

End of life clinical competencies

Name:	Role:
Base:	Date initial training completed:

Competency Statement:

The participant demonstrates clinical knowledge and skill in end of life care without assistance and/or direct supervision (level 3 - see level descriptors). Assessment in practice must be by a Registered Nurse who can demonstrate competence at level 4 or above.

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
The Participant will be able to:				
1. Demonstrate the ability to communicate sensitively and effectively in end of life care				
a) Communicate with a range of people on a range of matters in a form that is appropriate to them and the situation	Questioning / observation			
b) Present information in a range of formats, including written and verbal, as appropriate to the circumstances.	Questioning / observation			
c) Demonstrate ability and confidence to communicate with people about difficult and complex matters	Questioning / observation			
d) Demonstrate ability to listen to family, friends about their concerns related to end of life and provide information and support	Questioning / observation			
e) Work with individuals, 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.	Questioning / observation			
2. Demonstrate the ability to assess and care plan ensuring that the choices and priorities of the individual are at the centre of all end of life care planning and delivery				
a) Understand the range of assessment tools, and ways of gathering information, and their advantages and disadvantages. Including: Using the Gold Standards Framework	Questioning / observation			
b) Assess pain and other symptoms using assessment tools, pain history, appropriate physical examination and relevant investigation.	Questioning / observation			
c) Undertake/contribute to multi-disciplinary assessment and information sharing.	Questioning / observation			
d) Ensure that all assessments are holistic, including: <ul style="list-style-type: none"> • Background information • Current physical health and 	Questioning / observation			

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
prognosis <ul style="list-style-type: none"> • Social/occupational well-being • Psychological and emotional well-being • Religion and/or spiritual well-being, where appropriate • Culture and lifestyle aspirations, goals and priorities • Risk and risk management • The needs of families and friends, including carer's assessments. 				
e) Regularly review assessments to take account of changing needs, priorities and wishes, and ensure information about changes is properly communicated.	Questioning / observation			
3. Demonstrate the ability to manage symptoms in order to maintain comfort and well being in end of life care				
a) Be aware that symptoms have many causes, including the disease itself, its treatment, a concurrent disorder, including depression or anxiety, or other psychological or practical issues	Questioning / observation			
b) Understand the significance of the individual's own perception of their symptoms to any intervention.	Questioning / observation			
c) Understand that the underlying causes of a symptom will have an impact upon how care should be delivered.	Questioning / observation			
d) Understand the range of therapeutic options available, including drugs, hormone therapy, physical therapies, counselling or other psychological interventions, complementary therapies, surgery, community or practical support.	Questioning / observation			
e) In partnership with others, including the individual, their family and friends, develop an care plan which balances disease-specific treatment with other interventions and support that meet the needs of the individual.	Questioning / observation			
f) In partnership with others, implement, monitor and review the care plan.	Questioning / observation			
g) Demonstrate awareness of cultural issues that may impact on symptom management.	Questioning / observation			
4. Demonstrate the ability to support patients and families with advanced care planning				
a) Demonstrate awareness and understanding of Advance Care Planning, and the times at which it would be appropriate.	Questioning / observation			
b) Demonstrate awareness and understanding of the legal status and implications of the Advance Care Planning process in accordance with the provisions of the Mental	Questioning / observation			

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
Capacity Act 2005.				
c) Show understanding of Informed consent, and demonstrate the ability to give sufficient information in an appropriate manner.	Questioning / observation			
d) Use effective communication skills when having Advance Care Planning discussions as part of ongoing assessment and intervention.	Questioning / observation			
e) Work sensitively with families and friends to support them as the individual decides upon their preferences and wishes during the Advance Care Planning process.	Questioning / observation			
f) Where appropriate, ensure that the wishes of the individual, as described in an Advance Care Planning statement, are shared (with permission) with other workers.	Questioning / observation			
g) When appropriate, know what the Advance Care Planning statement contains, and how this will impact upon an individual's care delivery.	Questioning / observation			
5. Demonstrate professional values and behaviours in end of life care				
a) Demonstrate understanding and knowledge of: <ul style="list-style-type: none"> • One's own professional/role boundaries • Legal and ethical issues - adherence to legislation and advisory guidance around e.g. Mental Capacity Act and the Mental Health Act • Professional codes of practice or conduct, and their impact on practice • The role/contribution of other workers and organisations to ensure leadership commitment and innovation • The impact of one's own beliefs on practice • Approaches to risk assessment • Approaches to and theories of change, loss and bereavement • Social models of care, and person-centred approaches 	Questioning / observation			
b) Demonstrate person-centred practice that recognises the circumstances, concerns, goal, beliefs and cultures of the individual, their family and friends, and acknowledges the significance of spiritual, emotional and religious support and the diversities in these regards that there might be between family or social group members.	Questioning / observation			
c) Provide care that is sensitive to the support needs of family and friends, including children and young people, both as part of end of life care, and following bereavement.	Questioning / observation			

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
d) Demonstrate awareness of the importance of contributing to evaluation and change of services, participating as appropriate, and of involving the people who use them in that process.	Questioning / observation			
e) Take responsibility for one's own learning and continuing professional development, and contributing to the learning of others.	Questioning / observation			

Source: Common core competencies and principles for health and social workers working with adults at the end of life, National End of Life Care Programme/DH/Skills for Health/Skills for care 2009

Date all elements of Competency Tool completed to level 3 _____

Name _____ Signature _____ Status _____ Date _____

I confirm that I have assessed the above named individual and can verify that he/she demonstrates competency in end of life care

Assessor _____ Signature _____ Status _____ Date _____

Review Dates:	Competent Yes / No	Registered Nurse Signature	Verifier signature	Comments