

12

Medical and Social Care Professions

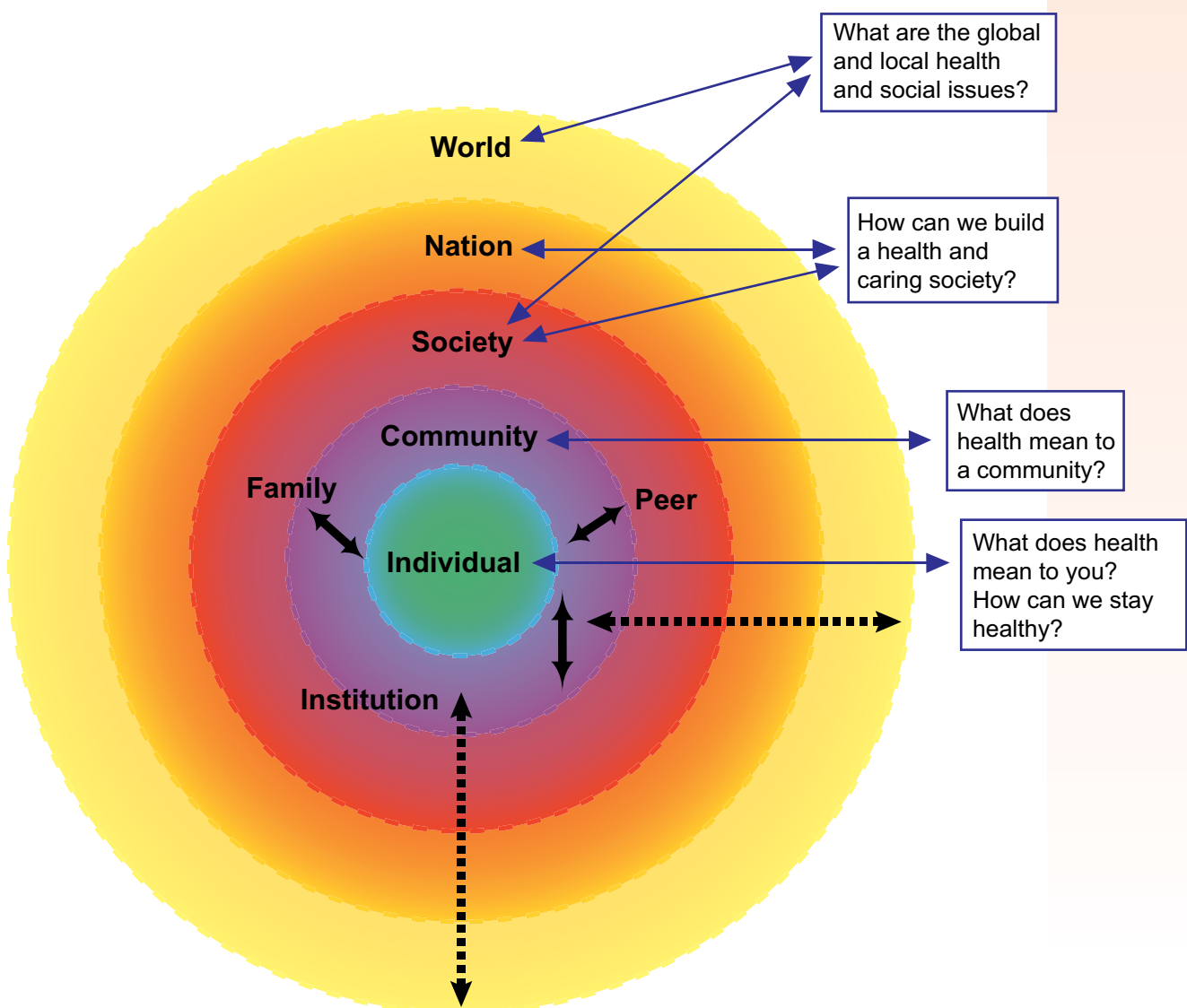
Health Management
and Social Care
(Secondary 4-6)



Health Management and Social Care Booklets

The design of the HMSC curriculum rests on the notion of the interconnectedness of the various levels at which phenomena related to health and sickness, well-being and ill-being, and personal and community care are to be understood. The curriculum aims to enable students to explore all of these levels as well as the relationships between them. The different levels can be interpreted as the individual, the family, the peer group, the community, the institutional setting, society, the nation and the world (Figure 1).

Figure 1 The Various Levels and Essential Questions of HMSC



This part includes 19 booklets of learning and teaching reference materials for teachers. The topics and information in these booklets are selected and organized based on the five essential questions from various levels mentioned in the curriculum design in Chapter 2 of the Health Management and Social Care Curriculum and Assessment Guide (Secondary 4-6)(2007). The booklets facilitate teachers to develop an overall framework of HMSC and identify the key concepts of the curriculum so that their students will be more able to critically assess the relevant issues. Details of these booklets are as follows:

Levels	Essential Questions	Booklets	
Individual, Family and Peer	What does health mean to you?	1	Personal Needs and Development across Lifespan
		2	Health and Well-being
	How can we stay healthy?	3	Physical Well-being - Healthy Body
		4	Mental Well-being - Healthy Mind
		5	Social Well-being - Inter-personal Relationship
Community	What does health mean to a community?	6	Healthy Community
		7	Caring Community
		8	Ecology and Health
		9	Building a Healthy City
Society	How can we build a healthy and caring society?	10	Health Care System
		11	Social Welfare System
		12	Medical and Social Care Professions
		13	Health and Social Care policies
		14	Social Care in Action
Local and Global Societies	What are the local and global health and social issues?	15A	Health and Social Care Issue - Ageing Population
		15B	Health and Social Care Issue - Discrimination
		15C	Health and Social Care Issue - Domestic Violence
		15D	Health and Social Care Issue - Addiction
		15E	Health and Social Care Issue - Poverty

Each booklet will start with the essential questions. The expected learning outcomes in terms of knowledge, skills, value and attitude as well as the content outline will be listed as an overview. Teachers are advised to adapt and flexibly use the materials based on school or community situation, background of students, interest, learning skills and the prior knowledge of students. Social issues as well as the graphic organizers that illustrated in Booklet 3.1.5 can be used to help student organize and analyze complex and abstract concepts, construct their knowledge effectively and achieve deep understanding.

How can we build a healthy and caring society?

The holistic concept of health has been elaborated from different perspectives and dimensions in Booklet 1 -9. In Ottawa Charter, definition of health is further elaborated as 'a resource for everyday life, not the objective of living. It is a positive concept, emphasizing social and personal resources as well as physical capabilities.' If health is the social and personal resources, it needs to be properly managed.

Simply speaking, management is to guarantee the use of resources in the most appropriate way in the most appropriate time and place through planning, organising, directing, coordinating and controlling the use. Management is not just the concern of government and commercial organisations. Non-governmental organisations and other social care organisations also need to be properly managed. Therefore, health management is planning, organising, directing, coordinating and controlling the resources to meet the health needs. In Booklet (10) to (14), it is explored how to achieve holistic health through organising, allocating and utilizing resources from the levels of the system, policy, professionals and professional services.

The topics of Health Management and Social Care Curriculum and Assessment Guide included in the Booklet 10-14 are listed in the following table:

Booklets		Topics in HMSC Curriculum and Assessment Guide
10	Health Care System	<p><u>Compulsory part</u></p> <p>2D Developments in the health and care industries</p>
11	Social Welfare System	<p>3B Developing health and social care / welfare policies</p> <p>3C Implementing health and social care policies</p> <p>3D Cultural and political disagreements and tensions</p> <p>4A Disease prevention (primary, secondary and tertiary) and using precautions in our daily living patterns and lifestyles</p>
12	Medical and Social Care Professions	<p><u>Compulsory part</u></p> <p>5A Professions in health and social services</p> <p>5B Health and social care services and agencies</p>
13	Health and Social Care Policies	<p><u>Compulsory part</u></p> <p>3B Developing health and social care / welfare policies</p> <p>3C Implementing health and social care policies</p> <p>3D Cultural and political disagreements and tensions</p>
14	Social Care in Action	<p><u>Compulsory part</u></p> <p>4D Social care, healthy relationships, social responsibility and commitment in the family, community and groups</p> <p>5A Professions in health and social services</p> <p>5D Leadership in health and social care</p>

12 Medical and Social Care Professions

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Learning Targets

Through the study of the topic on medical and social care professions, students are expected to:

Values and attitudes

- ❖ Appreciate the work of health and social care professionals

Knowledge

- ❖ Identify different types of health and social care professionals and their services
- ❖ Be aware of the training paths of health and social services

Key Questions

To achieve the above learning targets, teachers may use the following questions to enhance understanding:

- ❖ What are the different professionals in health and social care services?
- ❖ What are the training paths of these professions?

12.1 Types of Health and Social Care Professionals

What is a profession? Generally speaking, a profession may include the professional skills and the professionals relying on such skills to earn a living. These "professional skills" are the scientific principles, taken over a long period of learning and training and having been certified in an examination. A profession is characterised by the acts of self-restraint, ethics (or moral) and quantifiable professional standards. Professionals usually have their own professional society or association, which has the authority to establish, review and monitor the professional qualifications of its members.

The health care and social care industry is a large sector and encompasses many professions. Here are some examples for students' exploration on the roles and work skills of these professionals so as to build up their interests in the field as well as their understanding on the professionals in relationship with service users. It should be stressed that every discipline has its own contribution and they are all working together for the benefit of service users.

The focus of this booklet is to help students familiarise with the professionals in health and social services and be able to outline the appropriate training paths if they want to commit in the health and social care services sector in the future. Student will be able to understand the organisation and division of labour among different professionals in the delivery of health and social care services.

(A) Professionals in Health Services

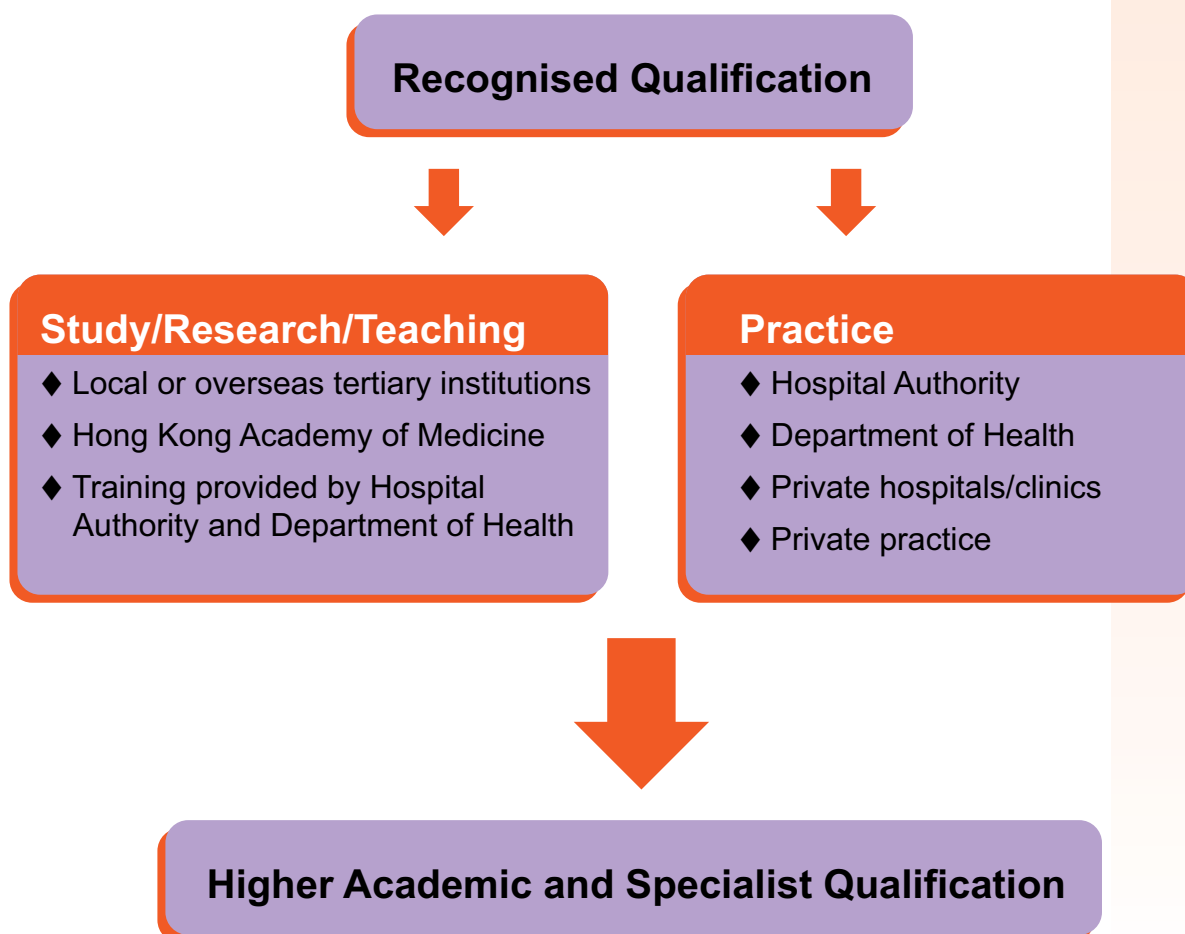
Under existing legislation, 12 categories of healthcare professionals need to be registered with their respective boards or councils before being allowed to practise in Hong Kong. They are doctors, dentists, Chinese medicine practitioners, nurses (including registered and enrolled nurses), midwives, pharmacists, chiropractors, physiotherapists, occupational therapists, medical laboratory technologists, optometrists and radiographers. The following are some of the examples:

1. Medical Practitioners (Doctors)

Training

At present, only the Chinese University of Hong Kong and Hong Kong University provide training for medical undergraduates to attain the degrees of Bachelor of Medicine, Bachelor of Surgery (MBBS) in five years. After completing the medical courses, there must be one year internship in different departments in the hospitals. In addition, all medical graduates regardless of where they are trained, must attend the Licensing Examination held by the Hong Kong Medical Council. The Licensing Examination held annually by the Medical Council consists of three parts: (a) Examination in Professional Knowledge; (b) Proficiency Test in Medical English; and (c) Clinical Examination. After these, the Hong Kong medical graduates need to complete a 12-month internship training before they register as medical practitioners in Hong Kong.

Career Pathway of the Medical Graduates is as follows:



The medical graduates need to obtain the qualification of Bachelor of Medicine, Bachelor of Surgery (MBBS) to become general practitioners. If they want to be a specialist, they need to have another six years of training and pass the examination recognized by the "Hong Kong Academy of Medicine." According to the classification of the Hong Kong Academy of Medicine (<http://www.hkam.org.hk>), there is a total of 15 specialties (the classification of the Medical Council of Hong Kong is slightly different). The specialties are:

Specialties	Introduction
Medicine/ Internal Medicine	A medical specialty concerned with the diagnosis and treatment of diseases of the internal organ systems of adults. Subspecialties include: Cardiology, Endocrinology, Gastroenterology, Hematology, Medical Oncology, Nephrology, Pulmonary Medicine, and Rheumatology.
Surgery	A medical specialty that uses operative manual and instrumental techniques on a patient to investigate and/or treat a pathological condition such as disease or injury, to help improve bodily function or appearance, or sometimes for some other reason. The sub-specialties include cardiothoracic surgery, gastrointestinal surgery, liver surgery, neurosurgery, pediatric surgery and plastic surgery etc.
Pediatrics	A medical specialty concerned with the care and development of children and with the prevention and treatment of children's diseases. However, the boundary of 'children' does not have clear definition.
Family Medicine	A medical specialty concerned with the comprehensive and consistent primary health care to individual patients and their families, including physical and psychological treatment and counseling on community health issues.
Community Medicine	A medical specialty concerned with the public health services emphasizing preventive medicine and epidemiology for members of a given community or region.
Emergency Medicine	A medical specialty specifically responsible for the treatment of a variety of acute conditions in Accident and Emergency Departments.
Psychiatry	A medical specialty concerned with the treatment and study of mental disorders.

Specialties	Introduction
Pathology	A medical specialty concerned with the study and diagnosis of disease through examination of organs, tissues, bodily fluids, and whole bodies (autopsies).
Radiology	A medical specialty that employs X-rays and other modalities for diagnostic imaging.
Orthopedic surgery	Surgery concerned with conditions involving the musculoskeletal system to treat musculoskeletal trauma, sports injuries, degenerative diseases, infections, tumors, and congenital conditions.
Ophthalmology	A branch of medicine which deals with the diseases and surgery of the visual pathways, including the eye, hairs, and areas surrounding the eye, such as the lacrimal system and eyelids.
Otorhinolaryngology	Treatments of diseases of ears, nose, sinuses and throat.
Anaesthesiologists	They are responsible for anesthesia during surgery. They also work in intensive care unit.
Obstetrics and gynecology	Two surgical specialties dealing with the female reproductive organs, and as such are often combined to form a single medical specialty and postgraduate training program.
Dental Surgeons	Treatment of teeth and related diseases.

Regulation

Medical Registration Ordinance (<http://www.hkllii.org/hk/legis/ch/ord/161/>)

Professional Association

The Medical Council of Hong Kong (<http://www.mchk.org.hk>)

Empowered by the Medical Registration Ordinance, the Medical Council maintains a register of eligible medical practitioners, administers the Licensing Examination, issues guidelines and Professional Code and Conduct, exercises regulatory and disciplinary powers for the profession, and answers general enquires from doctors and the public.

2. Dentists

Dentists

The work of a dentist includes the diagnosis, prevention and treatment of all aspects of oral disease. The dentists diagnose, prevent and treat aches and pains originating from jaws and teeth due to disease, injury or malformation. They also help improve a patient's appearance through cosmetic dental procedures and perform surgery such as metal implants, tissue grafts and extractions. A dentist is the leader of a dental care team, which may consist of dental surgery assistants, dental technicians, dental hygienists and dental therapists.

Ancillary Dental workers

Ancillary dental workers include the dental assistants and dental hygienists. They are jointly trained by the Prince Philip Dental Hospital and the Faculty of Dentistry of Hong Kong University. The training includes Higher Diploma in Dental Hygiene and Certificate of Proficiency in Dental Surgery Assisting.

Dental hygienists provide preventive oral health care under the supervision of a dentist. Health hygienists help control and prevent periodontal diseases and dental caries. They provide fluoride treatment or take X-rays for patients. In addition, they may go to community centers, schools, shopping malls or large groups for dental health promotion. Graduates from secondary schools may enroll in the programme of "Higher Diploma in Dental Hygiene" jointly organised by the Prince Philip Dental Hospital and School of Professional and Continuing Education University of Hong Kong. This Higher Diploma Programme aims to provide the relevant professional training and knowledge needed to prepare the Student Dental Hygienists for a career in dental hygiene. Graduates of this programme will be qualified to enrol as Dental Hygienists of the Dental Council of Hong Kong and can practise dental hygiene in Hong Kong.

A Dental Surgery Assistant assists the dentist at the chairside with patients before, during and after treatment. They are responsible for the infection control procedures in the clinical areas, including appropriate cleansing, disinfection and sterilisation. They also teach oral hygiene knowledge, including dental care, periodontal disease, dietary advice and oral cleaning techniques. Some of them need to manage a dental clinic efficiently. It is not mandatory for dental surgery assistant to have any training on the job.

Training

The Prince Philip Dental Hospital is established under The Prince Philip Dental Hospital Ordinance (Chapter 1081), and funded by the Government. The primary function of the Hospital is to provide facilities for the training of student dentists and dental ancillary personnel of the Faculty of Dentistry, the University of Hong Kong. Apart from the University of Hong Kong, the bachelor and master degrees in dentistry awarded by overseas institutions may meet the requirements of qualifications for registration as a dentist in Hong Kong.

Regulation

Dentists Registration Ordinance (<http://www.hkllii.org/hk/legis/ch/ord/156>)

According to "the Dentists Registration Ordinance", dentists need to have a bachelor degree of dentistry awarded by a university; pass the Licensing Examination of the Management Committee and register in the Hong Kong Dental Council. The subsidiary legislation, Ancillary Dental workers (Dental Hygienists) Regulations, of the Dentists Registration Ordinance empowers the Council to provide enrolment and regulation of the dental hygienists. A roll of enrolled dental hygienists is maintained by the Council.

Professional Association

The Dental Council of Hong Kong (<http://www.dchk.org.hk>)

The Dental Council is responsible for the registration of dentists, the conduct of the Licensing Examination, the maintenance of ethics, professional standards and discipline of the profession.

3. Chinese Medicine Practitioners

In general, the Chinese medical practitioners may specialize in traditional Chinese medicine, acupuncture and bone setting. However, unlike the western medical practitioners, the Chinese medical practitioners are trained comprehensively and able to give treatment across different specialties. For example, a specialist in bone setting may prescribe Chinese medicine. A physician can also be skillful in acupuncture. They regard themselves as general practitioners although they have different specialties and client groups. Acupuncture is a technique in which the practitioner inserts fine needles into specific points on the patient's body. The intended effect is to increase circulation and balance energy (Qi) within the body. Bone-setting is the manipulation or "setting" of fractured bones, ruptured sinews and muscles in order to alleviate the injury.

Training

Any person who wishes to be registered as registered Chinese medicine practitioner should undertake and pass the Licensing Examination. To be eligible to undertake the Licensing Examination, a person should satisfy the Chinese Medicine Practitioners Board of the Chinese Medicine Council. He/She has to complete the undergraduate degree course training in Chinese medicine practice or its equivalent as approved by the Chinese Medicine Practitioners Board with satisfactory result.

Regulation

Chinese Medicine Ordinance, <http://www.hkllii.org/hk/legis/ch/ord/549>

According to the Chinese Medicine Ordinance, all Chinese medicine practitioners should be registered before they can practise Chinese medicine in Hong Kong.

Professional Association

The Chinese Medicine Council of Hong Kong (<http://www.cmchk.org.hk>)

It is a statutory body established under the Chinese Medicine Ordinance. It is responsible for implementing regulatory measures for Chinese medicine practitioners and Chinese medicines. The main purpose for regulation of Chinese medicine is to protect public health and consumers' rights and to ensure the professional standard of Chinese medicine practitioners and the trade of Chinese medicines through "self-regulation".

4. Nurses

Besides providing care to patients and/or those people in need, e.g. the elderly, the nurses also play an important role as health educator, health promoter, counsellor, client advocate, care-coordinator and researcher in the health and care industries.

Training

Enrolled Nurse (EN)

The basic entry requirements for enrolled nurse are 18 years of age or above, graduating from secondary school. Although some courses require applicants to complete at least one science subject, students without studying any science subject can also become enrolled nurses. The Social Welfare Department and the Hospital Authority have launched full-time 2-year courses for general and psychiatric enrolled nurses since 2005.

➤ Registered Nurse (RN)

They should have completed 3-year pre-registration (or 2-year pre-enrolled) nursing programme provided by a recognized training school or institution and accredited by the Nursing Council of Hong Kong. Some of the registered nurses graduate with a degree of nursing programme and undertake and complete at least one year of supervised practice before being fully registered with the Nursing Council of Hong Kong. Generally nurses in Hong Kong are divided into general and specialized nurses.

Regulation

Nurse Registration Ordinance (<http://www.hkllii.org/hk/legis/ch/ord/164>)

Professional Association

Nursing Council of Hong Kong (<http://www.nchk.org.hk>)

According to the Nurse Registration Ordinance, any person who wishes to practise as a registered nurse or enrolled nurse in Hong Kong must be registered or enrolled as a Registered Nurse or Enrolled Nurse with the Nursing Council of Hong Kong.

5. Physiotherapist

Physiotherapy is concerned with the functions and activities of the human body. Its purpose is to raise the body functions and activities to the highest level, as well as to promote, maintain and restore the physical, psychological and social well-being. A physiotherapist is responsible for the cure and rehabilitation of physical diseases of all ages, injuries of victims and the declined physical functioning of the elderly. It makes use of the theories in physics and different media such as hot/ cold therapy, water therapy and compression therapy to restore the physical functioning of patients. The jobs of a physiotherapist include:

- ❖ Examining and evaluating patients with health-related conditions, impairment, functional limitation and disability to determine a suitable diagnosis, prognosis and intervention;
- ❖ Alleviating impairment and functional limitation by designing, implementing and modifying therapeutic interventions; and
- ❖ Preventing injury, impairment, functional limitation and disability by promoting and maintaining fitness, health and quality of life among patients.

Training

Physiotherapists have to go through a recognised three or four year university-based course leading to a Bachelor of Science in physiotherapy to be eligible for registration before their practice.

Regulation

Supplementary Medical Professions Ordinance (<http://www.hkii.hk/hk/legis/ch/ord/359>)

Physiotherapist (Registration and Disciplinary Procedure) Regulation, Chapter 359 subsidiary legislation J

Professional Association

The Supplementary Medical Professions Council (<http://www.smp-council.org.hk>)

The Supplementary Medical Professions Council was established under the Supplementary Medical Professions Ordinance. The Ordinance provides a statutory framework for the registration, discipline and management of persons engaged in the following professions:

- Medical laboratory technologists,
- Occupational therapists,
- Optometrists,
- Physiotherapists and
- Radiographers.

The Physiotherapists Board was established under the Supplementary Medical Professions Ordinance. The functions of the Physiotherapists Board are to maintain a register of physiotherapists and to promote adequate standards of professional practice and of professional conduct among registered physiotherapists.

6. Occupational Therapist

Occupational therapy is about helping people do the day-to-day tasks that “occupy” their time, sustain themselves, and enable them to contribute to the wider community. The occupational therapists are responsible to help people with disabilities to achieve their optimum level of functioning. By taking part in therapeutic activities, both the physical and the psychosocial functions of clients are enhanced or maintained. They also help their clients to restore their roles in the family, the workplace and the community.

Training

The Department of Rehabilitation Sciences of the Hong Kong Polytechnic University is currently the sole provider offering both occupational therapy undergraduate and postgraduate degree programmes in Hong Kong.

Regulation

Supplementary Medical Professions Ordinance(<http://www.hkliv.hk/hk/legis/ch/ord/359>)

The Occupational Therapists (Registration and Disciplinary Procedure) Regulations

Professional Association

The Supplementary Medical Professions Council (<http://www.smp-council.org.hk>)

The Occupational Therapists Board was established under the Supplementary Medical Professions Ordinance. The functions of the Occupational Therapists Board are to maintain a register of occupational therapists and to promote adequate standards of professional practice and of professional conduct among registered occupational therapists.

7. Dietitian

Registered dietitians provide guidance on food and nutrition in order to promote health and well-being. Dietitians working at the clinic are responsible for the provision of medical service on nutrition. They will consider symptoms and health needs of patients and design intervention to improve their nutrient absorption. Dietitians working in the community are responsible for providing appropriate advice on nutrition and diet in order to prevent disease and promote public health. Dietitians working in the food service institutions are responsible for planning and managing a variety of food service operations. In addition, the dietitians will also engage in other areas of nutrition, including nutrition for athletes, health screening and research on nutrition.

Due to the clinical experience of registered dietitians, they may have broader exposure to different client groups. They may work in hospitals or in the community. At present, we do not have a regulatory system for registered dietitians.

Training and registration

To get the registered dietitian qualification in Hong Kong, candidates have to complete a degree programme on nutrition in the Chinese University of Hong Kong or the Hong Kong University and then take a two-year part-time course (Postgraduate Diploma in Human Nutrition and Dietetics) offered by the Hong Kong University of Hong Kong School of Professional and Continuing Education (SPACE) which offers an 8-month internship in local hospitals. After passing the examination, graduates can apply to be British-registered dietitians. They will be eligible to apply for jobs as dietitians in the Department of Health and the Hospital Authority.

Up to 2009, there is no legal system for accreditation and registration of dietitians in Hong Kong. The Hong Kong Dietitians Association requires that all registered dietitians have to be registered in the United States, Britain, Canada or Australia with a relevant university degree. The accredited dietitians are:

- > A person who is a State Registered Dietitian with the Health Professions Council of the United Kingdom; or
- > A person who is a Registered Dietitian of the American Dietetic Association; or
- > A person who owns a Provincial Dietetic Registration in Canada; or
- > A person who is an Accredited Practising Dietitian in Australia.

Professional Associations

The Hong Kong Dietitians Association Limited (HKDA Ltd.) is a professional body of dietitians in Hong Kong (<http://www.hkda.com.hk>).

8. Healthcare Assistant and Health Worker

Due to the shortage of nurses for many years, health care assistants and health workers, who support nursing, become more important in the health care settings in Hong Kong.

Health Care Assistant

The health care assistants provide nursing support in hospitals or other health care settings such as nursing and care homes as well as hospitals. Their functions are gradually expanding from lifting the patients, the disposal of excreta and feeding, to care of wounds and first aid.

Health care assistants carry out general duties for patients which include:

- Recording temperature, pulse, respiration and blood pressure
- Assisting with toileting and bathing
- Encouraging mobility, helping with exercises
- Supporting a patient's self-esteem, talking, reading, listening and sharing information
- Carrying out 'domestic' duties, such as tidying up, sorting laundry etc.

Training

Graduates of secondary schools can take part in a health care assistant training course. These courses provide training in-patient care in order to meet the requirements of the public and private hospitals. Contents of the courses include basic and elderly care, first aid, treatment in trauma, wound and surgical care, as well as pharmacology, covering most of the aspects of their work in hospitals. The skills include lifting patients, care for specific patients, introduction of common drugs and procedures of prevention and control of infectious diseases. The courses also include working in a simulated ward with theories and practices to help students master the basic knowledge and skills, as well as understand the operation of hospitals in order to prepare them for their jobs.

Health Worker

When health care assistants support the care work in hospitals, health workers provide the care in aged homes and rehabilitation institutions. With the ageing population, the need for elderly service is increasing. Health workers are like enrolled nurses, except the care work, they need to have knowledge on medicine to facilitate their work in dispensing medicine and reading medical reports for the residents.

Training

At present, the Social Welfare Department requires all health workers to have to complete the secondary education and the approved training courses. They have to pass the written and practical examinations to obtain the qualification for registration as health workers. The training focuses on skills of caring for the elderly with 40-hr internship in residential service to provide students with practical experiences. The training also includes first aid and the practical part of the Pre-hospital Trauma Life Support.

(B) Professionals in Social Services

Social work is a profession to help people to help themselves. Since the establishment of the Social Workers Registration Ordinance (Cap. 505) (<http://www.hkllii.hk/hk/legis/ch/ord/505>), the term 'social work' has its legal definition. Social work is a profession with its own theories, knowledge, value, intervention approach and skills. It is also a profession committed to enhancing individual and social well-being through developing and empowering individuals and the community, improving the social systems and situations, as well as preventing and solving individual and social problems.

1. Registered Social Worker (RSW)

The registered social workers (RSW) work in Social Welfare Department and more than 300 social service agencies in Hong Kong. The services include family and child welfare, youth work, rehabilitation services, elderly services, offender services, community development and medical social services. Due to the rapid social changes in recent years, there are collaborations among different sectors in welfare services. It gives rise to developments of services for the new arrivals, employee retraining courses, support services for the chronically ill and AIDS patients and social work for urban renewal etc. Duties of social workers extend to labour, employment, education, medical care, health, housing, urban renewal, recreation and culture, poverty alleviation and international aid.

Training

To register as a Social Work Assistant or an Assistant Social Work Officer, applicants are required to obtain a relevant degree in social work (master or bachelor degree, associate degree, advanced diploma, honor diploma or diploma, etc.).

- **Social Work Assistant(SWA)** : Holding recognised social work diploma of local or overseas institutions
- **Assistant Social Work Officer** : Holding recognised social work degree of local or overseas institutions

Registration

A person must obtain the recognised social work qualification (master / bachelor degree, associate degree, advanced diploma, honor diploma or diploma, etc.) and register with the Social Workers Registration Board if they will use the title of "social worker".

Regulation

Social Workers Registration Ordinance (<http://www.hkllii.hk/hk/legis/ch/ord/505>)

Under the Ordinance, a person whose name does not appear on the Register of registered social workers shall not be able to use the title of "social worker" or in his/her related descriptions.

Professional Associations

- Social Workers Registration Board (<http://www.hkllii.hk/hk/legis/ch/ord/505>)

Social Workers Registration Board (the Board) was established under the Social Worker Registration Ordinance. It is a regulatory system to monitor the quality of social workers and ultimately protect the interests of service users and the general public.

- Hong Kong Social Workers' Association (HKSWA) (<http://www.hkswa.org.hk>)
- Hong Kong Social Workers' General Union (<http://www.hkswgu.org.hk/>)

2. Workers in Social Service Agencies

The workers of Social Welfare Department are chosen as examples to illustrate the different job types in social service agencies besides social workers:

Social Security Officer and Social Security Assistant

- They are employed by the Social Welfare Department and responsible for different types of social security schemes.
- Graduates of secondary schools can apply for social security assistants and Social Security Officer II.

Welfare Worker






- Welfare workers help social workers or health care workers to provide services to people. They usually work under the direction of social workers in the field of social services. They provide services to clients to help them improve their quality of life. Welfare workers play a variety of roles in a community. In halfway houses or group homes, they may help organize and lead group activities, supervise personal hygiene and daily living skills, transport and escort if necessary.
- Any people graduated from secondary schools need to attend training courses organised by Non-governmental Organisations (NGOs) to be certified welfare workers. Certificates or associate degrees in subjects related to human services, gerontology or one in the social or behavioural sciences is a preference.

Programme Worker

- Programme worker is the job created after the implementation of lump-sum grant. The work is similar to that of the welfare worker. The government had employed a number of programme workers with \$4,000 a month to reduce the unemployment rate.

3. Counsellor

Counselling is the process or interaction through which one person helps others to help themselves. It is a way of relating and responding to others so that they are helped to explore their thoughts, feelings and behaviour, in order to reach a clearer self-understanding. This enables the person to find and use their strengths and draw on their resources so that they can cope more effectively with their lives. Counselling has basic principles which are applied when a counsellor works with a client. These principles include providing:

-  an opportunity for a client to work towards behaving in a more satisfying and resourceful way in dealing with a problem or difficult situation;
-  a voluntary service for the client;
-  an opportunity for the counsellor to clarify with the client the basis on which counselling is to be given;
-  the client with reassurance that their rights and decisions are respected; and
-  a confidential service so that all information which passes between the counsellor and the client is treated with discretion.

The professionals working in social care settings, such as social workers, psychological therapists, clinical psychologists and educational psychologists, sometimes need to play the role of counsellors. In fact, social work and counselling cannot be separated. Sometimes social workers are more effective in using the counselling skills because they are able to use social resources to cope with changes in the client's living environment and interpersonal relationships. They are able to offer a more comprehensive help to deal with the clients' problems. However, when the clients have some specialised and individual behavioural problems, the social workers need to refer them to a more professional counselling service.

Training and registration

There is no regulation of registration required for counsellors. Their professional recognition mostly comes from their bachelor or master degree in counselling. The Hong Kong Professional Counselling Association takes an active role to promote the standard of practice of counselling as well as provides guidance for counselling education in Hong Kong.

12.2 Working in Different Professional Institutions

(A) Hospital Authority



Details of the Hospital Authority: <http://www.ha.org.hk>

The Hospital Authority (HA) is a statutory body established under the Hospital Authority Ordinance to manage all public hospitals in Hong Kong. It is an independent organisation which is accountable to the Government through the Secretary for Food and Health, who is responsible for formulating health policies and monitoring the performance of the Authority.

1. Medical Staff in HA

The public healthcare system in Hong Kong consists of the Hospital Authority and the Department of Health, which includes hospitals, clinics and related healthcare services to provide public health services to citizens.

Career Pathway of Medical Staff in Hospital Authority is as follows:



2. Nursing Staff in HA

- ✍ Like doctors, they work in different wards or departments of a hospital or clinic, such as: emergency medicine wards, operating theatres, medical wards, surgical wards, pediatric wards, intensive care units, etc.
- ✍ Based on patients' conditions, they apply professional nursing knowledge to formulate and implement the care programmes and plans in order to provide care for the patients and their families, including, health education and guidance.
- ✍ They also observe and assess the condition to provide appropriate treatment and follow-up.

Career Pathway of Nurses in Hospital Authority is as follows:



3. Collaboration between Different Professionals in Hospital Authority



Example: Siu Lam Hospital
<http://www3.ha.org.hk/ntwc/slh.htm>

Siu Lam Hospital is the specialized hospital providing rehabilitative and infirmary services to severely mentally handicapped adults in Hong Kong. Apart from the medical and nursing staff providing the medical and psychiatric services, there are also other professionals providing medical social service, social education training, occupational therapy, physiotherapy and prosthetic and orthotic services to severe grade mentally handicapped (SMH) adult patients.

(B) Department of Health

The Department of Health (DH) is the Government's health advisor and agency to execute health care policies and statutory functions. It safeguards the health of the community through promotive, preventive, curative and rehabilitative services. There are four core roles, namely, regulatory, advisory, health advocacy and promotion, and disease prevention and control.

The organisation of work of DH is as follows :

Key Role	Department
Regulatory Role	<ul style="list-style-type: none"> ◆ Port Health Office ◆ Pharmaceutical Service ◆ Radiation Health Unit ◆ Professional and healthcare institutions registration ◆ Chinese Medicine Division
Role of Disease Prevention and Control	<ul style="list-style-type: none"> ◆ Centre for Health Protection ◆ Surveillance and Epidemiology Branch ◆ Public Health Laboratory Services Branch ◆ Infection Control Branch ◆ Tuberculosis and Chest Service ◆ Special Preventive Programme for AIDS and Viral Hepatitis ◆ Social Hygiene Service ◆ Emergency Response and Information Branch ◆ Programme Management and Professional Development Branch
Role of Health Advocacy and Promotion	<ul style="list-style-type: none"> ◆ Central Health Education Unit ◆ Community Liaison Division
Role of Providing Services: Preventive Services	<ul style="list-style-type: none"> ◆ Family Health Service ◆ Student Health Service ◆ Elderly Health Service ◆ Dental Service ◆ Tobacco Control Office ◆ Clinical Genetic Service ◆ Child Assessment Service
Other services	<ul style="list-style-type: none"> ◆ Drug Treatment and Rehabilitation Service ◆ Forensic Pathology Service



For more information about the Department of Health:
<http://www.dh.gov.hk/>

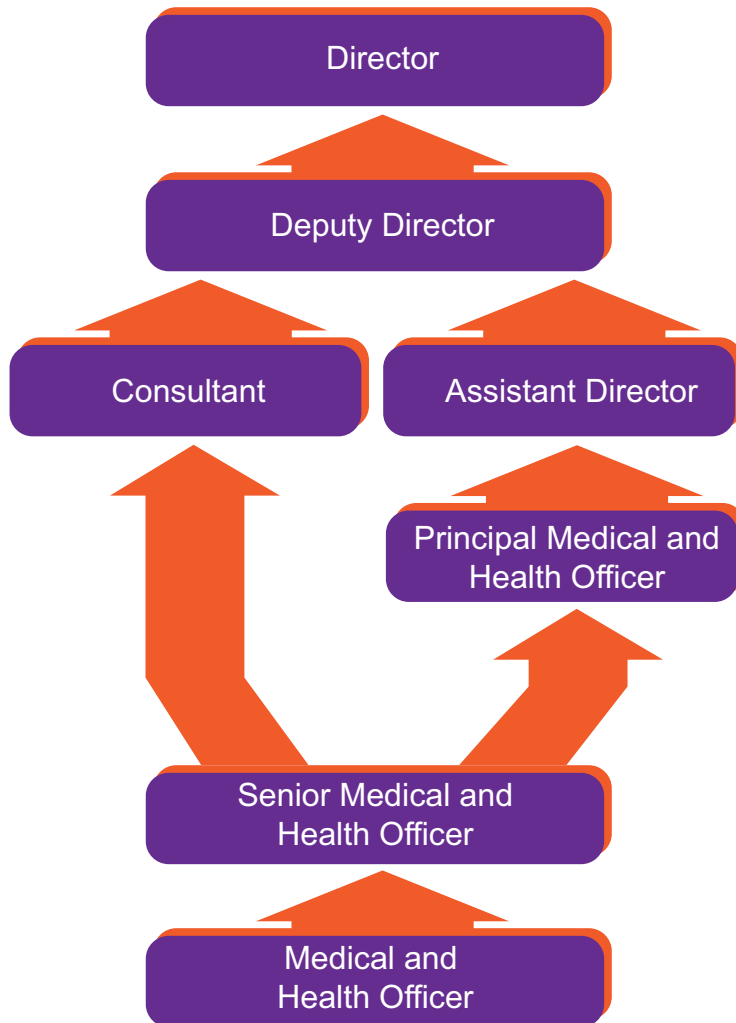
Source – Hong Kong : The Facts
http://www.gov.hk/en/about/abouthk/factsheets/docs/health_department.pdf)

1. Medical and Health Officers in DH

The following is the comparison between the medical staff in the HA and DH:

Hospital Authority	Department of Health
Provide treatment and care to patients	
Supervise and lead interns and allied health staff	-
Assist in resource management and implement related administrative tasks	Implement public health and health related administrative tasks
Work in different wards and specialties, such as: A & E departments, specialist clinics, medical wards, surgical wards, orthopedic wards, neurosurgical wards, ophthalmology wards, ENT wards, pediatric wards, maternity wards.	Work in different services, such as: general outpatient services, occupational health services, Forensic Pathology Service, the Central Health Education Unit, Community Liaison Division, Elderly Health Service, Family Health Service, tuberculosis, chest, Port Health Office, Student Health Service

Career Pathway of Medical and Health Officers in DH is as follows:

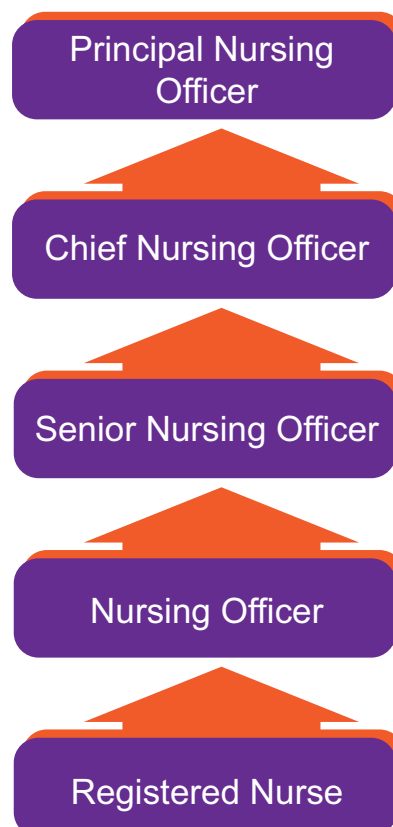


2. Nursing Officers in DH

The main jobs of a nursing officer are:

- ✎ To assess the health of individuals, families and the public and participate in health surveillance and epidemiological studies
- ✎ To provide clinical nursing care in the clinics and the primary healthcare centres to cater for the different needs of patients as well as to keep proper medical records
- ✎ To plan, organise, implement and evaluate health education and health promotion activities for individuals, groups, families and the public
- ✎ To participate in disease prevention, health promotion, health care and rehabilitation programmes in accordance with departmental policy

Career Pathway of Nursing Officers in DH is as follows:



3. Collaboration between Different Professionals in DH – Adolescent Health Programme

The Student Health Service of the Department of Health launched the Adolescent Health Programme to provide quality health promotion services for the adolescents using a multi-disciplinary team approach. It is an outreaching service for secondary schools implemented by the professional staff including doctors, nurses, dietitians, social workers and clinical psychologists.

(C) Private Medical Sector

The private sector is the main provider of the out-patient services. It includes a number of small units including general practitioners and specialists in service provision. In recent years, the co-operation of the public sector and the private sector is recommended for their similarity in the medical and health care infrastructure and form of service delivery, so as to increase the choice of services and facilitate a better use of public and private sector resources.

In Hong Kong, the general practitioners in the private sector provide most of the primary care. In addition to the independent private practitioners, there are medical centres with multi-disciplinary professionals such as physiotherapists, dietitians, clinical psychologists who provide a variety of medical and health care services to meet the needs of their customers.

Although private hospitals are few in Hong Kong, they play an important role in providing medical services. According to the "Hospitals, Nursing Homes and Maternity Homes Registration Ordinance", all private hospitals are required to register with the Director of Health. The Director of Health has the right to issue restrictions to regulate the conditions of the accommodation, the employed staff and the equipment. The Director of Health also has the right to reject the application for registration, unless these organisations employ the appropriate professionals to deal with medical records regularly, and the right to request interested parties to provide specific information on medical events. The Director of Health has the right to inspect institutions. Minimal regulations are set up by the government to regulate the private sector. It is expected that the hospitals will be able to self-regulate through the internal quality management system.

For details of the mission and scope of hospital services of the private hospitals, please visit the web page of the Hong Kong Private Hospitals Association which includes the hyperlinks of the private hospitals (<http://www.privatehospitals.org.hk>).

Private medical practitioners in Hong Kong are mainly working in private clinics and hospitals. They provide medical services similar to those in the public sector. Both public and private doctors need to give treatment to a number of patients every day. They need to work with enthusiasm, love and compassion in order to become more understanding to patients. In addition to the patients' physical condition; they also pay attention to their psychological conditions so as to give appropriate care.

Comparison of conditions of doctors working in public and private sectors is as follows:

Public Sector	Private Sector
Team work and collaboration	Independent work and close relationship with patients
High stress in work	Fierce competition in the industry
With government support in health care professionals, equipment and resources	Limited support in equipment and resources from government. General practitioners need to make referrals when symptoms are complex
Institutionalised with concrete guidelines and regulations	Self-employed with greater flexibility
Have to work in shift, over-time and with irregular working hours	Administrative work other than health care, e.g. management of a clinic

(D) Social Welfare Department

Services provided by Social Welfare Department (SWD) are:

- ❖ Social security
- ❖ Family and child welfare services
- ❖ Medical social services
- ❖ Services for people with disabilities
- ❖ Services for the elderly
- ❖ Services for young people
- ❖ Services for offenders

In 2009, 11 District Social Welfare Offices were under the SWD. A typical District Social Welfare Office is headed by a District Social Welfare Officer who is supported by an Assistant District Social Welfare Officer(s), Senior Social Security Officer and Senior Social Work Officer (Family and Child Protective Services Unit) to oversee departmental service units, specialised professional team, and in some cases, centralised/regional service units; as well as undertaking coordinating and planning of services, networking and collaborating duties in the district.

The ranks and career pathway in the Social Welfare Department are as follows:



What do they do? The following are some examples of their jobs:



Social Security Officer

They work in Social Security Branch. They are responsible for handling all types of social security schemes, including Comprehensive Social Security Assistance (CSSA) Scheme, Criminal and Law Enforcement Injuries Compensation Scheme, Social Allowance Scheme, Traffic Accident Victims Assistance Scheme and Emergency Relief. They are responsible for vetting applications for CSSA and to assess applicants' financial needs. They make home visits and interviews in order to collect and verify information when processing or reviewing applications. They also help applicants to apply for other services such as medical care and residential services.



Social Worker (Youth and Correction)

Probation officers, based on the instructions of courts, investigate the social background of the defendants, and offenders' suitability for probation services in order to make recommendations. They supervise the offenders on probation to assess their progress and submit regular reports on offenders' performance. They also provide offenders with guidance on employment, social and family relations.



Social Worker (Rehabilitation and Medical Social Service)

Rehabilitation services are provided through education, vocational training, employment placement and counseling services to assist the disabled and mentally handicapped persons to reintegrate into the community through a range of services including sheltered workshops, Rehabus, recreational and sport activities, residential services and the screening and treatment for the disabled. Caseworkers work for the disabled and their families to provide counselling services. Social workers will also arrange group activities to cater for the entertainment, social or rehabilitation needs.

Medical social workers work in hospitals and clinics. They help patients and their families to prevent and address the diseases caused by social and emotional factors. They also help patients access to medical and rehabilitation services. They work together with doctors and other medical personnel in order to better understand the health problems of patients in social and emotional factors. Through personal and/or group counselling for patients and their families, they help patients to receive treatment in order to improve health. They also help the patients to accept their own conditions and enhance the patients' ability to adapt to the family and community life. They will refer patients to other social services whenever necessary.



Social Worker (Family and Child Welfare)

The primary responsibility of a social worker on family service is to counsel individuals and families who have difficulties in interpersonal relations and adaptation to the environment. For example, the social workers of the Adoption Unit find suitable and permanent homes for children who have lost their parents through death or desertion and for illegitimate children whose parents are unable to maintain them. Social workers of Family and Child Protective Services Units (FCPSUs) provide outreaching, investigation, early intervention, statutory protection, casework and group work services for victims, abusers and other vulnerable family members involved in child abuse and spouse battering based on their needs. Supportive services including clinical psychological services, child care services, residential child care services, residential services for abused women, family aide service etc. would also be arranged where necessary.

(E) Non-governmental Organisations

Most of the social workers work in non-governmental organisations (NGOs). According to the information provided by Hong Kong Council of Social Service (HKCSS), in 2009, there were 424 NGOs, with over 40,000 employed staff, providing over 90% of the welfare services in Hong Kong. The number of benefited service recipients came to around 81 millions, including children, young people, adults, elderly people, disabled persons, chronically ill persons, unemployed people, women with emotional problems, and new arrivals, etc.

The examples of jobs of the social workers working in different services are as follows:

1. Children and Youth Service

Reference: E Resources of HKCSS (http://www.hkcss.org.hk/cy/er/index_e.htm)



Social Workers in Children and Youth Centres (CYCs)

- ✧ They provide the youth population with individual and group counselling, developmental programmes and activities.
- ✧ The integrated service teams are formed by merging CYCs, school social work service and outreaching social work teams. They will provide centre-based services. They will also outreach to and work closely with schools, families and the community.



School Social Workers in Secondary Schools

- ✧ They provide counselling service, group work, support service and parent work. The school social workers need to be aware of the needs of students, as well as their emotional, social or behavioral problems. They will also arrange group activities, social gathering, career counselling and family life education for students and their parents.



Outreaching Social Workers

- ✧ The social workers of District Youth Outreaching Social Work Service (YOT) provide outreach service to high-risk youth and juvenile gangs aged 6-24 through case counselling, group activities, guidance and support service.
- ✧ The social workers of Overnight Outreaching Service for Young Night Drifters (YNDs) extend service hours in reaching out to YNDs through on-the-spot crisis intervention, making referral and rendering counselling service.

2. Elderly Service

Reference: E Resources of HKCSS (http://www.hkcss.org.hk/el/er/index_e.htm)



Social Workers of Community Support Services

- ✧ They assist elderly people to remain living in the community for as long as possible. They also give support to carers. With increasing diversity of community support services for the elderly, they will use a more integrated approach to facilitate access to services. In brief, there are three types of community support services for the elderly, namely: elderly centre services, community care services and other support services.



Social Workers of Residential Service

- ✧ They provide residential care for elders aged 65 or above who, for personal, social, health and/or other reasons, cannot adequately be taken care of at home.
- ✧ They aim to promote and maintain the health of the elderly as far as possible, and assist them with their varying personal care needs and daily living activities; and to meet the social and recreational needs of residents and promote interpersonal relationship among residents in the homes.

3. Family and Community Services

Reference: E Resources of HKCSS (http://www.hkcss.org.hk/fs/er/index_e.htm)



Social Workers of Integrated Family Service Centres

- ✧ They provide services on family life education, parent-child activities, enquiry service, volunteer training, outreaching service, mutual support groups, counselling and referral service for individuals and families in need.



Social Workers of Community Development Service

- ✧ They serve people of all ages to help them gather, meet and interact with one another in the community. They work to promote social integration, enhance social responsibility, cultivate mutual help and self help spirit, enhance one's problem solving ability in facing community problems, and improve quality of life in the community. Social workers of Neighbourhood Level Community Development Project (NLCDP) provide community development service to the deprived and transient communities where the provision of welfare services and facilities are inadequate or non-existent.

4. Rehabilitation Service

Reference: E Resources of HKCSS (http://www.hkcss.org.hk/fs/er/index_e.htm)



Social Workers of the Community Mental Health Care Services

They will provide the following services:

- ✧ Regular visits;
- ✧ Brief counselling and development of individual rehabilitation plan;
- ✧ Training in social and communication skills, work habits, budgeting and home management;
- ✧ Arrangement of sheltered workshop / job placement; and
- ✧ Referrals to other welfare services.

12.3 Professional Ethics

(A) Professional Ethics

Professional ethics encompasses principles and values central to a profession. Ethics assesses the ways in which people of this particular professional community behave and suggests the work strategies.

Meanwhile, professional ethics concerns the moral issues related to the specialised knowledge that a profession attains and how the profession provides service to the public by using such knowledge. It arises in areas of management and professional decision making and involves individuals at all levels with the organisation.

Professional ethics cover the ethical issues involved in the expert knowledge of a profession. The ethics are concerned with:

- ❖ Behaviour (moral conduct), e.g. unprofessional behaviour such as direct discrimination
- ❖ Issues such as legal, religious, social and personal concerns (moral issues), e.g. abortion
- ❖ Debates within society about different codes of practice, e.g. the issue of prolonging life in a terminally ill person versus euthanasia

Professional ethics present the core principles and values of a profession. The following are some examples:

1. Privacy and confidentiality

Privacy is one of the principal needs of a patient or client who is being looked after by health or social care workers. Some clients wish to retain some information which is private to them. Some professions emphasise that:

- 📄 All information given by the clients should be confidential and only used for the purpose for which it was given.
- 📄 All information should only be disclosed with the client's consent or in special circumstances, e.g. a court order to disclose the information.
- 📄 The clients should be kept anonymous and private when information is used for teaching, research and quality assurance purpose.

For example, in the residential service, clients may occasionally need to be alone and to have some time to sort out their affairs. Patients and clients often need privacy when they use the toilet. If it is impossible for the client to be left alone,

then carers should make sure that the client is covered and that the toilet door is closed. Carers should be sensitive to the fact that privacy is a way in which clients can retain their own self respect.

2. Equality in care practice

- ✎ To serve all people irrespective of race, nationality, belief, colour, age, gender, politics or social status.
- ✎ To respect life, dignity and rights of individuals, and improve the quality of life of people throughout their life span.

3. Support and advocacy

- ✎ To promote health, prevent illness, restore health, and alleviate suffering caused by ill health.
- ✎ To encourage the individual, the family and the community to improve the quality of life.
- ✎ To provide information and consultation in accordance with and adjustable to clients' and their families' capacity and needs.
- ✎ To respect clients' and their families' wishes, encouraging them to participate in planning and implementing the care.
- ✎ To share the responsibility in raising the health consciousness of the Community.
- ✎ To coordinate their services with those of medical and social groups in rendering health services to individuals, families and the community, as appropriate.

4. Respect

- ✎ To ensure that the client has the privacy and space they need.
- ✎ To listen to the client, their requests, their conversation.
- ✎ To allow the client the right to their personal beliefs.
- ✎ To retain a client's right to confidentiality.

5. Client centered

- ✍ The fundamental value of caring services is to be client centered, not task or location centered, taking into account the clients' role in managing their health.
- ✍ To deliver client-centered care/services, the empowerment concept is gaining growing concern. Empowerment refers to promote autonomous self-regulation so that the individual's potential for health and wellness is maximised. Through empowerment, clients will seek information for one's own illness and make choice for the care/services. On the other hand, the professionals will respect the clients and assist them in making decisions. Clients are encouraged to share information and collaborate with service providers to meet a mutual agreement of a treatment plan. Through this means, the adherence to treatment is enhanced producing a better outcome.

(B) Code of Practice of Different Professions

Different health care and social care professionals might have different sets of code of practice, which are usually found from professional councils or professional associations.

For further examples of professional code of practice from different disciplines within the health and social care industries, please refer to the following websites:

1. Medical Council of Hong Kong

Website: <http://www.mchk.org.hk/code.htm>

The Medical Council revised the Code of Professional Conduct for the Guidance of Registered Medical Practitioners in January 2009. It includes:

- ✍ Professional responsibilities to patients regarding the medical records and confidentiality, consent to medical treatment and termination of doctor-patient relationship, as well as fitness to practice
- ✍ Communication in professional practice including professional communication and information dissemination, health education activities, specialist title and information about medical innovations
- ✍ Drugs including prescription and labelling of dispensed medicines, supply of dangerous or scheduled drugs and abuse of alcohol or drugs

- ✍ Financial arrangements including fees, financial relationship with healthcare organisations, improper financial transactions, pharmaceutical and allied industries and professional indemnity insurance
- ✍ New medical procedures, clinical research and alternative medicine including new medical procedures, clinical research and complementary/alternative treatment modalities
- ✍ Abuse of professional position including improper personal relationship with patients and untrue or misleading certificates and similar documents
- ✍ Criminal conviction and disciplinary proceedings including criminal conviction, adverse disciplinary findings by other professional bodies and duty to report
- ✍ Serious infectious disease including prevention, patient entitlement and confidentiality

2. Dentist Council of Hong Kong

Website: <http://www.dchk.org.hk/docs/code.pdf>

The Dentists Registration Ordinance states that “unprofessional conduct” means an act or omission of a registered dentist which would be reasonably regarded as disgraceful or dishonourable by registered dentists of good repute and competency. To give more illustration, the Code of Professional Discipline for the Guidance of Dental Practitioners in Hong Kong was published in April 2007 by the Dental Council of Hong Kong.

3. Chinese Medicine Council of Hong Kong

Website: http://www.cmchk.org.hk/cmp/pdf/pro_e.pdf









The Code of Practice is to provide guidelines for registered Chinese medicine practitioners, so that they can conform to the professional standards and requirements in carrying out professional responsibilities. A registered Chinese medicine practitioner should always maintain good personal conduct and avoid damaging the reputation of the profession. He should discharge his duties and responsibilities to the patients, the profession, the members of other healthcare professional and the public in general with dedication and integrity. He should maintain a high standard of practice by exercising competent professional judgment and by continually striving to improve his knowledge and profession skills.

4. Nursing Council of Hong Kong

Website: http://www.nchk.org.hk/conduct/conduct_eng.pdf

A Code of Professional Conduct for Nurses in Hong Kong was formulated in 1986 by the then Nursing Board of Hong Kong. The Code was then revised by the Nursing Council of Hong Kong which replaced the Nursing Board of Hong Kong in 1999. Each nurse (registered or enrolled) is accountable for his/her practice. In the exercise of his/her professional responsibilities, each nurse has an obligation to uphold and adhere to the Code of Professional Conduct for Nurses in Hong Kong. The code aims to make explicit the standards for professional conduct that nurses shall act at all times in their course of duty. It may also serve to provide the public with a basis for decisions regarding standards of professional conduct. The Code of Professional Conduct for Nurses in Hong Kong highlights eight aspects of professional conduct that nurses are to comply with in discharging their professional duties.

The eight aspects of professional conduct are:

-  To respect the dignity, uniqueness, values, culture and beliefs of patients/clients and their families in the provision of nursing care.
-  To hold in confidence personal information obtained in a professional capacity.
-  To safeguard informed decision-making and the well-being of patients/clients in the provision of care.
-  To provide safe and competent nursing care.
-  To maintain the agreed standard of practice.
-  To foster trust that is inherent in the privileged relationship between nurses and their patients/clients.
-  To uphold the image of nurses and the profession by refusing advantages.
-  To practise in accordance with laws of Hong Kong relevant to the area of nursing practice.

5. Physiotherapists Board of Hong Kong

Website: http://www.smp-council.org.hk/pt/english/index_code.htm

The Code of Practice was published in 1988 for the guidance of Registered Physiotherapists. The purpose of the Code is to provide guidance for conduct and relationships in carrying out the professional responsibilities consistent with the ethical obligations of the profession of physiotherapists.

6. Occupational Therapists Board of Hong Kong

Website: http://www.smp-council.org.hk/ot/english/index_code.htm

The Code of Practice was published in 1988 for the guidance of Registered Occupational Therapists. The purpose of the Code is to provide guidance for conduct and relationships in carrying out professional responsibilities consistent with the ethical obligations of the profession of Occupational Therapists.

7. Social Workers Registration Board

Website: http://www.swrb.org.hk/Engasp/draft_cop_e.asp

The Social Workers Registration Board approves and issues the Code of Practice for the purpose of providing practical guidance in respect of the professional conduct of registered social workers (including ethical matters relating to such conduct). The primary objective of the Code of Practice is for the protection of clients and other members of society. In order to enhance public trust and confidence in the social work profession, the issue of a code of practice is essential.

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Learning and Teaching References

- 1** Personal Needs and Development across Lifespan
- 2** Health and Well-being
- 3** Physical Well-being – Healthy Body
- 4** Mental Well-being – Healthy Mind
- 5** Social Well-being – Inter-personal Relationship
- 6** Healthy Community
- 7** Caring Community
- 8** Ecology and Health
- 9** Building a Healthy City
- 10** Healthcare System
- 11** Social Welfare System
- 12** Medical and Social Care Professions
- 13** Health and Social Care Policies
- 14** Social Care in Action
- 15A** Health and Social Care Issue – Ageing Population
- 15B** Health and Social Care Issue – Discrimination
- 15C** Health and Social Care Issue – Domestic Violence
- 15D** Health and Social Care Issue – Addiction
- 15E** Health and Social Care Issue – Poverty