

CORE CRITERIA

for Homeopathic Practice

The Core Criteria are the general principles underpinning the professional practice of homeopathy. They have been written by homeopaths as a description of the qualities required in our profession, and were derived to form a framework for the National Occupational Standards (NOS), which are specifications of work performance. By describing the core principles and values within homeopathy, they give a professional context within which the more behavioural NOS can be understood.

The Society of Homeopaths intends that all the Core Criteria should be capable of demonstration in each competence of the NOS. It should be possible to link every element to at least one criterion. Criterion 1 should underpin all work.

Purpose and Use of the Core Criteria

The Core Criteria make explicit the regular demonstration of an implicit body of knowledge. The existing elements within the NOS are grouped together into competences, and these are arranged so that these lists of observable behaviours with **particular** Performance Criteria never contravene any of the **general** Core Criteria. These criteria are implicitly at honours degree level, and cover a full range of understanding and intellectual skills that make up professional competence.

The Core Criteria can be used as a way to present material for assessment, specifically at the pre-registration level. Candidates would compile portfolios of practice-based evidence and a supporting commentary to demonstrate that they have fulfilled *simultaneously* both the competence requirements of the NOS and the Core Criteria. They would choose to present a demonstration of their work as they prefer, noting which performance criteria, and which core criterion they are to be evaluated against. All Core Criteria would be represented within the overall body of work to be assessed.

There is also a place for the use of the Core Criteria to inform curriculum planning in educational courses, alongside close reference to the National Occupational Standards.

Since the Core Criteria present achievements desirable for a practising homeopath, they could also have a place in Continuing Professional Development for the individual practitioner or to inform programme development.

CRITERION 1: "Commitment to Professional Principles and Values"

Self-awareness and commitment to putting professional principles and values into practice

Practitioners can demonstrate:

- 1) an understanding of homeopathic philosophy and an ability to apply it in practice; this includes:
 - a) an awareness that health and disease are dynamic and meaningful;
 - b) a reflective awareness of the individual and their familial, social, spiritual, cultural and economic context;
 - c) clearly relating the approach to practice chosen in any situation, to a coherent set of homeopathic and ethical principles.
- 2) respect for patients' dignity, privacy, autonomy and rights;
- 3) regard for the safety of the patient and of themselves at all times, both physically and psychologically;
- 4) employment of:
 - a) prescribing practices which are safe for both homeopath and patient, whatever the context.
 - b) administrative practices which are safe for both homeopath and patient, whatever the context.

CRITERION 2: "Continuing Professional Development"

A commitment to reflection on practice and a deepening of professional understanding

Practitioners can demonstrate that they:

- 1) learn from others, including patients and colleagues, both through organised programmes and in everyday practice;
- 2) recognise that professional judgements are open to question;
- 3) engage in on-going self-evaluation, using cycles of reflection and action.

CRITERION 3: "Affective Awareness"

The monitoring, understanding and effective management of the emotional state of oneself and other

Practitioners can demonstrate:

- 1) an awareness of their own emotional state and responses, ensuring these are appropriate to the situation;
- 2) an awareness of the emotional state and responses of patients, incorporating such awareness into their understanding and management of the patient;
- 3) an awareness of the emotional state and responses of others (e.g. colleagues, other health workers etc), in order to more easily develop effective collaborative relationships;
- 4) a willingness to take issues to supervision, or to work on them effectively in other ways, when this becomes necessary for the benefit of themselves or their patients.

CRITERION 4: "Effective Communication"

Ability to communicate appropriately with a range of people

Practitioners can demonstrate that they communicate:

- 1) clearly, concisely and in a professional manner;
- 2) in ways which are sensitive to the needs of the intended audience and varied according to purpose.

CRITERION 5: "Practical Effectiveness"

Decisiveness in making judgements in complex situations involving responsibility for patients or colleagues

Practitioners can demonstrate that they:

- 1) work with confidence, independence, and sensitivity;
- 2) can interpret information and evidence in terms of a clearly established purpose, and integrate new information as situations develop;
- 3) use a) prescribing practices which are competent, and safe for both patient and homeopath;
b) administration practices which are competent, and safe for both patient and homeopath;
- 4) can limit difficulties in case management and practice management;
- 5) develop and nurture optimum effort in themselves, knowing how to conserve their own energy.

CRITERION 6: "Effective Synthesis of a Wide Range of Knowledge"

A willingness to add to their knowledge base and an ability to put knowledge and theory into practice

Practitioners can demonstrate that they:

- 1) have a variety of ways of analysing cases so that an appropriate pathway to understanding can be found for an individual patient and for the patient's situation;
- 2) undertake systematic, critical evaluation of professional knowledge and research;
- 3) understand current legislation and policy as it relates to homeopathic practice;
- 4) can relate specific details of a situation to its wider context and to appropriate theoretical models;
- 5) acknowledge the value of, and use, research (including provings, audit and case studies) to critically evaluate theoretical models and to plan, implement and evaluate treatment strategies.

CRITERION 7: "Intellectual Flexibility"

General perceptiveness and insight together with a willingness to be open-minded about alternatives and to change one's practice management or treatment accordingly

Practitioners can demonstrate:

- 1) capacity for careful, sensitive observation;
- 2) awareness and understanding of the inherent complexity of issues or situations;
- 3) a clear relationship of the approach they have chosen in any situation to a coherent set of principles.