automated population from a chosen*  *transferable role template* | Colon Hydrotherapist | | |
| **Scope of Job**  sets the context, job profile  *Free text or from automated population from chosen TRT* | This role is normally made up of the level core NOS, the role specific NOS and some, all or none of the pick & mix NOS.  Focusing specifically on digestion and bowel function and bowel motility; colon hydrotherapy facilitates the management of chronic and/or occasional functional and some organic gastro-intestinal problems, offering relief from a wide range of symptoms. Colon hydrotherapists accept clients who self-refer as well as referrals from health and complementary health professionals. In addition colon hydrotherapy may be utilised to prepare the large bowel for colonoscopy procedures and cleansing/detoxification programmes.  Colon hydrotherapists generally have a background in healthcare and/or complementary and alternative medicine (CAM). However, they may also come from non health backgrounds providing they demonstrate adequate knowledge of relevant anatomy and physiology before they undertake one of the accredited courses of study. Such knowledge will usually derive from a formal training course, preferably leading to a recognised qualification or certification, or may be demonstrated via a pre-training assessment. In practice, cases will necessarily be judged on an individual basis. Knowledge may need supplementing by further studies prior to, or as part of professional training.  Approved training courses provide a minimum of 100 hours of classroom learning and students must pass an examination paper as well as demonstrating safe practical competence.  Qualified colon hydrotherapists trained by accredited schools, may apply for membership and registration to their chosen and relevant professional body and voluntary regulatory body.  As part of their treatment approach the colon hydrotherapist will undertake an assessment of the clients general health and specifically their digestive function before the first treatment. Therapists need to be aware of contra-indications as agreed by their professional body, and should apply their knowledge of anatomy, physiology and pathology in cases where they need to decline treatment and refer clients to suitable medical professionals.  Clients may be seen on a single occasion or over a period of time on multiple occasions. The colon hydrotherapist will monitor the progress of the client and adapt the support and advice given, as well as the frequency and number of treatments according to the clients individual needs.  Colon hydrotherapists are responsible for their own professional conduct and for ensuring that their client has a positive experience that reflects well not only on the therapist, but on the profession as a whole. All personal client data is recorded and stored in accordance with relevant data protection legislation. Colon hydrotherapists are responsible for ensuring compliance with all relevant health and safety laws within their clinic, as well as local and national legislation, including the disposal of clinical waste. Therapists also have an obligation to ensure safe practice. They must know established standards of hygiene and treatment protocols as laid down by their professional associations and adhere to them.  Colon hydrotherapists are responsible for the maintenance, servicing and hygiene of all equipment used, in accordance with manufacturers guidelines. Colon hydrotherapists trained in the use of closed water systems fed by either a machine or gravity tank, will remain present throughout the entire procedure monitoring the clients progress. The colon hydrotherapists will insert the disposable speculum ensuring that the clients safety and dignity are maintained. The colon hydrotherapist will apply various skills and techniques during the procedure appropriate to the clients specific needs. If a colon hydrotherapist has attained additional therapy skills they may incorporate these appropriately.  Colon hydrotherapists offer dietary and lifestyle advice that supports digestive health through self care. In addition to their regular practice they may choose to promote such information to individuals and/or groups either directly or through blogs, articles, social media etc.  As a sole practitioner a colon hydrotherapist is expected to be a reflective practitioner, which includes time for sharing with other practitioners and/or formal supervision. A professional therapist will keep abreast of research and developments within the field. They are required to achieve a minimum of 30 hours of CPD per year to maintain membership of their chosen professional body.  To ensure a viable client base a colon hydrotherapist requires knowledge and skills in business development, marketing and business management. | | |
| **Responsible to**  *Free text* |  | | |
| **Accountable to**  *Free text* |  | | |
| **Contract type and**  **working hours**  *Free text* |  | | |
| **Pay Grade**  *Free text* |  | | |
| **Career Framework Level**  *Short descriptor from Career Framework automated population from chosen TRT* | People at level 6 require a critical understanding of detailed theoretical and practical knowledge, are specialist and/or have management and leadership responsibilities. They demonstrate initiative and are creative in finding solutions to problems. They have some responsibility for team performance and service development and they consistently undertake self-development. | | |
| **Key Areas of Responsibility**  *Free**text* |  | | |
| **Level 6 Core Competences / National Occupational Standards:** | | | |
| **Underpinning Principle** | **Reference Function** | | **Competence** |
| **1. COMMUNICATION** | 1.2 | Communicate effectively | GEN97 Communicate effectively in a healthcare environment  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3001) |
| **2. PERSONAL & PEOPLE DEVELOPMENT** | 2.1.1 | Develop your own practice | GEN13 Synthesise new knowledge into the development of your own practice  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/376) |
|  |  |  | CFAM&LAA3 Develop and maintain your professional networks  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3770) |
|  | 2.1.2 | Reflect on your own practice | GEN23 Monitor your own work practices  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2051) |
|  |  |  | SCDHSC0033 Develop your practice through reflection and learning  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3415) |
|  | 2.2.1 | Support the development of the knowledge and practice of individuals | SCDHSC0043 Take responsibility for the continuing professional development of yourself and others  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3481) |
| **3. HEALTH SAFETY & SECURITY** | 3.5.1 | Ensure your own actions reduce risks to health and safety | IPC2.2012 Perform hand hygiene to prevent the spread of infection  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3309) |
|  |  |  | PROHSS1 Make sure your own actions reduce risks to health and safety  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3327) |
|  |  |  | PMWRV1 Make sure your actions contribute to a positive and safe working culture  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/4027) |
|  | 3.5.2 | Protect individuals from abuse | SCDHSC0024 Support the safeguarding of individuals  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3518) |
| **4. SERVICE IMPROVEMENT** | 4.6 | Promote service improvement | CFAM&LCA1 Identify and evaluate opportunities for innovation and improvement  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3783) |
| **5. QUALITY** | 5.1.1 | Act within the limits of your competence and authority | GEN63 Act within the limits of your competence and authority  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/85) |
|  | 5.1.2 | Manage and organise your own time and activities | HT4 Manage and organise your own time and activities  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2501) |
| **6. EQUALITY & DIVERSITY** | 6.1 | Ensure your own actions support equality of opportunity and diversity | SCDHSC0234 Uphold the rights of individuals  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3506) |
|  | 6.2 | Promote equality of opportunity and diversity | SCDHSC3111 Promote the rights and diversity of individuals  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3540) |
| **B. HEALTH INTERVENTION** | B2.1 | Obtain information from individuals about their health status and needs | CHS169 Comply with legal requirements for maintaining confidentiality in healthcare  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2820) |
| **D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY** | D2.4 | Maintain information / record systems | CFA\_BAD332 Store and retrieve information using a filing system  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/4104) |
| **H. MANAGEMENT & ADMINISTRATION** | H1.3.1 | Contribute to the effectiveness of teams | SCDHSC0241 Contribute to the effectiveness of teams  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3509) |
|  | H1.3.2 | Develop relationships with individuals | CFAM&LDD1 Develop and sustain productive working relationships with colleagues  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3787) |
|  | H2.6 | Receive and pass on messages and information | ESKITU020 Use digital communications  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/4150) |
| **Role Specific Competences / National Occupational Standards:** | | | |
| **Underpinning Principle** | **Reference Function** | | **Competence** |
| **1. COMMUNICATION** | 1.2 | Communicate effectively | GEN21.2012 Interact with individuals using telecommunications  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3380) |
|  | 1.5 | Provide information, advice and guidance | GEN14 Provide advice and information to individuals on how to manage their own condition  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/377) |
| **3. HEALTH SAFETY & SECURITY** | 3.5.1 | Ensure your own actions reduce risks to health and safety | GEN1 Ensure personal fitness for work  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/372) |
|  |  |  | GEN96 Maintain health, safety and security practices within a health setting  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2859) |
|  |  |  | IPC1.2012 Minimise the risk of spreading infection by cleaning, disinfecting and maintaining environments  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3308) |
|  |  |  | IPC11.2012 Minimise the risk of spreading infection when laundering used linen  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3367) |
|  |  |  | IPC9.2012 Minimise the risk of spreading infection when removing used linen  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3371) |
| **5. QUALITY** | 5.2.1 | Ensure your organisation delivers quality services | CFAWB12 Deliver a good service to customers  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3624) |
| **A. ASSESSMENT** | A2.1 | Plan assessment of an individual's health status | CHS38 Plan assessment of an individual's health status  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/1040) |
|  | A2.3 | Assess an individual with a suspected health condition | CHS39 Assess an individual's health status  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/221) |
|  |  |  | CHS118 Form a professional judgement of an individual's health condition  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/434) |
|  | A2.3 | (Contd..) Assess an individual with a suspected health condition | CHS168 Obtain a patient/client history  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2819) |
|  | A2.7 | Undertake a risk assessment in relation to a defined health need | CHS230 Assess the need for intervention and present assessments of individuals' needs and related risks  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3857) |
|  | A2.9 | Assess individual's suitability for a treatment or intervention | CHS120 Establish an individual's suitability to undergo an intervention  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/432) |
| **B. HEALTH INTERVENTION** | B2.1 | Obtain information from individuals about their health status and needs | CNH1 Explore and establish the client's needs for complementary and natural healthcare  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2798) |
|  | B3.1.1 | Plan activities, interventions or treatments to achieve specified health goals | CNH2 Develop and agree plans for complementary and natural healthcare with clients  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2799) |
|  | B3.1.2 | Enable individuals to make health choices and decisions | CHS65 Enable individuals with long term conditions to respond to acute episodes  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2241) |
|  | B3.3.1 | Prepare and dress for specified health care roles | GEN2 Prepare and dress for work in healthcare settings  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/383) |
|  | B3.3.2 | Prepare individuals for health care actions | GEN4 Prepare individuals for healthcare activities  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/386) |
|  | B3.3.3 | Move and position individuals | CHS6.2012 Move and position individuals  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3396) |
|  |  |  | SCDHSC0223 Contribute to moving and positioning individuals  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3528) |
|  | B3.3.5 | Monitor and manage the environment and resources during and after health care actions | GEN7 Monitor and manage the environment and resources during and after clinical/therapeutic activities  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/388) |
|  |  |  | SCDHSC0243 Support the safe use of materials and equipment  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3511) |
|  | B3.4.1 | Receive and direct requests for health care assistance using protocols and guidelines | CHS59 Respond to referrals of individuals with health conditions  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2235) |
|  | B3.4.2 | Refer individuals to services for treatment and care | CHS99 Refer individuals to specialist sources of assistance in meeting their health care needs  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2262) |
|  | B3.6.2 | Monitor an individual's progress in managing health conditions | CHS55 Facilitate the individual's management of their condition and treatment plan  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2817) |
|  | B10.4 | Manage emergency situations | CHS228 Control adverse events which arise during an individual's healthcare procedure  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2853) |
|  | B14.2 | Implement care plans/programmes | CHS225 Implement a treatment plan  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2850) |
|  | B14.3 | Deliver therapeutic activities | CNH26 Provide Colon Hydrotherapy to clients  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/4277) |
|  | B16.2 | Support individuals who are distressed | SCDHSC0226 Support Individuals who are distressed  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3531) |
|  | B16.3 | Assist individuals in undertaking activities | CHS236 Support individuals during activities to improve their physical health and wellbeing  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3864) |
| **C. HEALTH PROMOTION & PROTECTION** | C2.2 | Provide information to individuals, groups and communities about promoting health | PE2 Manage information and materials for access by patients and carers  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2102) |
|  | C2.4 | Enable people to address issues relating to their health and wellbeing | HT3 Enable individuals to change their behaviour to improve their own health and wellbeing  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2500) |
| **E. FACILITIES & ESTATES** | E1.3.6 | Dispose of waste from health care environments | CHS212 Disposal of clinical and non clinical waste within healthcare  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2837) |
| **F. EDUCATION LEARNING & RESEARCH** | F4.4 | Enable individuals to develop the knowledge and skills to manage their own health needs | PE5 Develop relationships with individuals that support them in addressing their health needs  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2105) |
| **G. MEDICAL DEVICES PRODUCTS & EQUIPMENT** | G2.4 | Store equipment, devices and products | GEN95 Monitor stock levels of clinical equipment or resources within accepted safe limits  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2858) |
|  | G4.1 | Maintain equipment, medical devices and products | CHS197 Plan the maintenance of equipment and medical devices within healthcare  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2821) |
| **H. MANAGEMENT & ADMINISTRATION** | H1.1.6 | Manage business risk | CFALG2 Keep up to date with current legislation affecting your business  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3653) |
|  | H1.4 | Manage resources | GEN64 Ensure the availability of physical resources  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2308) |
|  |  |  | CFALG5 Assess the environmental impact of your business  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3654) |
|  | H2.1 | Administer diary appointment systems | GEN25 Administer appointments  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2292) |
|  | H2.6 | Receive and pass on messages and information | SCDHSC3115 Process information for use in decision-making  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3411) |
|  | H3.1.3 | Manage suppliers and contracts | CFABS2 Monitor the quality and use of supplies and equipment in your business  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3652) |
|  | H3.6 | Carry out financial transactions | GEN26 Deal with financial transactions within a health facility  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2721) |
| **Facets of Role (National Occupational Standards):** | | | |
| **Underpinning Principle** | **Reference Function** | | **Competence** |
| **PICK AND MIX COLON HYDROTHERAPIST** | FACET | A facet of the role. |  |
| **4. SERVICE IMPROVEMENT** | 4.2 | Develop strategies for improving services | CFA\_CSD22 Develop a customer service network through social media platforms  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/4034) |
| **A. ASSESSMENT** | A2.3 | Assess an individual with a suspected health condition | CH HM1 Assess the needs of the client  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/470) |
| **B. HEALTH INTERVENTION** | B3.1.1 | Plan activities, interventions or treatments to achieve specified health goals | CH HM2 Provide a treatment and management plan to meet the needs of the client  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/471) |
|  |  |  | CHS44 Plan activities, interventions and treatments to achieve specified health goals  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2221) |
|  | B3.3.4 | Prepare environments and resources for use in health care activities | GEN6.2012 Manage environments and resources for use during healthcare activities  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3381) |
|  | B8.1 | Undertake physiological measurements | CHS19.2012 Undertake routine clinical measurements  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3399) |
|  | B10.2 | Provide first aid to an individual | CHS35 Provide first aid to an individual needing emergency assistance  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/905) |
|  | B10.4 | Manage emergency situations | CHS163 Manage Emergency Situations  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2792) |
| **C. HEALTH PROMOTION & PROTECTION** | C1.2.4 | Implement a marketing / promotional campaign | PHP27 Respond to requests for information from the media  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2427) |
| **G. MEDICAL DEVICES PRODUCTS & EQUIPMENT** | G3.2 | Install new medical devices and equipment | CHS200 Install equipment and associated systems within healthcare  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2824) |
| **H. MANAGEMENT & ADMINISTRATION** | H1.1.1 | Manage operational plans for an area of responsibility | CFABL3 Contract for a business premises  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3643) |
|  | H1.1.6 | Manage business risk | CFABL2 Choose a business premises  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3642) |
|  | H1.1.8 | Market and promote the service | CFAWB7 Sell your products or services on the internet  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/3619) |
|  | H1.3.1 | Contribute to the effectiveness of teams | GEN44 Liaise between primary, secondary and community teams  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/2222) |
|  | H1.5.4 | Monitor and address customer service problems | CFA\_CSA19 Deal with customers using a social media platform  [Click to view competence detail](http://tools.skillsforhealth.org.uk/competence/show/html/id/4044) |
| **Locality Specific Competences / National Occupational Standards:** | | | |
| **Underpinning Principle** | **Reference Function** | | **Competence** |
|  |  | None Assigned |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Personal Specification** | | | |
| **Criteria** | **Essential**  (pre-requisite for job) | **Desirable** | **Evidence**  **Application and/or Selection process**  **A and /or S** |
| **Physical requirements** |  |  |  |
| **Knowledge and skills required for post**  Education/ Qualification |  |  |  |
| **Experience,** **Previous experience relevant to the post.** |  |  |  |
| **Skills in communication, mathematics and use of IT**  (Employability Skills Matrix, Skills for Health 2014) | | | |
| **Communications and Customer Care**   * Listen to, understand and communicate complex information, adopting effective questioning techniques to elicit a range of views Respond constructively and confidently to queries and complaints, ensuring contributions meet the needs of the audience and persuade and influence others in a way that builds team confidence and promotes the confidence of service users Read and understand a range of texts, writing effectively for a range of contexts and situations, maintaining honesty, integrity and transparency. |  |  |  |
| **Mathematics**   * Select, compare and discuss information from lists, tables, diagrams and charts and use appropriate mathematical method and tools to solve identified problems and assist with clinical trials, audits or research projects as required. |  |  |  |
| **Use of IT**   * Use IT to meet identified needs and plan and evaluate the work of the team effectively. |  |  |  |
| **Team working skills and attributes**  (Employability Skills Matrix, Skills for Health 2014) | | | |
| **Working with Others**   * Work with others towards achieving shared goals, learning from mistakes and being open to the opinion of others including service users Receive and give constructive feedback. Show interest in your work, developing with the team a clear purpose and work objectives. Seek and value the contributions of others, managing and resolving conflict when appropriate. Suggest alternative ways to get the job done without compromising compassionate care for service users. Lead, support and motivate other members of the team. |  |  |  |
| **Solving Problems**   * Assess situations and identify root cause of problems in unpredictable environments and where there are many interrelated factors Evaluate different points of view on the basis of facts and the opinions of others Use theoretical and practical knowledge to solve problems and make decisions. Develop creative solutions to abstract problems. Evaluate solutions to make recommendations or inform decisions. |  |  |  |
| **Personal: personal skills, qualities, values and behaviours**  (Employability Skills Matrix, Skills for Health 2014) | | | |
| **Demonstrate positive attitudes, values and behaviours**   * Demonstrate honesty, integrity care and compassion at all times, and maintain the dignity and confidentiality of the service user. Take care of your personal health, including hygiene and appearance. Show interest in work and identify and suggest alternative ways of getting the job done.  Present a positive image, recognise and reflect on your own work and value other peoples. |  |  |  |
| **Be responsible**   * Be responsible and accountable for your own actions and the actions of your group, including effective leadership.  Manage your work/life balance, and attend work as required on time. Understand your rights and responsibilities at work, lead on health and safety policies, practices and procedures. Be able to promote best practice in terms of equality of opportunity and valuing diversity in the workplace. Understand your responsibility to identify and raise any issues relating to the service with more senior staff. Understand and respect confidentiality in relation to work. Plan and manage time and resources to achieve goals. Assess, weigh and take steps to minimise and manage risk. |  |  |  |
| **Be adaptable**   * Carry out multiple tasks or projects. Be open and respond constructively to change, seek help when necessary. |  |  |  |
| **Learn continuously**   * Take responsibility for your own learning and be willing to continuously learn and grow, reflecting on own practice and encouraging others to reflect on their practice. Assess personal strengths and areas for development, set own learning goals and plan and achieve your learning goals. |  |  |  |