

Framework

Enriching and Improving Experience



Palliative and End of Life Care

A framework to support the
learning and development
needs of the health and
social services workforce in
Scotland

Purpose (of the presentation)

To raise awareness of the
Enriching and Improving Framework

Content

- Background
- Aim
- Development
- Using the Framework
- Implementation
- Where to start
- Key Contacts

Getting the best from this framework

It's all about experience: Everyone's experience;

- The experience of people requiring palliative and end of life care and support
- The experience of people providing palliative and end of life care and support

Background

Strategic Framework for Action on Palliative and End of Life Care (2015)

NES and SSSC commissioned to develop new framework

Aim

To develop a new framework that would offer a way of identifying the knowledge and skills required by all workers who might come in to contact with people who have palliative and end of life care needs.

Phase 1 Development

- Scoping exercise
- Rapid review of literature
- Focus groups
- NES/SSSC learning need survey
- Co-production and Consultation

Phase 2 Implementation

- Engagement and building networks
- Partnership with other strategic organisations
- Partnership with education providers
- Engage to develop priority area identified (gaps)

Getting the Best from the Framework

- Understand the profile of palliative and end of life care
- Leadership to support workforce
- Flexibility, Support, Guidance
- Value
- Not in Isolation

Principles of the framework

- World Health Organisation Definitions
- The Panel Principles
- The National Care Standard Principles

Promoting

Person-centred, outcomes- focused, human rights- based

Domains

Five domains reflect core knowledge and skills

- Domain 1 Fundamentals of palliative care
- Domain 2 Communication and Conversations
- Domain 3 Loss, grief and bereavement
- Domain 4 Care planning and delivery
- Domain 5 Care in the last days of life

Levels – knowledge and skills

Each domain presents 4 levels

- Informed
- Skilled
- Enhanced
- Expert



Framework structure

Structure - Key messages

- Depth and breadth knowledge and skills increases at each level
- Knowledge and skills at each level are incremental
- Generic – not role or profession specific
- Flexible approach -the levels of knowledge and skills across the five domains may differ.

Who can use the framework

- Individuals
- Managers/ Organisations
- Education providers

You could use the framework at service or organisational level to :

- Consider the organisational support and resources available
- Map existing learning and development provision.
- Use the framework to identify gaps and prioritise learning needs across groups and sectors
- Use the framework to review and support practice to be consistent with the underpinning principles and the knowledge and skills.
- Integrate PEOLC learning and development into workforce development plans

As a line manager or supervisor you could use the framework with individuals and teams to :

- To raise awareness of palliative and end of life care. and discuss the knowledge and skills required with workers for their role responsibilities and identify gaps.
- Use the framework to support staff with their personal and professional development planning and, where appropriate, revalidation.
- Contribute to wider organisational workforce planning

Education and training providers could use the framework to:

- Ensure that the Framework principles, knowledge and skills are integrated.
- Review existing content and provision
- Map and benchmark existing learning and development opportunities to the framework domains and levels.
- Shape the design and delivery of learning units
- Collaborative and integrated learning

Role of PEC (NES) / Advisers (SSSC)

NATIONALLY AND LOCALLY

- Engagement – networks
- Raising awareness
- Support – resource
- Gathering and sharing intelligence

Key Contacts

NES

- Elaine.Colville@nes.scot.nhs.uk Practice Education Coordinator, South Region
- Elizabeth.Sanchez-Vivar@nes.scot.nhs.uk Practice Education Coordinator, West Region
- Jane.Andrew@nes.scot.nhs.uk Practice Education Coordinator, North Region

SSSC

- Alison.Guthrie@sssc.uk.com Learning & Development Advisor
- Emma.Best@sssc.uk.com Project Officer

Questions?

Thanks

