

Complementary and Natural Healthcare National Occupational Standards for Homeopathy 2011



Alliance of Registered
Homeopaths



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Introduction

This document has been produced by the leading professional bodies for homeopaths to provide an easily accessible compilation of the National Occupational Standards (NOS) which define and relate to the practice of homeopathy in the United Kingdom.

This introduction covers 2 main aspects

- the standards
- background to this compilation

We hope it provides enough information for you to engage with the NOS in your area of work or study. The references at the end will help you delve deeper if you wish to.

The standards

What are National Occupational Standards?

The Skills for Health website states:

NOS describe the skills, knowledge and understanding needed to undertake a particular task or job to a nationally recognised level of competence. They focus on what the person needs to be able to do, as well as what they must know and understand to work effectively. They cover the key activities undertaken within the occupation in question under all the circumstances the job holder is likely to encounter.

This definition is supported by UK Commission for Employment and Skills (UKCES)

How can they be used?

NOS are tools which can help individuals, organisations and education providers to improve performance. For the homeopathy profession, they can be used in a number of ways, such as to

- describe the minimum standard to which a homeopath is expected to work
- set out statements of competence which bring together the skills, knowledge and understanding necessary to do the work
- provide homeopaths and clinic managers with a tool for benchmarking and quality control
- offer a framework for education, training and development and for audit and evaluation
- form the basis of Vocational Qualifications (VQs) on the Qualification and Credit Framework (QCF) and Scottish Vocational Qualifications (SVQs). (though to date the profession has not endorsed the creation of VQs in homeopathy)

As most homeopaths in the UK work in relatively independent settings, the NOS can prove especially useful in

- creating a checklist to measure your performance
- identifying professional development needs
- accumulating evidence that could be used to obtain a qualification
- personal and professional development
- team development (e.g. group practices, integrated health work, etc)
- career development

Explaining their elements

The Complementary and Natural Healthcare National Occupational Standards (CHNOS) for Homeopathy are made up of 5 main *competences*.

A 'competence' in this context describes the performance criteria, knowledge and understanding needed for an individual to carry out a work function effectively. Each competence has a number of elements:

- Title of Competence
the focus for a particular part of the work
- Overview
an explanation of that area of focus
- Knowledge and Understanding
what you need to know and understand in order to undertake the task(s)
- Performance Outcomes
measurable activities or tasks which make up the overall area of competence

The work that a homeopath does has been broken down into these 5 main competences:

CNH15	Explore and evaluate with individuals factors relating to their health and wellbeing within the context of homeopathy
CNH16	Integrate and evaluate information about an individual's health and wellbeing within the context of homeopathy
CNH17	Prescribe homeopathic treatment for an individual
CNH18	Dispense homeopathic remedies for an individual
CNH19	Review and evaluate homeopathic treatment, case management and practice development

In addition to these homeopathy-specific competences, there is one generic competence that can inform all complementary and natural healthcare practice:

CNH1	Explore and establish the client's needs for complementary and natural healthcare
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...and another that could be useful alongside CNH15:

CNH2	Develop and agree plans for complementary and natural healthcare with clients
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Are these standards at a particular level?

No, a National Occupational Standard is a single function that defines the task. Some can be applied to roles at different levels, whilst others describe functions that can only be undertaken by people at certain levels and in particular roles. This is not especially relevant to homeopathy, as it is a relatively young profession with no defined career structure as yet. However, the Society of Homeopaths' Core Criteria for Homeopathic Practice were designed to be used alongside the NOS to define a level suited for professional work.

Where NOS are used to guide content in an educational context, the level of the course will be defined by indicators based on level descriptors. These are clearly set out in quality assurance processes for course recognition within the profession.

Background to this document

Creation and review of the standards for homeopathy

The first Homeopathy NOS were published in 2000. Skills for Health were tasked with reviewing these in 2008-9, alongside those of a number of other complementary and natural healthcare professions. A major brief of the project was to create generic competences where possible to reduce overlap and duplication.

Skills for Health (SfH) holds the lead responsibility for developing National Occupational Standards for the health sector. The team works collaboratively with the relevant stakeholders, practitioners and experts to write the competences. The CHNOS have been agreed through the internal SfH process and have to meet the quality criteria set down by UKCES, who are responsible for the approval of all NOS.

All known organisations representing homeopaths in the UK were invited to contribute to this review and major input was given by:

The Alliance of Registered Homeopaths
The Faculty of Homeopathy
The Homeopathy Course Providers' Forum
The Society of Homeopaths

Use of NOS is not compulsory but is recommended good practice by SfH, UKCES and leading homeopathy organisations.

About this compilation

Skills for Health own and hold the copyright for all the NOS. Although they are accessible on their website as separate competences, we believe that homeopaths will use them more easily if they are collated in one document which could lend a sense of cohesion within the profession.

We also wished to link the 5 competences that describe specifically what a homeopath does with references to other competences that relate to and enhance the practice of homeopathy. To practise effectively and professionally, homeopaths will incorporate a range of additional competences in their daily work, such as those for communication, administration, supervision, audit and research. Similarly, in planning courses for student homeopaths or

professional development, providers would need to ensure full coverage of the specified areas, and to integrate these within a much broader curriculum.

For further information:

<http://www.skillsforhealth.org.uk>

<http://www.homeopathy-soh.org.uk>

<http://www.a-r-h.org>.

<http://www.facultyofhomeopathy.org.uk>

<http://www.hcpf.org.uk>

<http://www.the-hma.org>

*Compiled by The Society of Homeopaths with input and agreement from:
The Alliance of Registered Homeopaths
The Faculty of Homeopathy
The Homeopathy Course Providers' Forum
The Homeopathic Medical Association*

CNH1 - Explore and establish the client's needs for complementary and natural healthcare

OVERVIEW

All forms of complementary and natural healthcare rely on exploring and establishing the client's needs and expectations. This may take place at the outset, but also during the on-going delivery of complementary and natural healthcare. This allows the practitioner to consider whether it is appropriate to offer the service to the client, the type of service that should be offered and any required modifications to that service.

Users of this standard will need to ensure that practice reflects up to date information and policies.

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. The concept of health and well-being that is consistent with the practice, principles and theory underlying your discipline
2. The nature of the service provided and fee structures
3. How the client's previous and present care may affect their health and well-being in relation to your discipline
4. How the psychological and emotional balance, as well as diet and lifestyle of the individual, can affect their health and well being
5. How the context in which people live affects their health and well-being
6. The importance of a suitable environment and making clients feel welcome
7. How to select and use different methods for exploring clients' needs
8. How to establish valid and reliable information about the client, and determine the priority of need, in order to plan the service
9. The potential risks (relevant to your discipline) of various courses of action for the client
10. How to work with clients to determine the appropriate actions
11. The appropriate actions to take to suit identified needs
12. The conditions for which the discipline is appropriate and those where it must be used with caution
13. How to recognise conditions for which your discipline is unsuitable and for which the client should seek advice from other sources
14. How to judge whether self-care procedure(s) relevant to your discipline are appropriate for the client

15. The anatomy, physiology and pathology relevant to your discipline
16. The procedures for record keeping in accordance with legal and professional requirements

PERFORMANCE CRITERIA

You must be able to do the following:

1. evaluate requests for complementary and natural healthcare and take the appropriate action
2. explain the nature of the service and fee structures to the client
3. provide an appropriate and safe environment for the service
4. make clients feel welcome and ensure they are as comfortable as possible
5. discuss the client's needs and expectations, and ask relevant questions
6. encourage the client to ask questions, seek advice and express any concerns
7. establish the client's needs in a manner which encourages the effective participation of the client and meets their particular requirements
8. determine any contra-indications or restrictions that may be present and take the appropriate action
9. evaluate the information obtained and determine the appropriate action with the client
10. complete and maintain records in accordance with professional and legal requirements

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: HWB2 Assessment and care planning to meet people's health and wellbeing needs

CNH2 - Develop and agree plans for complementary and natural healthcare with clients

OVERVIEW

It is important that the planning of complementary and natural healthcare takes place through discussion and agreement with the client and relevant others (e.g. carers). This standard is about developing and agreeing plans that meet the client's needs. Such plans may be subject to change as the service proceeds.

Users of this standard will need to ensure that practice reflects up to date information and policies.

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. The range, purpose and limitations of different methods or approaches which may be used for clients' individual needs
2. How to determine the most appropriate method(s) for different clients and their particular needs
3. How to recognise those occasions when your discipline may complement other healthcare which the client is receiving
4. The alternative options available to clients for whom your discipline is inappropriate
5. The role which the client (and others) may take, and may need to take, if the approach is to be successful
6. How to support and advise the client to make informed choices
7. How to work with the client and relevant others to plan the approach
8. Why evaluation methods should be determined at the planning stage and what the client's role will be in the evaluation
9. The importance of encouraging and empowering the client to be as actively involved as possible
10. The relationship of the client's involvement to the promotion of their health and well-being
11. The procedures for record keeping in accordance with legal and professional requirements

PERFORMANCE CRITERIA

You must be able to do the following:

1. explain the available option(s) which meet the client's identified needs and circumstances
2. explain any restrictions, possible responses and advise on realistic expectations
3. advise the client when your discipline is inappropriate and help them to consider other options
4. discuss the approach to be taken, the level of commitment required and the potential outcomes and evaluation with the client
5. check the client understands and support them to make informed choices
6. obtain the client's consent and complete records in accordance with professional and legal requirements

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: HWB7 Interventions and treatments

CNH15 - Explore and evaluate with individuals factors relating to their health and well-being within the context of homeopathy

OVERVIEW

This standard is about the work that a homeopath will do to consult with individuals regarding their health and well-being needs. It is a process known in homeopathy as taking the case.

Users of this standard will need to ensure that practice reflects up to date information and policies.

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. How the psychological and emotional balance, as well as diet and lifestyle of the individual, can affect their health and well being
2. How the context in which people live affects their health and well-being
3. Physical functioning and development of the human body
4. Disease processes and their manifestations sufficient to recognise a conventional diagnosis and to understand its implications
5. Medical terms and disease processes sufficient to maintain a dialogue with other health care practitioners and to assist in exploring the following for the purpose of homeopathic assessment, prognosis and treatment:
 - a) the meaning and significance of medical information and diagnoses
 - b) the difference between common and characteristic symptoms and modalities
 - c) which, if any, examinations are relevant and safe for individuals, referring to other health care practitioners for advice if necessary or desirable
 - d) the likely causes and progression of disease processes
 - e) possible distinctions between common, pathognomonic, iatrogenic and characteristic symptoms
 - f) integration and management of the individual's treatment when they are seeking to comply with different and or multiple regimes
 - g) common and major signs and symptoms of conditions which could pose a serious risk to individuals' health and well-being, and which are consistent with the practitioner's role in relation to medical diagnosis
6. How to access informed advice on unfamiliar conditions
7. The nature of disability and the role of the practitioner in working with individuals who have disabilities

8. The relevant legislation, professional standards and codes of conduct
9. How to obtain consent from individuals in accordance with legal and professional standards
10. The importance of a suitable environment and making clients feel welcome
11. Effective ways of enabling individuals to talk through relevant aspects of their lives in a way which is sensitive to their needs and concerns (eg active listening, reflecting, clarifying and summarising, guiding, questioning)
12. Approaches and techniques for eliciting information (eg open questions) and appropriate combinations/sequence of approaches at different times during consultation
13. The importance of not imposing one's own beliefs, values and attitudes on individuals, of enabling them to express themselves in their own way and of recognising the value of their own beliefs, attitudes and experiences
14. Significant aspects of appearance, body language, speech and behaviour, and how to recognise and interpret them
15. Situations where it may be necessary or useful to involve someone else in consultation (eg when treating children)
16. The potential for misunderstanding and misrepresentation when other people are involved in discussions, and ways of minimising such risks and establishing the facts
17. Dynamics of family relationships and of individual/practitioner relationships and how individuals' willingness to talk freely may be affected by the presence of a third party
18. The extent of the practitioner's role and competence in relation to various types of examination and when it might be necessary to refer, including:
 - a) the information which can be obtained from a variety of examinations and how this can supplement and enhance that gained from talking to the individual
 - b) equipment, materials and methods for carrying out examinations
 - c) common medical tests and other diagnostic procedures, the information they can provide, and how this information can be used to support the use of appropriate investigations to guide the management of the problem
 - d) sources of information on the meaning and implications of test results and how to access and use these sources
19. How to record information accurately for assessment and treatment purposes
20. The purpose of informing individuals and their companions of the nature and duration of the consultation and the type of information which may be entered on records
21. How to be supportive to individuals and their companions whilst recognising that this is resource intensive and may bring other pressures to bear, such as the number of individuals who can be seen in one period of time
22. The limits and boundaries of the practitioner's role and when there may be a need to advise the individual to consult other health care practitioners
23. How to show respect for the individual's privacy and dignity and minimise any discomfort given the sensitive nature of consultations
24. The procedures for record keeping in accordance with legal and professional requirements

25. The principles and consequences of treating like with like and using minimum dose
26. The importance of getting full information on both presenting problems and relevant contextual factors for effective homeopathic treatment
27. The scope and significance of the physical, mental, emotional, social, spiritual and environmental factors which should be explored with individuals, including:
 - a) onset, duration and intensity/severity of symptoms
 - b) current physical, mental/emotional/spiritual and general states and modalities of a general or particular nature
 - c) personal medical history
 - d) family medical history
 - e) significant life events and reactions to them
 - f) lifestyle, work and home situation including any stressors
 - g) reaction to environmental and social factors
28. The awareness of the patterns and themes emerging from the consultation
29. Homeopathic criteria against which to evaluate information given by individuals in order to focus further questioning and discussion
30. Principles of direction of cure and how to apply them
31. How to evaluate a range of methodologies and use them creatively in response to the dynamics of each consultation
32. The ability to manage uncertainties without reaching hasty conclusions

PERFORMANCE CRITERIA

You must be able to do the following:

1. prepare and conduct the consultation in a way that allows full focus on the individual
2. encourage individuals to make themselves comfortable and at ease and establish a therapeutic relationship in which the practitioner is fully present
3. enable individuals to explore, describe and explain aspects of their lives which are significant and to express these spontaneously and in their own way to obtain a full symptom picture
4. remain open to all information and avoid bias
5. observe and evaluate the individual's approach and manner during the consultation and note behaviours which may be characteristic of the individual and their significant symptoms
6. facilitate the individual to explore the significance of the symptoms and to identify any emerging patterns or themes
7. undertake only those examinations which:
 - a) are within the professional competence of the practitioner
 - b) are necessary to make an assessment of the individual's needs and condition consistent with the practitioner's role

- c) are safe for the individual
- d) have the consent of the individual or someone acting on their behalf
- e) are consistent with statutory regulations and ethical guidelines
- 8. assess the potential risk for the individual associated with the course of any presenting condition
- 9. explain any need to obtain information from other people on the individual's health and well-being and seek their consent to do this
- 10. obtain any relevant information from other health care practitioners in an appropriate manner
- 11. balance additional information gained against the overall picture of the individual's needs to confirm or deny any developing hypotheses
- 12. discuss with individuals their aims and priorities for homeopathic treatment
- 13. record the outcomes of the consultation completely and accurately to allow other practitioners to take the treatment forward if necessary

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: HWB4 Enablement to address health and wellbeing needs

CNH16 - Integrate and evaluate information about individuals' health and well-being within the context of homeopathy

OVERVIEW

This standard is about the work that a homeopath will do to integrate and evaluate information about the individual's health and well-being.

Users of this standard will need to ensure that practice reflects up to date information and policies.

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. Effective strategies and methodologies for analysing, integrating and synthesising a wide range of information
2. The relevance and relative importance of the different aspects of the case for treatment planning and prescribing
3. Ways in which symptoms may be suppressed or altered by other factors
4. Principles of causation and totality: the relevance of what might have caused the illness and the importance of taking a full case history and symptom picture
5. Principles and methods of categorising symptoms, including:
 - a) physical/emotional/mental/general/particular
 - b) concomitant
 - c) complete/incomplete
 - d) common
 - e) characteristic
 - f) striking, individualising symptoms ('strange, rare and peculiar')
 - g) symptoms of 'indisposition'
 - h) symptoms of miasms
 - i) exciting and maintaining causes
 - j) pathognomonic symptoms
 - k) iatrogenic symptoms
6. The relative value of symptoms and patterns in terms of:
 - a) intensity
 - b) level of detail
 - c) completeness
 - d) frequency and duration
 - e) rhythm/periodicity/onset

- f) aetiology
 - g) characteristic nature
 - h) susceptibility
 - i) persistence
 - j) expressions of a major theme
 - k) summaries or symbols of the individual as a whole
7. The nature, purpose and importance of prognosis in homeopathy, and how this differs from conventional medical prognosis
 8. Factors to consider when evaluating a case, including:
 - a) vitality
 - b) age
 - c) nature and duration of symptoms
 - d) medical history (individual and family)
 - e) aetiology
 - f) miasmatic influences
 - g) suppressive factors
 - h) exciting and maintaining causes
 - i) current conventional prognoses, treatment and any medication being taken
 - j) other treatments the individual is undertaking
 - k) experience and effectiveness of previous treatment (homeopathic and other)
 - l) the individual's expectations and preferences
 9. Principles of the direction of cure, the return of symptoms and their application
 10. How to access, understand and use information on the effects, side effects and interactions of drugs and substances
 11. The dangers or consequences of individuals withdrawing from drugs and substances

PERFORMANCE CRITERIA

You must be able to do the following:

1. ensure the information is full and accurate
2. encourage individuals to provide further information and/or agree how such information can be obtained if necessary
3. evaluate the information using strategies which are:
 - a) appropriate to the symptom picture
 - b) appropriate to the goal and stage of treatment
 - c) consistent with principles and practice of homeopathy
4. use appropriate homeopathic strategies to analyse and integrate all of the information available to prioritise the most characteristic symptoms and patterns in the case
5. note future reference symptoms and patterns which are not included in the initial prioritisation
6. explain the outcomes of the evaluation to the individual in an appropriate manner,

level and pace

7. review with the individual their priorities and goals for homeopathic treatment in the light of the evaluation
8. record the outcomes of the evaluation
9. complete and maintain records in accordance with professional and legal requirements
10. seek advice and support promptly from an appropriate source if it becomes apparent that professional discussion and supervision is needed

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: IK2 Information collection and analysis

CNH17 - Prescribe homeopathic treatment for individuals

OVERVIEW

This standard is about prescribing homeopathic treatment for individuals.

Users of this standard will need to ensure that practice reflects up to date information and policies

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. principles of different prescribing methodologies and their application
2. the links between case evaluation and selection of a prescribing methodology
3. the connections between the vitality and circumstances of the individual and appropriate treatment planning
4. ways of building review, reflection and evaluation into treatment planning
5. characteristics of major remedy pictures
6. sources of information on less commonly used and new remedies, and how to access and use these resources
7. relationships between different remedies and/or classes, groups and families of remedies
8. affinities of remedies for particular symptoms, sensations and functions
9. possible contra-indications for particular remedies and potencies in particular conditions
10. how to interpret, analyse, evaluate and synthesise the patterns and essential characteristics of remedy pictures from materia medica, provings and clinical observation
11. the variety of content, structure and approach of different materia medica, and the benefits and limitations of each
12. the variety of repertories available, and how to use them, being aware of their relative value and limitations
13. principles of selecting remedies - ie matching remedy pictures and symptom pictures
14. principles of differential diagnosis and remedy selection
15. the importance of taking a critical approach in relation to remedy selection
16. principles of minimum dose and repetition of dose
17. factors to consider when choosing potency and dose tailored to the individual's needs
18. remedy actions, reactions and interactions

19. terminology and abbreviations used for describing dilutions and potencies
20. forms in which remedies are available

PERFORMANCE CRITERIA

You must be able to do the following:

1. evaluate remedies and differentiate between those which are indicated in the case
2. select the remedy or remedies which are most appropriate for the individual and the stage of their homeopathic treatment
3. select a prescribing methodology appropriate for the individual and consistent with the overall treatment plan
4. identify factors which influence choice of potency, dose or form of prescription
5. explain the remedy choice and possible responses in an appropriate manner, level and pace
6. prescribe the potency, dose and form of remedy most likely to give optimum benefit for the individual given their symptom picture, homeopathic treatment goals and their wishes
7. explain to the individual their responsibilities in taking the remedies and encourage them to:
 - a) monitor their condition and response to the remedy
 - b) note any changes in their health and well-being
 - c) contact the practitioner at an appropriate time if they have any concerns or queries in relation to their treatment
8. accurately record information on the remedy chosen and the rationale for its choice

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: HWB7 Interventions and treatments

CNH18 Dispense homeopathic remedies for an individual

OVERVIEW

This standard is about dispensing homeopathic remedies for an individual.

Users of this standard will need to ensure that practice reflects up to date information and policies.

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. How to make the work area safe, clean and fit for use
2. How to store and package remedies safely and in line with legal requirements
3. How to dispense remedies safely and in line with legal requirements
4. Factors which can contaminate or inactivate remedies
5. How to minimise the risk of contamination
6. Methods for promoting preservation of the remedy
7. Different materials which may be used to contain remedies
8. The appropriate remedy medicating techniques
9. The information and instructions to provide with the remedy
10. Procedures for the postage of remedies in their suitable containers
11. The requirements for record keeping in connection with dispensing homeopathic remedies

PERFORMANCE CRITERIA

You must be able to do the following:

1. ensure the work area and any necessary equipment and materials are safe, clean and fit for use
2. dispense remedies in a manner which minimises the risk of contamination and promotes preservation of the remedy
3. dispense each remedy in a suitable form and container for the individual to take as prescribed
4. provide clear, accurate and relevant instructions and information with the remedy
5. package containers which are to be posted in appropriate, protective packaging and dispatch within the agreed time
6. keep accurate, legible and complete records of the remedies dispensed and the advice given

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard has indicative links with the following dimension within the NHS Knowledge and Skills Framework (October 2004)

Dimension: HWB10 Products to meet health and wellbeing needs

CNH19 - Review and evaluate homeopathic treatment, case management and practice development

OVERVIEW

This standard is about reviewing homeopathic treatment, case management and practice development.

Users of this standard will need to ensure that practice reflects up to date information and policies.

Version No 1

KNOWLEDGE AND UNDERSTANDING

You will need to know and understand:

1. Homeopathic concepts of health, disease and progress in treatment
2. Principles of direction of cure and return of symptoms
3. Maintaining, suppressing and antidoting factors
4. Principles and methods for recognising the effects of simillimum, similar and non-similar remedies on individuals' symptoms
5. Factors to consider in deciding appropriate action following a review
6. Effective ways of enabling individuals to evaluate response to treatment
7. Discerning the appropriate information to include in recording the content and outcomes of the review process
8. Ways of managing cases over varying periods of time
9. Appropriate circumstances for referral or discontinuation of treatment
10. Ways of identifying areas for practice development and how to access it
11. How to engage in, reflect on and evaluate practice development activities
12. Ways of recognizing the need for mentoring and/or supervision
13. Different research methodologies and findings, and their relevance to practice

PERFORMANCE CRITERIA

You must be able to do the following:

1. encourage individuals to:
 - a) take a full and active part in the review process
 - b) reflect on further insights they may have in relation to their health and well-being
 - c) offer their opinions on the homeopathic treatment
2. evaluate and reflect on progress towards agreed goals in the light of homeopathic principles
3. explain and explore with the individual the outcomes of this evaluation
4. offer individuals the opportunity to think through this information and respond to it
5. decide the next step in managing the case, reflecting the outcomes of the review and jointly agree a way forward
6. communicate information to others as appropriate, on the outcomes of the treatment and its review bearing in mind:
 - a) the interests of the individual and agreements made with them
 - b) any inherent risks
 - c) the legal duty of care
7. keep accurate, legible and complete records of the review process
8. use the knowledge and understanding gained from working with the individual to inform future management of their case
9. demonstrate a commitment to reflect on practice and deepen homeopathic understanding and integrate this with clinical practice
10. use homeopathy research findings to develop clinical practice

ADDITIONAL INFORMATION

This National Occupational Standard was developed by Skills for Health.

This standard links with the following dimension within the NHS Knowledge and Skills Framework (October 2004):

Dimension: HWB7 Interventions and treatments

References for additional standards relevant to homeopaths

Although the 5 specific competences describe what a homeopath does, to practise effectively and professionally, homeopaths will incorporate a range of additional competences in their daily work, such as those for communication, administration, supervision, audit and research.

Similarly, in planning courses for student homeopaths or professional development, providers would need to ensure full coverage of the specified areas, and to integrate these within a much broader curriculum.

For example, the following references can be found in the 'competences' section of the Skills for Health website.

General skills:

GEN 22 Communicate effectively with individuals

GEN 25 Administer appointments

Generic healthcare skills:

GEN 58 Receive requests for assistance, treatment or care

CH 541 Determine a treatment plan for an individual

Reflection and supervision skills:

GEN 33 Enable other individuals to reflect on their own values, priorities, interests and effectiveness

GEN 35 Provide supervision to other individuals

Research and development skills:

R&D 1 Determine a research and development topic worthy of investigation

R&D 2 Identify and recommend sources of funding for selected research and development topics

R&D 3 Design and formulate a research and development proposal

R&D 4 Determine resources required to implement a research and development proposal

R&D 5 Obtain approval for selected research and development activities

R&D 6 Produce a detailed research and development plan.

If you are planning a programme for Continuing Professional Development, a pre-qualification course module or considering a focus for an audit of your practice, it is worth browsing through the Skills for Health competences for other relevant material.

For further information:

<http://www.skillsforhealth.org.uk>