

## End of Life Care Clinical Competencies for Palliative / End of Life Specialists

Name:	Role:
Base:	Date initial training / E mot completed:

### Competency Statement:

The participant demonstrates clinical knowledge and skill in end of life care without assistance and/or direct supervision (level 4 - 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
<b>The Participant will be able to:</b>				
<b>1. Communication Skills</b>				
1.1 Role models effective communication skills and empowers those with less experience of working with dying people and their carers	Questioning / observation			
1.2 Works with patients, carers and colleagues in shared decision-making around complex treatment option, within the principles of advance care planning, valid consent and patients' best interests	Questioning / observation			
1.3 Advocates for patients or non-specialist nursing colleagues in order to access appropriate end of life care services and support	Questioning / observation			
1.4 Liaises with carers or members of the wider multidisciplinary or multi-agency teams when communications issues are particularly complex	Questioning / observation			
1.5 In line with local policy and with the multi-disciplinary team makes and document decisions regarding cardio pulmonary resuscitation	Questioning / observation			
1.6 Processes own reactions and remains in meaningful contact with patients and carers, even in the most complex or uncertain situations	Questioning / observation			
1.7 Sends summary of their initial assessment and management plan to the appropriate community nursing team	Questioning / observation			
<b>2. Assessment and Care Planning</b>				
2.1 Recognises and responds to signs of common palliative care emergencies (ie potentially reversible conditions which if left untreated will impact significantly	Questioning / observation			

on quality of life and extremely distressing non-reversible conditions.)				
2.2 Supports carers with complex needs in managing a relative whose condition is deteriorating	Questioning / observation			
2.3 Takes, analyses and interprets an in depth clinical history	Questioning / observation			
2.4 Undertakes a focussed clinical examination as appropriate including physical examination and instigation of relevant clinical investigations	Questioning / observation			
2.5 Takes a lead in formulating a plan of care at end of life advising medical and other nursing staff as appropriate	Questioning / observation			
2.6 Supports and empowers all team member involved in the delivery of end of life care	Questioning / observation			
2.7 Supports and coordinates the completion of health needs assessments for, e.g. continuing care, using the 'fast track' alternative when necessary	Questioning / observation			
2.8 Reviews and oversees care delivery delegated to social care agencies and liaises with commissioners	Questioning / observation			
<b>3. Symptom Management and Maintaining Comfort and Well being</b>				
3.1 Demonstrates an in-depth knowledge of the options for achieving control of complex symptoms especially when co-morbidities are present	Questioning / observation			
3.2 Manages common palliative care emergencies (i.e. potentially reversible conditions which if left untreated will impact significantly on quality of life and extremely distressing non reversible conditions.)	Questioning / observation			
3.3 Accesses specialist multidisciplinary advice and support as required to manage complex symptoms/issues	Questioning / observation			
3.4 Initiates discussion of legal, ethical and professional nursing issues related to end of life care within the multidisciplinary and nursing team	Questioning / observation			
3.5 Works at all times within the principles of valid consent and patients' best interests regarding withdrawing artificial hydration and nutrition	Questioning / observation			
3.6 Demonstrates an ability to explore the personal resources of families and carers in order to ensure patients are cared for at end of life in the place of their	Questioning / observation			

choice				
3.7 Critically appraises and synthesises research findings into clinical practice	Questioning / observation			

Source: End of Life Core Competency Framework St Christopher's Hospice 2012

Date all elements of Competency Tool completed to level 4 \_\_\_\_\_

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

### Levels of competency Rating Scale

	Level of achievement	Level
Novice	Cannot perform this activity satisfactorily to the level required in order to participate in the clinical environment	0
↓	Can perform this activity but not without constant supervision and assistance	1
	Can perform this activity with a basic understanding of theory and practice principles, but requires some supervision and assistance	2
<b>Competent Practitioner</b>	Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision	3
↓	Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision, at an appropriate pace and adhering to evidence based practice  At this level competence will have been maintained for at least 6 months and/or is used frequently (2-3 times /week) The practitioner will demonstrate confidence and proficiency and show fluency and dexterity in practice <b>This is the minimum level required to be able to assess practitioners as competent</b>	4
	Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision, at an appropriate pace and adhering to evidence based practice.	5
	At this level the practitioner will be able to adapt knowledge and skill to special/ novel situations where there maybe increased levels of complexity and/or risk	
Expert	Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision, at an appropriate pace and adhering to evidence based practice. Demonstrate initiative and adaptability to special problem situations, and can lead others in performing this activity  At this level the practitioner is able to co-ordinate, lead and assess others who are assessing competence. Ideally they will have a teaching and /or mentor qualification	6

Adapted from: Herman GD, Kenyon RJ (1987) Competency-Based Vocational Education. A Case Study, Shaftsbury, FEU, Blackmore Press, cited in Fearon, M. (1998) Assessment and measurement of competence in practice, *Nursing Standard* 12(22), pp43-47.