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| This document is a draft proposal for development within the Project Scaffold Community ([www.projectscaffold.co.za](http://www.projectscaffold.co.za)).The aim is to develop a curriculum for the following purposes:1. Career pathway development for Careworkers.
2. A formal, community-led framework for Not-for Credit training post formal qualifications.

All definitions are up for discussion and modification for good motivated reasons. This is what we are currently working with:* “**Module**” means a training topic for which specific training material is developed
* “**Careworker**” is the term used to describe the target of this training and career development, various referred to as Carers, Caregivers, etc
* “**Tier**” refers to the three levels defined at the moment for Careworker career development and is used to cluster training that should be completed for each Tier.
* “**Level**” refers to the relative complexity of training modules. There are up to three levels of each topic under this curriculum. For each Module, there is a defined level and tier linked to it.
 | Figure :Concept Poster |
| Members of Project Scaffold are invited to make proposals in terms of this framework, including the addition of modules or the removal of modules that are deemed unnecessary. The initial round of input will end on 31 July 2025, in order to move the process forward as quickly as possilbe. |

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| **MODULE NAME** | **TIERS OF CAREWORKER** |
| **Basic** | **Intermediate** | **Advanced** |
| Who is a Careworker: an Overview |
| Characteristics of a Careworker  | CORE LEVEL B1 | CORE LEVEL I2 |  |
| Approach to care and support |  | CORE LEVEL I1 | CORE LEVEL A3 |
| Duties of a Careworker | CORE LEVEL B1 | CORE LEVEL I2 |  |
| Rights and responsibilities of a Careworker | CORE LEVEL B1 | CORE LEVEL I2 |
| Rights and responsibilities of an Older Person | CORE LEVEL B1 | CORE LEVEL I2 |
| foundations of ageing |
| What changes with ageing? (effects of ageing on body systems and intrinsic-capacity screening cues) | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Ethical and Legal Considerations |
| Ethical principles (e.g., privacy) | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Forms of conduct | CORE LEVEL B1 |  |
| Legal obligations concerning the Careworker |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Medico-legal risks |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Respecting Privacy and Personal Space  | CORE LEVEL B1 |  |
| Values at work | CORE LEVEL B1 |  |
| Careworker Contract, JD, Scope |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Policies, procedures and orientation | CORE LEVEL B1 |  |
| Professional Indemnity |  | ELECTIVE I1 | ELECTIVE A2 |
| OPA and norms and standards | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Abuse, Restraint, Incidents | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Communication and Interpersonal Skills |
| Communication | CORE LEVEL B1 |  |
| Listening Skills |  | CORE LEVEL I1 | CORE LEVEL A2 |
| PDC Team Communication | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Overcoming language barriers |  | CORE LEVEL A1 |
| Telephone Communication. | CORE LEVEL B1 |  |
| Family Communication. Consent, boundaries and updates, escalation | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Cultural Sensitivity and Diversity |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Awareness of Different Communication Norms |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Respecting Privacy and Personal Space | CORE LEVEL B1 |  |
| Adapting Communication Styles |  | CORE LEVEL A1 |
| Professional Boundaries | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Personal Care and Hygiene |
| Personal Wellbeing Introduction | CORE LEVEL B1 |  |
| Bed bath | CORE LEVEL B1 |
| Shower | CORE LEVEL B1 |
| Caring for fingernails and toenails | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Foot care | CORE LEVEL B1 | ELECTIVE I2 | ELECTIVE A3 |
| Mouth care | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Hair wash | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Skin care and integrity | CORE LEVEL B1 |  |
| Getting dressed | CORE LEVEL B1 |  |
| Shaving |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Make up/ facial care |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Incontinence Care | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Bed Pan and Urinal | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Catheter Care |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Stoma Care |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Infection Control Practices |  | CORE LEVEL I1 |  |
| Hand washing | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Sterile Procedure |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Adapting to Different Hygiene Standards |  | CORE LEVEL A1 |
| Mobility and Positioning |
| Transfer someone who can no longer transfer independently | CORE LEVEL B1 | ELECTIVE I2 | ELECTIVE A3 |
| Sitting in a chair | CORE LEVEL B1 |  |
| Making a bed | CORE LEVEL B1 |  |
| Making a bed with someone in the bed | CORE LEVEL B1 |  |
| Wheelchair use and care/maintenance | CORE LEVEL B1 |  |
| Older Persons in wheelchairs - safety and guidance | CORE LEVEL B1 |  |
| Accompanying to amenities | CORE LEVEL B1 |  |
| Bed rest complications | CORE LEVEL B1 |  |
| Preventing skin tears, skin flaps, pressure sores, repositioning, skin inspections, Braden scale | CORE LEVEL B1 |  |
| SENSORY IMPAIRMENT ACCOMODATION |
| Hearing aid handling | CORE LEVEL B1 |  |
| Vision-friendly communication | CORE LEVEL B1 |  |
| Environment adaptation. Lighting and contrast considerations | CORE LEVEL B1 |  |
| Nutrition and Hydration |
| Understanding the importance of optimal nutrition and hydration | CORE LEVEL B1 |  |
| Fluid intake and output | CORE LEVEL B1 | ELECTIVE I2 | ELECTIVE A3 |
| General rules for assisting Older Persons with eating | CORE LEVEL B1 |  |
| Serving meals | CORE LEVEL B1 |  |
| Nasal-gastric tube feeding |  | CORE LEVEL I1 | CORE LEVEL A2 |
| PEG feeding (Percutaneous endoscopic gastrostomy) | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Safe Food Handling and Storage | CORE LEVEL B1 |  |
| Understanding Dietary Needs and Restrictions | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Dysphagia – aspiration. Signs, precautions | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Observation and Monitoring |
| Weight monitoring | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Hydration status | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Skin integrity | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Output (Bristol stool chart, urine colour, smell, frequency) | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Sleep patterns | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| vital observations (temp/pulse/respiration/BP/pain/hydration/Food) | CORE LEVEL B1 |  |
| Urine – observe and report changes Urine testing | CORE LEVEL B1 |  |
| Urine testing |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Safety and Prevention |
| Health and safety | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Safety for the Careworker |  | CORE LEVEL I2 | CORE LEVEL A2 |
| Care centre safety OHS and Maintenance Awareness | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Infection Control Practices **General** | CORE LEVEL B1 |  |
| Communal infections / PPE | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| EMERGENCY RESPONSE |
| Emergency Response and Procedures | CORE LEVEL B1 |  |
| Response cards | CORE LEVEL B1 |  |
| Emergencies – recognise and escalate, drills, protocols, roles | CORE LEVEL B1 | CORE LEVEL I2 |  |
| Responding to a call | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Answering the phone in an emergency | CORE LEVEL B1 |  |
| Falls prevention, response, escalation | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Wounds / Bleeding | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Unconscious people | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Allergies | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Choking | CORE LEVEL B1 |  |
| Basic fire response | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Basic first aid | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Record Keeping and Documentation |
| Recording and Documentation | CORE LEVEL B1 |  |
| Record keeping for Careworkers | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Handover formats | CORE LEVEL B1 |  |
| Incident Reporting | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Abuse reporting. Statutory pathways. Obligations | CORE LEVEL B1 |  |
| Medical Assistance and Procedures |
| Oxygen inhalation |  | CORE LEVEL I1 | CORE LEVEL A2 |
|  Nebulisation |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Basic Understanding of Home Medical Equipment |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Wound awareness (Careworker's role vs RN) |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Medication Assistance |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Technology in Caregiving |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Conditions Specific to Older PersonS |
| Sleep | CORE LEVEL B1 |  |
| Rest | CORE LEVEL B1 |  |
| Comfort | CORE LEVEL B1 |  |
| Unconscious Person |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Pain | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Mood status | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Distressed reactions - causes and responses |  | CORE LEVEL A1 |
| Managing Challenging Behaviours |  | CORE LEVEL A1 |
| Emotional Support and Mental Well-being of Older Persons |  | CORE LEVEL A1 |
| Understanding Neurocognitive AND MENTAL HEALTH SUPPORT |
|  Definition of Dementia and impact on care | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| How does communication differ with a person living with Dementia/Communicating with someone who is living with neuro-cognitive impairment | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Dementia, aggression, and anxiety |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Knowledge of different types of neurocognitive impairment |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Understanding the three D’s (dementia, depression, delirium) | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Red flag recognition, safety steps, escalation | CORE LEVEL B1 |  |  |
| Understanding the modifiable risk factors for dementia |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Meaningful Engagement/ RELATIONAL CARE |
| Enabling vs. disabling practices | CORE LEVEL B1 |  |
| Creating opportunities for meaningful engagement | CORE LEVEL B1 |  |
| Engagement in meaningful activities |  | ELECTIVE I1 | ELECTIVE A2 |
| Culture inspiration |  | ELECTIVE I1 | ELECTIVE A2 |
| Activities and Engagement Programming |  | ELECTIVE I1 | ELECTIVE A2 |
| Types of activities | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Finding the right activity for an Older Person |  | CORE LEVEL A1 |
| Importance of exercise – Passive/Active | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Companionship | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A1 |
| End of Life Care (Palliative) |
| Care of the dying |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Palliative care and the Aged |  | CORE LEVEL A1 |
| Stages in dying |  | CORE LEVEL A1 |
| Bereavement |  | CORE LEVEL A1 |
| Basic grief, loss and end-of-life role clarity | CORE LEVEL B1 |  |
| Careworker Well-being and Self-Care |
| Work and rest | CORE LEVEL B1 | CORE LEVEL I2 | CORE LEVEL A3 |
| Working hours BCEA |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Skills for Managing a Modern Home Environment |  |  |  |
| Homecare vs Care Centre |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Homecare and documentation |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Recording of routines and habits for continuity of care |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Basic Appliance Use |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Home Safety and Maintenance Awareness, environment scan | CORE LEVEL B1 | CORE LEVEL I1 | CORE LEVEL A2 |
| Organization and Cleanliness Standards |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Homecare and Housekeeping |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Room neatness and assistance |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Personal Laundry: receiving, sorting, packing away, recording |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Bed, room, closet neatness and maintenance |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Entering and being in a home – Older Person routine and habits |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Kitchen- preparing beverages and meals, hygiene, and appliances |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Respecting Household Routines and Preferences |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Cultural Sensitivity and Diversity |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Time Management and Organization in Home Care |
| Following Care Plans and Schedules |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Prioritizing Tasks |  | CORE LEVEL I1 | CORE LEVEL A2 |
| Older Person Environment and Preferences |
| Pets | ELECTIVE B1 | ELECTIVE I2 | ELECTIVE A3 |
| Garden | ELECTIVE B1 | ELECTIVE I2 | ELECTIVE A3 |