

Summary of changes to the *New Zealand Certificate in Health and Wellbeing (Rehabilitation Support) (Level 4)* with strands in *Brain Injury, Spinal Cord Impairment, and Chronic Illness*. as recommended by *Brain Injury* stakeholders

1. Qualification Outcomes – Wording Changes (OUTCOMES 1 – 4 APPLY TO ALL STRANDS)

The following changes to the wording of Qualification outcomes are recommended:

#	Current Wording	Recommended Wording
1	Work collaboratively with health professionals to support the health and wellbeing of a person with rehabilitation potential.	Work collaboratively with health and wellbeing professionals and others to support a person to rehabilitate and live the best life possible .
2	Actively contribute to a culture of professionalism, safety and quality in a health and wellbeing organisation.	Actively contribute to a culture of professionalism, safety and quality improvement in a health and wellbeing organisation.
3	Provide personal and/or peer leadership in a health or wellbeing setting.	Provide leadership and/or education or training support in a health or wellbeing setting.
4	Work alongside people, family and/or whānau in a rehabilitation setting to maximise independence and achieve their rehabilitation goals.	Work alongside people, and/or “natural supports” , family and/or whānau in a rehabilitation setting to maximise independence and achieve their rehabilitation goals.
5	For the Brain Injury strand: Apply relevant skills and knowledge to support brain injury rehabilitation.	No change in wording.
6	For the Spinal Cord Impairment strand: Apply relevant skills and knowledge to support spinal cord impairment rehabilitation.	No change in wording.
7	For the Chronic Illness strand: Apply relevant skills and knowledge to support chronic illness rehabilitation.	No change in wording.

2. Qualification Outcomes - Credit Value Redistribution (OUTCOMES 1 – 4 APPLY TO ALL STRANDS)

- **Increase** credits for Outcome 1 *Work collaboratively with health professionals to support the health and wellbeing of a person with rehabilitation potential*
(Increase from 10 credits to 20 credits)
- **Reduce** credits for outcome 2 *Actively contribute to a culture of professionalism, safety and quality in a health and wellbeing organisation*
(Reduce from 15 credits to 10 credits)
- **Reduce** credits for Outcome 3 *Provide personal and/or peer leadership in a health or wellbeing setting*
(Reduce from 15 credits to 10 credits)
- **Reduce** credits for Outcome 4 *Work alongside people, family and/or whānau in a rehabilitation setting to maximise independence and achieve their rehabilitation goals*
(Reduce from 40 credits to 30 credits)
- **Increase** credits for Outcome 5 - *Apply relevant skills and knowledge to support brain injury rehabilitation*
(Increase from 40 credits to 50 credits)

By implication, outcomes 6 & 7 for the *Spinal Cord Impairment* and *Chronic Illness* strands would also need to increase to (at least) 50 credits to match with the increased credit for outcome 5 and keep the total credit in line with the total credit for the qualification.

3. Qualification Strategic Purpose Statement Changes

The following changes to the Strategic Purpose Statement are recommended:

Current Strategic Purpose Statement	Recommended Strategic Purpose Statement
<p>The purpose of the qualification is to provide organisations within the health and wellbeing sectors with graduates who have the skills and knowledge to provide rehabilitation support as well as personal and/or peer leadership, under the direction and delegation of a health professional.</p> <p>This qualification is targeted at people who have some experience in a health or wellbeing setting and who intend to gain the additional knowledge and skills required to provide rehabilitation support to a person with rehabilitation potential.</p> <p>This qualification is not associated with professional registration or a clinical scope of practice.</p>	<p>The purpose of the qualification is to provide organisations within the health and wellbeing sectors with graduates who have the skills and knowledge to provide rehabilitation support in collaboration with others, under the direction and delegation of a health professional.</p> <p>This qualification is targeted at people who have experience in a health or wellbeing setting and who need to gain the additional knowledge and skills required to provide support to a person to rehabilitate and live the best life possible.</p> <p>This qualification is not associated with professional registration or a clinical scope of practice.</p>

4. Education / Employment / Entry Pathways

The following changes to the Pathways statements are recommended:

Current Pathway Statement	Recommended Pathway Statement
<p>Entry None</p>	<p>Entry This qualification is aimed at those who have experience working in a health or wellbeing setting with people requiring rehabilitation support.</p>
<p>Education This qualification may build on the New Zealand Certificate in Health and Wellbeing (Level 3) [Ref: 2470] Health Assistance or Support Work strands and may lead on to bachelor's degrees in related subject areas, including nursing and allied health.</p>	<p>Education This qualification may build on the New Zealand Certificate in Health and Wellbeing (Level 3) [Ref: 2470] Health Assistance or Support Work strands and graduates may pathway to the NZ Diploma in Health and Wellbeing Level 5 and/or specialised educational or clinical qualifications in Rehabilitation, Health Science (Rehabilitation); or complete another specialisation in rehabilitation support by undertaking an additional strand of this certificate.</p>
<p>Employment Graduates of this qualification may be employed as support workers in a range of rehabilitation support roles relevant to the strand they have completed.</p>	<p>Employment Graduates of this qualification may be employed as support workers in a range of rehabilitation support or health assistant roles relevant to the strand they have completed.</p>

5. General conditions for the programme leading to the qualification

The following changes to the General Conditions are recommended:

Current General Conditions	Recommended General Conditions
Programmes leading to this qualification must include a minimum of 200 hours of workplace practice and experience which contributes to the achievement of the qualification's outcomes.	No change
Programmes leading to this qualification must adhere to and be consistent with any ethical, legislative or contractual requirements to which the setting or role is subject.	No change
The application of person-centred and directed, goal-centred and strengths-based approaches is inherent in the performance of the outcomes and must be developed as part of programmes leading to the qualification.	No change
Programmes must include a consideration of the specific capabilities, vulnerabilities and needs of children, relevant to the context.	Programmes must include a consideration of the specific capabilities, levels of advantage and/or vulnerability , and needs of different groups of people , relevant to the context.
Programmes must consider, respect and honour the history of Māori as tangata whenua by embedding a commitment to bicultural principles.	No change
Programmes that reflect the cultural and social aspirations of Māori and Pasifika learners must include culturally appropriate resources and delivery methods.	Programmes that reflect the cultural and social aspirations of Māori, Pasifika, and a diverse range of learners must include culturally appropriate resources and delivery methods.

6. Peripheral matter and recommendation

Pathways between Strands and micro-credentialing:

There was clear support for “horizontal” Rehabilitation Support pathways to be developed for Support Workers who have qualified in the Brain Injury strand to be able to then or concurrently qualify in another Rehabilitation Support strand (particularly Spinal Cord Impairment). As four of the five qualification outcomes are common to all three strands, it would seem feasible for a candidate who has qualified in Brain Injury to be able to complete a 40-credit “top-up” (say a micro-credential) in order to become qualified in a different strand. Alternatively, a person could be awarded the qualification in more than one strand concurrently, e.g. a New Zealand Certificate in Health and Wellbeing (Rehabilitation Support) (Level 4) (Brain Injury and Spinal Cord Impairment).

Recommendation: Careerforce investigate the development of top-up qualifications and/or credentials for Rehabilitation Support Workers who have qualified in Brain Injury and who then want to become qualified in the Spinal Cord Impairment and/or Chronic Illness strands either concurrently with the Brain Injury strand, or following on from it.