

Nursing Career Framework

11 June 2024

Agenda

14:00	Welcome	Anita Hayes, Anita Hayes, Clinical Quality Lead, Hospice UK
14:05	Seth's letters	Lesley Goodburn, NHS England
14:20	Career pathway, core capabilities in practice and education framework for PEOLC incorporating Qualification in Specialism Standard	Prof Vanessa Taylor, Huddersfield University
14:55	Discussion including Q&A	All
15:25 - 15:30	Close	Anita Hayes, Anita Hayes, Clinical Quality Lead, Hospice UK

Big Conversations

We have launched the Big Conversations which comprises of a series of webinars, workshops, and roundtables that will enable our members to:

- learn more about key issues
- share your knowledge and experience to inform our work
- discuss problems and solutions with your peers
- get practical guidance to move work forward.

We hope that you will join us over the coming weeks and months to find out more about topics such as complexity and cost, racial equity and CQC.

Career pathway, core capabilities in practice and education framework for palliative & end of life care incorporating Qualification in Specialism Standard

Supporting recruitment & retention in palliative and end of life care

Presented by:

Vanessa Taylor,

Professor of Cancer & Palliative Care/Director of Practice & Care Partnerships, University of Huddersfield



Aims

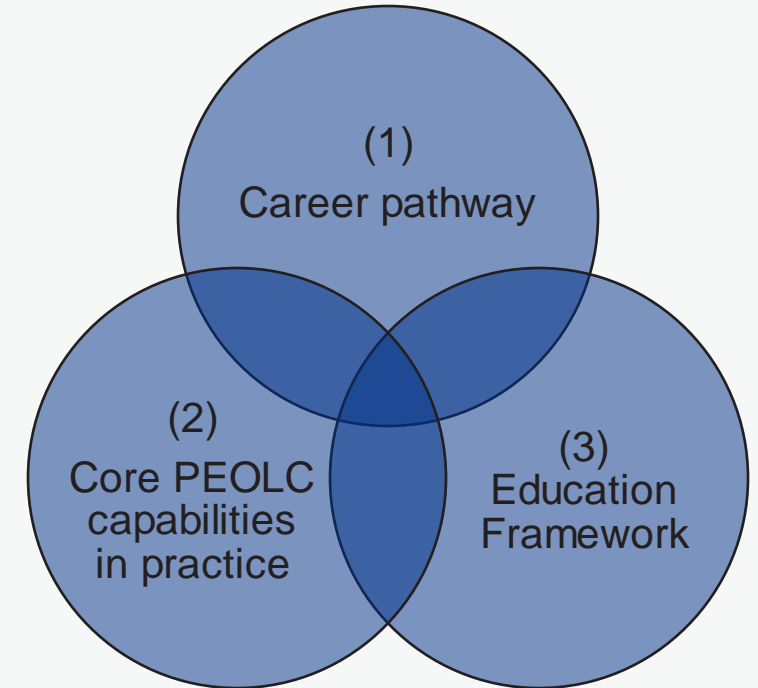
2 initiatives focused on promoting & supporting recruitment and retention of the nursing and allied health professions workforce:

1. NHS England: Career pathway, core capabilities in practice and education framework for palliative & end of life care incorporating Qualification in specialism standard (QSS-PEOLC)
2. HEE Centre for Advancing Practice: Palliative and End of Life Care credential

NHSE Career pathway, core capabilities in practice and education framework for palliative & end of life care

The aims are to:

- Ensure the future and existing supportive, assistive and registration level workforce providing universal, targeted and specialist palliative and end of life care have access to education, learning and development opportunities and the underpinning knowledge and capabilities they need for their role
- Develop and promote a career pathway and education framework for those aspiring to work at all levels in specialist palliative and end of life care
- Improve future supply of aspirant specialist nursing and allied health professions workforce with appropriate education and development opportunities



Universal Palliative and End of Life Care

Interventions

Personalised Approaches

Shared decision making; identification of people likely to be in their last year of life; personalised care and support planning; social prescribing, self management; personal health budgets; compassionate communities, including wellbeing interventions and bereavement support.

Specialist (plus targeted and universal)

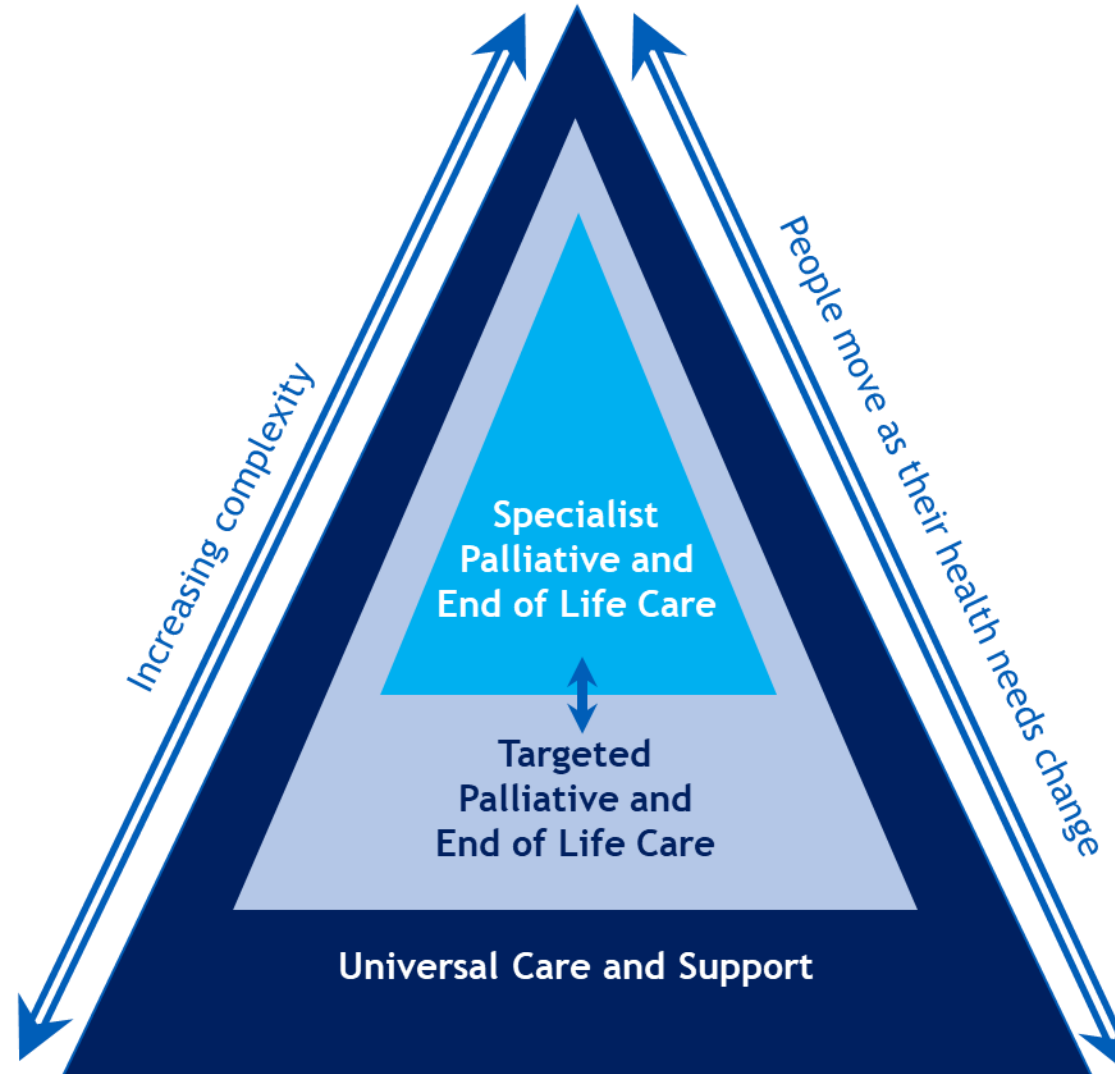
Tertiary or specialist palliative care services in hospices, community and hospital: 24/7 advice or care, complex symptom management and specialist equipment

Targeted (plus universal)

Non-specialist palliative care delivered in hospitals; hospice at home, respite care and hospice day services (may be generalist and/or specialist level)

Universal

Non-specialist palliative care delivered by primary, community, acute and urgent care services



Outcomes

I am treated with dignity and respect

I have a personalised care and support plan that records my preferences, wants and needs

My pain and symptoms are proactively managed

I am seen as an individual

I have fair access to care

My care is coordinated and seamless

I can expect my carer/family have their needs recognised and are given the support they need

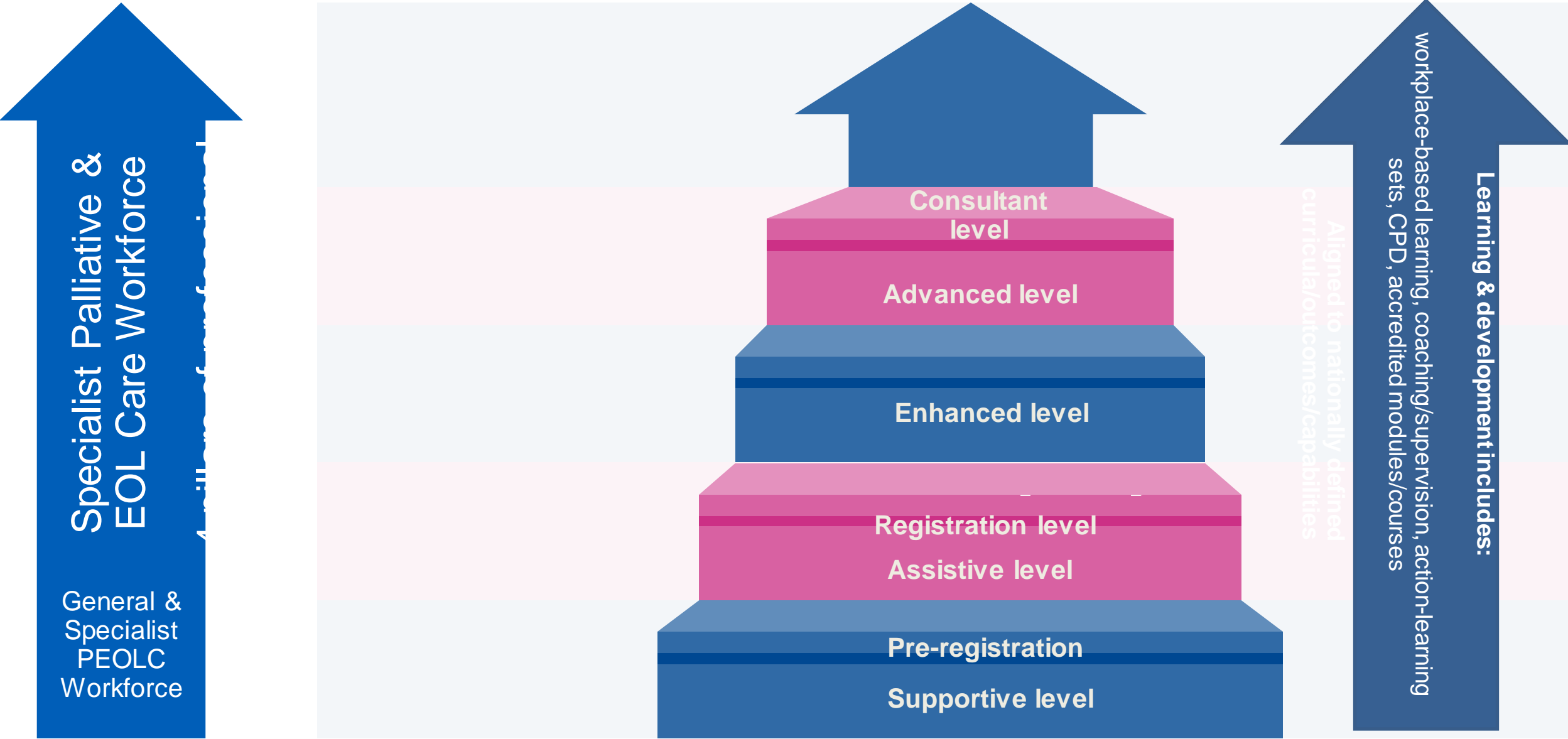
Living and dying well

Career pathway, core capabilities in practice and education framework:

For those providing universal, targeted and specialist PEOLC:

- **Career pathway:** includes all levels of practice: Supportive, Assistive, Pre-registration, Registration, Enhanced, Advanced, Consultant
- **Core capabilities in practice:** workplace-based knowledge/skills for each level of practice aligned to 4 pillars of practice and education framework
- **Education framework:** provides learning outcomes/syllabus/recommended assessment for minimum knowledge/skills at each level of practice and aligned to national frameworks presented in 'module' format and 'course' format (QSS/PGCert/Dip)
- Aligns to HEE Centre for Advancing practice Advanced and Consultant level practice frameworks and AP-PEOLC credential

NHSE Career Pathway, Core Capabilities and Education Framework in PEOLC



Core capabilities PEOLC

Pillar of professional practice	Core capabilities in practice
Clinical	1.1 Effective communication
	1.2 Assessment & Care Planning
	1.3 Symptom management, maintaining comfort and well being
	1.4 Advance care planning
	1.5 Underpinning values
	1.6 Professional and specialist PEOLC principles
Leadership and management	2.0 Co-ordinating, leading and developing PEOLC
Research	3.0 Delivering and enhancing PEOLC
Education	4.0 Creating a learning culture

Theme of Practice		S	A	P	R	E	A	C
1 Clinical Practice/Direct Patient Care	1.1 Effective communication: Selects and uses effective communication and interpersonal skills with people with life-limiting conditions, those close to them and colleagues across all care settings The practitioner is able to:							
	1.1a Communicate effectively with a range of people on a range of matters in a form that is appropriate to them and the situation recognising need to talk openly and honestly							
	1.1b Develop and maintain communication with people about difficult and complex matters or situations related to end-of-life care.							
	1.1c Present information in a range of formats, including written and verbal, as appropriate to the circumstances.							
	1.1d Listen actively to individuals, their families and friends about their concerns related to the end of life and provide information and support.							
	1.1e Engage with people, their families and friends in a sensitive and flexible manner, demonstrating awareness of the impact of death, dying and bereavement, and recognising that their priorities and ability to communicate may vary over time.							
	1.1f Work effectively with colleagues to share information appropriately, taking account of issues of confidentiality, to ensure that people receive the best possible care.							
	1.1g Ensure that information is clear, and non-jargonistic, so that it can be fully understood by others.							
	1.1h Critically evaluate theories, evidence base and strategies for effective communication, including difficult conversations in palliative and end of life care, to inform development of own practice and patient/individual interactions							



Education framework:

high level curricula - learning outcomes, syllabus and assessment strategies for each level of practice including:

- Core knowledge for *supportive, assistive and pre-registration* levels 'module' **Foundations of Palliative and End of Life Care'**
- Core knowledge for *Registration, Enhanced, Advanced and Consultant level* practice 'module' **Fundamentals of Palliative and End of Life Care'**



QSS-PEOLC: Proposal

Aim 1:

Ensure the future and existing supportive, assistive and registered workforce providing universal, targeted and specialist palliative and end of life care have access to education, learning and development opportunities and the underpinning knowledge and capabilities they need for their role

Qualification in Specialism Standard

- Foundations in PEOLC + core capabilities in practice
- Fundamentals in PEOLC + core capabilities in practice



NHSE Qualification in Specialism Standard Progress:

- Establishing demand: circulation of survey (September 2022)
- Establishing commissioning process (March 2023-Sept 2024)
- Scoping capacity and demand (April 2023)
- Following consultation, review of draft Career pathway, core capabilities and education framework (Publication Summer/Autumn 2024)
- Commissioning QSS 'modules' (Autumn 2024)

Commissioning

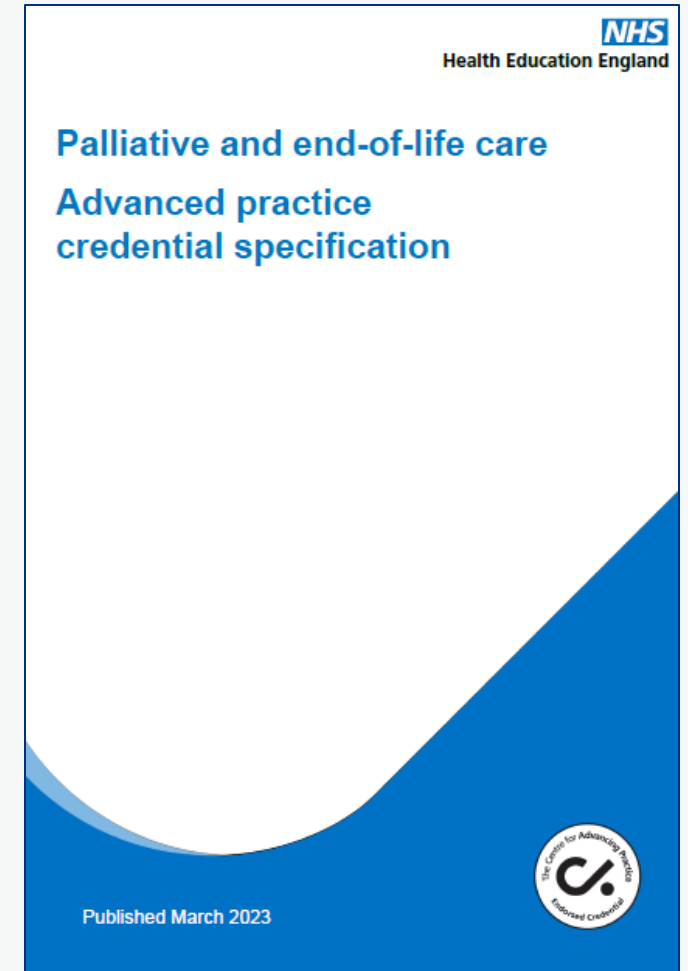
Universal, targeted and specialist workforce	Supportive/Assistive	
	Accredited	Non-credit bearing
QSS Foundations of PEOLC		

Universal, targeted and specialist Workforce	Registration/Enhanced/Advanced/Consultant	
	Accredited	Non-credit bearing
QSS Fundamentals of PEOLC		

Specialist Palliative & End of Life Care Workforce	Advanced	Consultant
	Centre for Advancing Practice MSc Advanced Clinical Practice +/- PEOLC Credential	Centre for Advancing Practice Doctoral level
Numbers		

HEE AP Credential –PEOLC Update:

- **March 31st 2023:** Credential launched:
<https://advanced-practice.hee.nhs.uk/our-work/credentials/>



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Thank You



@nhsengland



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Questions to consider:

1. How might they use the Framework for:
 - Developing/identifying minimum knowledge, skills and capabilities for their staff?
 - Ensuring availability and access to education, training and development opportunities for all levels of workforce?
 - Promoting palliative and end of life care as a career choice?
2. What support would be required for implementation?

Feedback Survey

Please consider sparing a few minutes to answer this survey, so that we can continue to improve future Big Conversations events:

<https://forms.office.com/e/5yivPqYXnY>



Resources

- Contact our Clinical team:

clinical@hospiceuk.org