

# Project Scaffold: Careworker Development Programme

Building Foundational Skills for Basic Tier Careworkers

## Understanding the Curriculum

The Project Scaffold Community is developing a draft curriculum aimed at defining a career pathway for Careworkers and establishing a formal, community-led framework for not-for-credit training. Within this framework:

- A **"Module"** is a training topic for which specific material is developed.
- A **"Tier"** refers to three defined levels for Careworker career development, used to group training.
- **"Level"** refers to the relative complexity of training modules, with each module having a defined level and tier linked to it.

For a **BASIC TIER** careworker, the core modules are those designated as **CORE LEVEL B1**. Completing these modules forms the foundational roadmap for a careworker at this entry level.

## Roadmap to Completion: BASIC TIER Core Modules



### 1. WHO IS A CAREWORKER: AN OVERVIEW

- Characteristics of a Careworker
- Duties of a Careworker
- Rights and responsibilities of a Careworker
- Rights and responsibilities of an Older Person



### 2. ETHICAL AND LEGAL CONSIDERATIONS

- Ethical principles (e.g., privacy)
- Forms of conduct
- Respecting Privacy and Personal Space
- Values at work
- Policies, procedures and orientation
- OPA and norms and standards
- Abuse, Restraint, Incidents

### 3. COMMUNICATION AND INTERPERSONAL SKILLS

- Communication
- PDC Team Communication
- Telephone Communication
- Respecting Privacy and Personal Space
- Professional Boundaries

### 4. PERSONAL CARE AND HYGIENE

- Personal Wellbeing Introduction
- Bed bath
- Shower
- Caring for fingernails and toenails
- Foot care
- Mouth care
- Hair wash
- Skin care and integrity
- Incontinence Care
- Bed Pan and Urinal
- Catheter Care
- Hand washing

### 5. MOBILITY AND POSITIONING

- Transfer someone who can no longer transfer independently

- Sitting in a chair
- Making a bed
- Making a bed with someone in the bed
- Wheelchair use
- Older Persons in wheelchairs - safety and guidance
- Accompanying to amenities
- Bed rest complications
- Preventing skin tears, skin flaps, pressure sores

## 6. NUTRITION AND HYDRATION

- Understanding the importance of optimal nutrition and hydration
- Fluid intake and output
- General rules for feeding Older Persons
- Serving meals
- Safe Food Handling and Storage
- Understanding Dietary Needs and Restrictions
- Dysphagia - aspiration

## 7. OBSERVATION AND MONITORING

- Weight monitoring
- Hydration status
- Skin integrity
- Output (Bristol stool chart, urine colour, smell, frequency)
- Sleep patterns
- Vital observations
- Urine testing

## 8. SAFETY AND PREVENTION

- Health and safety
- Safety for the Careworker
- Care centre safety OHS and Maintenance Awareness
- Infection Control Practices General

- Communal infections / PPE

## 9. EMERGENCY RESPONSE

- Emergency Response and Procedures
- Response cards
- Emergency drills
- Responding to a call
- Answering the phone in an emergency
- Falls
- Wounds / Bleeding
- Unconscious people
- Allergies
- Choking
- Basic fire response
- Basic first aid

## 10. RECORD KEEPING AND DOCUMENTATION

- Recording and Documentation
- Record keeping for Careworkers
- Incident Reporting

## 11. MEDICAL ASSISTANCE AND PROCEDURES

- Oxygen inhalation
- Wound dressing (Careworker's role)
- Medication Assistance (if within scope of practice)

## 12. SPECIFIC OLDER PERSON CONDITIONS

- Sleep
- Rest
- Comfort

- Pain
- Mood status



### 13. UNDERSTANDING NEUROCOGNITIVE IMPAIRMENT

- Definition of Dementia and impact on care
- How does communication differ with a person living with Dementia/Communicating with someone who is living with neuro-cognitive impairment
- Dementia, aggression, and anxiety



### 14. MEANINGFUL ENGAGEMENT/ RELATIONAL CARE

- Enabling vs. disabling practices
- Creating opportunities for meaningful engagement
- Types of activities
- Importance of exercise – Passive/Active
- Companionship



### 15. END-OF-LIFE CARE (PALLIATIVE)

- Care of the dying



### 16. CAREWORKER WELL-BEING AND SELF-CARE

- Work and rest

Learn more about the Project Scaffold Community at [www.projectscaffold.co.za](http://www.projectscaffold.co.za)



