

## **End of Life Care Learning Outcomes**

Thank you for your interest in the End of Life Care Learning Outcomes. In November 2019, the Framework has been updated to include the Nursing Associate role.

### **Background:**

The development of the End of Life Care (EoLC) Learning Outcomes (LOs) was proposed in 2010 by an expert group as part of the Yorkshire and Humber Strategic Health Authority's (YHSHA) EoLC work stream to improve the standards of EoLC delivered across the Yorkshire and Humber region. The continuing development of the EoLC LOs was supported by Health Education Yorkshire and Humber (HEYH) as part of their EoLC work and, more recently, Health Education England (Yorkshire and the Humber).

Since 2010, working collaboratively with Specialist Palliative Care services (NHS and Charities) and Health Education England (Yorkshire and the Humber), I have led the development and evaluation of the EoLC Learning Outcomes and supported services/organisations with implementation.

The EoLC Learning Outcomes aim to enhance the delivery of the palliative care approach, general palliative care and specialist palliative care by focusing on five (multi professional) staff groups:

1. Unregistered Support Workers in Health and Social Care,
2. Pre-qualifying students (practicing 'under supervision')
3. Nursing Associates providing general and specialist palliative care
4. Registrants providing palliative care approach and general palliative care
5. Registrants providing specialist palliative care

### **How were the EoLC Learning Outcomes developed?**

The EoLC LOs are aligned to and/or informed by:

- Common Core Principles and Competences for Social Care and Health Workers Working with Adults at the End of Life (Skills for Health and Skills for Care, 2014)
- Core Competencies in Palliative Care published by the European Association of Palliative Care (EAPC) (Gamondi, 2013a; 2013b)
- Specialty Training Curriculum for Palliative Medicine (Amendments 2014) (Joint Royal Colleges of Physicians Training Board, 2014)
- Five Priorities of Care (The Leadership Alliance for Care of Dying People, 2014).

## **How are the EoLC Learning Outcomes organised?**

The EoLC LOs are organised using the four key themes of clinical/professional practice:

- Clinical/ direct patient care
- Leadership and collaborative practice
- Improving quality and developing practice
- Developing self and others

Specific EoLC LOs are identified and colour-coded for each of the workforce groups aligned to the Skills for Health (2010) Career Framework\*:

- Unregistered Support Workers in Health and Social Care providing palliative care approach, general or specialist palliative care (Levels 2-4 of Skills for Health (2010) Career Framework)
- Pre-qualifying students undertaking professional programmes in Physiotherapy, Occupational Therapy, Nursing, Radiography, Social Work and Medicine to contribute to the delivery of the palliative care approach at the point of registration
- Nursing Associates providing general or specialist palliative care (Level 4 of Skills for Health (2010) Career Framework)
- All Registrants in Physiotherapy, Occupational Therapy, Nursing, Radiography, Social Work and Medicine who provide palliative care approach or general palliative care (Levels 5-8 of Skills for Health (2010) Career Framework)
- Registrants in Nursing, Allied Health and Social Work practicing at Registered (Green), Senior (Red) or Advanced (Blue) practitioner levels\* who provide specialist palliative care\*\* (Levels 5-7 of Skills for Health (2010) Career Framework)

\*\* Medicine has an established career pathway and speciality training curriculum for palliative medicine. The EoLC LOs can, however, be used by doctors who provide general palliative care.

## **How can the EoLC Learning Outcomes be achieved?**

For **all** the workforce groups identified, the EoLC LOs may be achieved through pre-qualifying programmes, continuing professional development, work-based learning opportunities, as well as formal or academic study.

## **How can the EoLC Learning Outcomes be used by practitioners, clinical services, education providers and commissioners:**

The Framework defines the EoLC LOs to be demonstrated by the different workforce groups and can be used as part of education provision and workforce development to support improvements in the delivery of high quality EoLC. Implementation of the EoLC LOs may also assist clinical services, education leads and commissioners to develop a benchmark and role descriptors to identify education/training requirements and shortcomings in education provision across each workforce group.

The EoLC LOs can be used to:

- Provide a common language to enable consistency and sustainability in EoLC education and training and for professionals to demonstrate learning that can be transferred across settings and organisations
- Provide **individual practitioners/professionals** with clarity about the EoLC LOs required to deliver high quality EoLC that can support their professional development, career progression and, where required, revalidation
- Enable **registrants providing specialist palliative care**, at Registered (RP), Senior (SP) and Advanced (AP) Practitioner levels to consolidate and acquire skills, competence and knowledge to meet current health service agendas in palliative and end of life care and to support their future professional requirements for career progression to Senior and Advanced Practitioner levels. The EoLC LOs are aligned to the HEE (2017) Multi-professional Framework for Advanced Practice.
- Assist **workplace/clinical educators** to facilitate staff to engage in the delivery of palliative and EoLC and to develop their knowledge and skills in the appropriate EoLC LOs to deliver high quality care
- Provide **clinical services** with clarity to ensure staff meet the relevant EoLC LOs for unregistered support workers, nursing associates, registrants and practitioners delivering specialist palliative care, which can be used to develop; education and training programmes, and individual professional development objectives
- Assist **higher education institutions** providing pre-qualifying, post-qualifying and postgraduate programmes to design and map curricula and ensure teaching, learning and assessment strategies offer students the opportunities to develop and demonstrate their knowledge and skills in palliative and EoLC within higher education and workplace settings
- Facilitate **commissioners** to promote workplace learning opportunities, pre-qualifying, post-qualifying and postgraduate programmes and to commission programmes that deliver the EoLC LOs required by the workforce to deliver high quality EoLC

### **Skills for Health/HEE (2017) End of Life Care Core Skills Education and Training Framework**

I was a member of the **Skills for Health/HEE (2017) End of Life Care Core Skills Education and Training Framework** Steering Group. The EoLC LOs (Yorkshire and the Humber) work also informed the development of the Skills for Health/HEE (2017) framework. As the Skills for Health/HEE Framework does not distinguish the different levels of practitioner providing specialist palliative care or the learning needs of pre-qualifying students, the EoLC Outcomes presented in the Yorkshire and the Humber document can complement the Skills for Health/HEE Framework.

## **Publications available as part of this initiative include:-**

1. **HEE End of Life Care Learning Outcomes (Updated 2019):** this document includes the complete EoLC LOs colour coded for the different workforce groups, the sub-set to meet the learning objectives in One Chance to Get it Right, and the sub-set identified for mandatory or priority EoLC education and training.
2. **HEE End of Life Care Learning Outcomes Workplace Development Record (Updated 2019):** this enables practitioners to record and demonstrate achievement of the EoLC LOs
3. **HEE End of Life Care Learning Outcomes Mapping Tool for Higher Education Institutions and Clinical Education Providers (Updated 2019):** to map pre-qualifying, continuing professional development, undergraduate and postgraduate education to the EoLC LOs
4. **HEE End of Life Care Learning Outcomes Sub-sets for One Chance to Get it Right and for mandatory or priority EoLC education and training (Updated 2019):** this document details a sub-set of the EoLC LOs identified to meet the learning objectives in One Chance to Get it Right (The Leadership Alliance for the Care of Dying People, 2014) and a sub-set of EoLC LOs identified by HEYH as the most appropriate to be included in the provision mandatory or priority EoLC education and training
5. **HEE End of Life Care Learning Outcomes Mapping to Skills for Health Competences (Updated 2019):** Mapping of the EoLC LOs against Skills for Health Competences for practitioners providing specialist palliative care

## **Research projects and further development:**

**Past projects:** Evaluation of the EoLCs has been undertaken at various points throughout the development phases with practitioners (health and social care), clinical organisations and higher education institutions.

## **Current project and further development:**

- To disseminate the End of Life Care Learning Outcomes regionally and nationally
- To support services/organisations to implement the End of Life Care Learning Outcomes
- To evaluate the implementation and identify impact of the EoLC Outcomes in organisations/services including: Hospices, NHS community services, NHS acute Trusts, Higher Education Institutions
- Updating the End of Life Care Learning Outcomes to include Nursing Associate role - completed November 2019

If you would like to discuss these projects, past and current, or participate in the current project, please do not hesitate to contact me.

**Further information and contact details:**

If you would like further information about the End of Life Care Learning Outcomes, please contact me at:

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