

## Welfare Guardian selection criteria - Waikato Welfare Guardianship Trust

Criteria	Further detail
Willingness to volunteer in the <u>role</u> of Welfare Guardian (WG)	The purpose of the role is to protect the well-being of the person without capacity. Requires a willingness to understand and work within the parameters of the role; includes the legislation, court orders, be aware of DHB policies, role of a property manager etc.
Ability to follow accountability process and document decisions	WGs are accountable to the Family Court; experience in reporting at this level may be an advantage. Care in keeping good records and attention to detail are needed.
Integrity and courage	A high standard of honesty and transparency is needed in dealing with another person's interests. WG s may need to advocate and stand their ground against opposing interests
Empathy	An ethic of compassion and caring, and an interest in people
Communication skills	WG s need to listen carefully. They need to be able to talk with and ask questions of medical professionals about medical conditions. They may need to say difficult things that need to be said, and in a way that makes sense to the person they are talking with
Mentally alert	There will be a lot of information to take in
Physically active and available	The WG will probably need to visit their subject person in their home, they may be called on at short notice so need to be reasonably organised. WGs need to be prepared to make at least a 3 year commitment to the role
Team player	A WG needs to be aware that other people will be affected by decisions made for the subject person; they need to recognise the roles and responsibilities of professionals, and consult appropriately with family members
Approachable and personable	Partly covered under communication skills, but need to come across in a way that is acceptable to the range of people the WG will have dealings with
Life experience	Realistic about what is do-able and sustainable in terms of care, support, and budgets. Emotional maturity as there may be difficult experiences to cope with
Ability to respect boundaries and confidences	An awareness of people's privacy rights, and that people's expectations and tolerances vary. The WG needs to exercise discretion. Also needs to be able to recognise conflicts of interest and manage these.
Awareness of the effect of cultural background	The Trust is not looking to match a subject person from an ethnic background with a WG from the same ethnic background; this may not always be possible or desirable; it is more about respect for differences and the implications of these differences.