



Northwest Children's Palliative Care Network

Joining together

Palliative Care Education Framework:

Background:

There are competencies for children's palliative care available for different professions to a variable degree of detail. The North West Children's Palliative Care Network was keen to develop a framework to support professionals, their managers and commissioners to ensure that they have appropriate skills to deliver palliative care to infants, children and young people.

This framework was developed from the information already available for different professionals by members of the Greater Manchester and Northwest Children's Palliative Care Networks

Purpose of this framework:

To provide guidance for professionals caring for infants, children, young people with life-limiting (life-shortening) and life-threatening conditions and their families. It provides both competencies, and signposting to appropriate training to achieve those competencies. The principles of the Education Framework are universally applicable to the workforce across the country. However training opportunities will vary locally and local adaptation will therefore be necessary.

Professionals	Universal	Targeted	Specialist
Doctors (NOT Specialist Training Curriculum)	All doctors infrequently involved in the delivery of palliative care including Foundation 1 and 2 and Specialist Trainee 1 and 2	Doctors frequently dealing with palliative care patients i.e. paediatric consultants, A&E doctors community paediatricians, GP's, ST 3 – 8	See SPIN and Grid curricula on RCPCH website
Nurses	All nurses infrequently Involved in the delivery of palliative care	Nurses who frequently deal with palliative care patients e.g. specialist nurses in specific areas. CCNTs	nurses who spend the majority of their time in palliative care
Allied Health Professionals (AHPs)	All AHPs infrequently involved in the delivery of palliative care	AHPs who frequently deal with palliative care patients	
Play staff	All play professionals infrequently involved in the delivery of palliative care.	play professionals who frequently deal with palliative care patients	

L Kauffmann: On behalf of Northwest Children's Palliative Care Network
 Ratified 14/10/2016: for review Oct 2017

Doctors

UNIVERSAL – All doctors infrequently involved in the delivery of palliative care including Foundation 1 and 2 and Specialist Trainee 1 and 2		
	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to listen, acknowledge concerns and respect wishes of CYP and family Ability to listen and respond to questions regarding the plan of care, acknowledge the limitations of knowledge and refer onto an appropriate colleague.</p> <p>Awareness of communication difficulties (language or sensory, physical or mental impairment). Seek an interpreter or special aids as required.</p> <p>Ability to document important conversations and communicate important facts or changing physical/emotional/social/spiritual state to colleagues.</p>	<p>Communication skills within medical training.</p> <p>Foundation level communication skills training, e.g. Sage and Thyme.</p> <p>Record/documentation skills training.</p> <p>Bespoke communication training available from local network.</p>
ASSESSMENT and DIAGNOSIS	<p>Understanding of definition of palliative care in CYP, and ability to recognise factors which determine when palliative care is relevant.</p> <p>Understand the concept of Parallel Planning</p> <p>Ability to carry out holistic assessment , including hearing voice of CYP</p> <p>Ability to recognise changes in condition, reversible causes of deterioration or new symptoms and communicate to relevant staff</p> <p>Awareness of the need and process for regular review.</p> <p>Awareness of, and ability to recognise, common symptoms at end of life.</p> <p>Awareness of benefits and burdens of investigation and other observations</p> <p>Knowledge of process for diagnosing death, including brain stem death</p> <p>Ability to recognise loss and grief, and their effects on CYP, families and professionals.</p>	<p>Assessment and diagnosis skills within medical training.</p> <p>STEP training.</p> <p>Bereavement training</p>
CARE PLANNING	<p>Awareness of Advance Care Planning (ACP) and preferred place of care.</p> <p>Knowledge of the individual plan of care for each CYP and their family.</p> <p>Ability to monitor symptom management, identify side effects and to use prescribing guidance safely.</p> <p>Knowledge of support systems for doctors involved in palliative care.</p> <p>Knowledge of local statutory and voluntary support</p>	<p>Awareness training for Advance Care Planning.</p>
CARE DELIVERY	<p>Ability to follow a CYP's individualised care plan.</p> <p>Ability to respond to cultural spiritual and religious needs of CYP and family</p> <p>Awareness of national and local guidelines on withholding and withdrawing treatment and the legal and ethical issues involved</p> <p>Awareness that there may be treatment available that is not in the best interest of CYP</p> <p>Awareness of local guidelines for management of SUDC</p>	<p>Locality workshops</p> <p>STEP training</p>

Doctors

TARGETED – doctors frequently dealing with palliative care patients i.e. paediatric consultants, A&E doctors community paediatricians, GP's, ST 3 – 8		
All UNIVERSAL competencies plus	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to identify concerns, break bad news, give complex information, handle difficult questions and manage strong emotions.</p> <p>Ability to assess and communicate CYP and families' wishes including preferred place of care and death</p> <p>Ability to create and review Advance Care Plans actively with CYP and their family</p> <p>Ability to seek and support the CYP and family wishes regarding organ/tissue donation.</p> <p>Ability to communicate the individualised plan of care to other key professionals.</p>	Advanced Communication Skills training.
ASSESSMENT and DIAGNOSIS	<p>Ability to assess, manage and document common physical symptoms encountered in end of life care.</p> <p>Recognise and manage the reversible causes of deterioration.</p> <p>Ability to assess benefits and burdens of observations and investigations</p> <p>Ability to identify and manage palliative care emergencies, and refer on if necessary</p> <p>Ability to contribute to clinical decision making about appropriate intervention/ ceilings of care including decisions about DNACPR</p> <p>Ability to recognise and manage dying, and diagnose death, including brain stem death</p>	Local one day course for consultants.
CARE PLANNING	<p>Ability to continually assess, review and plan care jointly with the CYP and family as appropriate and document accordingly, using ACP if available.</p> <p>Ability to communicate care plan with multidisciplinary team, including out of hospital.</p> <p>Ability to recognise the need for and timing of referral to specialist services.</p> <p>Awareness of local bereavement support services and referral process.</p>	One day Advance Care Planning course.
CARE DELIVERY	<p>Ability to recognise and manage the physical, psychological, social and spiritual needs of the CYP and their families, respecting ethnic and cultural traditions</p> <p>Ability to undertake anticipatory prescribing of medications via the appropriate route for specific potential symptoms.</p> <p>Ability to review medications regularly for current symptoms and manage side effects.</p> <p>Ability to assess and manage nutrition and hydration needs.</p> <p>Understanding care of body after death, including spiritual, cultural and religious beliefs. Understanding of processes, role of other agencies and needs of coroner . Ability to signpost if support is needed.</p> <p>Ability to recognise when personal experiences of death and dying, stress and bias may affect own capacity to deal with the bereaved.</p> <p>Awareness of the impact of loss and grief, including how to support individuals who are bereaved and identify abnormal grief that may need additional support.</p>	

Nurses

UNIVERSAL – All NURSES infrequently Involved in the delivery of palliative care.		
	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to communicate effectively with CYP and their families</p> <p>Awareness of appropriate time and place for complex conversations</p> <p>Awareness of communication difficulties due to language or sensory, physical or mental impairment. Seek an interpreter or special aids as required.</p> <p>Ability to listen to and acknowledge concerns and respect the wishes of the child/young person and their families.</p> <p>Awareness of limitations of knowledge and how to refer to an appropriate member of the care team when necessary.</p> <p>Clear and concise Documentation of important conversations</p> <p>Ability to communicate important facts or changing physical/ emotional/ social/ spiritual state to appropriate colleagues in confidential format.</p>	<p>Communication skills within nurse training.</p> <p>Foundation level communication skills training, e.g. Sage and Thyme.</p> <p>Record/documentation skills training.</p> <p>Bespoke communication training available from local network.</p> <p>Opening the spiritual gate.</p>
ASSESSMENT and DIAGNOSIS	<p>Ability to recognise changes in condition, reversible causes of deterioration or new symptoms.</p> <p>Understanding of definition of palliative care in CYP, and ability to recognise factors which determine when palliative care is relevant.</p> <p>Understand the concept of Parallel Planning</p> <p>Ability to document and communicate changes to relevant staff.</p> <p>Awareness of the benefits and burdens of observation and investigation.</p> <p>Awareness of common symptoms in palliative care</p>	<p>Assessment and diagnosis skills within pre-registration nurse training.</p> <p>Assessment and Diagnostic skills for minor illness training via CPD modules.</p> <p>Locality palliative skills workshops</p>
CARE PLANNING	<p>Awareness of individual plan of care and support for the child and family.</p> <p>Awareness of Advance Care Planning (ACP)</p> <p>Ability to work with other agencies including health, education and social services.</p> <p>Ability to implement plan of care and communication of variance.</p>	<p>Care planning skills within pre-registration nurse training.</p> <p>Awareness training for Advance Care Planning.</p>
CARE DELIVERY	<p>Ability to implement plan of care and communication of variance.</p> <p>Responding to the cultural spiritual and / or religious needs of the child/young person and family</p> <p>Ability to access advice and support families and carers on issues following death</p> <p>Understanding of basic theories about bereavement</p> <p>Ability to deliver, evaluate and record care</p>	<p>Care delivery skills within pre-registration nurse training.</p> <p>Opening the Spiritual Gate.</p> <p>Medical device training</p>

Nurses

TARGETED-Nurses who frequently deal with palliative care patients e.g. specialist nurses in specific areas. CCNTs		
UNIVERSAL competencies plus	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to supports CYP and families through times of uncertainty and difficult conversations</p> <p>Ability to discuss treatment and care options</p> <p>Ability to discuss psychological, emotional and spiritual issues with CYP, their families and other professionals.</p> <p>Ability to contribute to MDT planning and decision making</p>	<p>Bespoke communication training for departments.</p> <p>Advanced Communication training e.g. Connected</p>
ASSESSMENT and DIAGNOSIS	<p>Knowledge and understanding of conditions within their scope of practice where palliative care may be appropriate and the prognosis</p> <p>Knowledge of impact of cultural and religious beliefs on children, young people and their families</p> <p>Ability to empower CYP,families and carers to identify symptoms and manage their condition</p> <p>Ability to discuss wishes with CYP and their families</p>	
CARE PLANNING	<p>Ability to contribute to assess, plan and documentation of care plans</p> <p>Ability to lead discussions of the MDT, collect views and create a plan of care</p> <p>Ability to include CYP and family in discussion and decision making</p> <p>Understanding of ethical issues in decision making</p> <p>Awareness of drugs commonly used at end of life</p>	<p>Palliative care modules, level 6 and 7.</p> <p>Bespoke one day palliative care course.</p>
CARE DELIVERY	<p>Awareness of importance of choice in care delivery</p> <p>Ability to respond to cultural and religious needs</p> <p>Ability to support CYP, families and carers in bereavement process</p> <p>Ability to deliver honest information about death and provide an opportunity for CYP and family to ask questions</p> <p>Ability to support other professionals in identifying and managing complex symptoms</p> <p>Ability to seek specialist support in any delivery of care beyond their competence</p>	<p>Opening the Spiritual Gate</p> <p>Advanced communication skills training e.g. Connected</p>

Nurses

SPECIALIST nurses who spend the majority of their time in palliative care		
UNIVERSAL and TARGETED competencies plus	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to communicate effectively with CYP and their families, managing complex challenging discussions</p> <p>Ability to support other staff in effective communication</p> <p>Ability to deliver complex information</p> <p>Guides and supports others to improve communication skills</p> <p>Ability to build relationships to enable the CYP and their family to express feelings</p> <p>Ability to discuss issues of quality of life</p>	<p>Advanced Communication Skills training eg Connected</p> <p>Palliative Care modules, level 6 and 7</p> <p>Opening the Spiritual Gate</p>
ASSESSMENT and DIAGNOSIS	<p>Ability to recognise deterioration in CYPs condition</p> <p>Awareness of available resources to support CYP and their families in achieving best quality of life</p> <p>Ability to review and manage symptoms</p> <p>Knowledge of theories of grief, loss and bereavement and it's manifestations</p>	<p>Palliative Care modules, level 6 and 7</p> <p>Opening the Spiritual Gate</p> <p>Palliative care diploma/MSc</p>
CARE PLANNING	<p>Ability to act as resource to support others</p> <p>Ability to discuss and negotiate goals with CYP and families</p> <p>Ability to chair MDT to develop and evaluate care for CYP and their families</p> <p>Ability to critically appraise and use research and audit to determine evidence of best practice as a rationale for prescribed care</p>	<p>Palliative Care modules, level 6 and 7</p> <p>Opening the Spiritual Gate</p> <p>Palliative care diploma/MSc</p> <p>Local and national courses</p>
CARE DELIVERY	<p>Ability to provide 24hr support packages to CYP at the end of life in the home</p> <p>Being up to date in developments in palliative care including symptom management</p> <p>Ability to provide teaching opportunities</p> <p>Ability to Identify gaps in provision and raise within appropriate forums</p> <p>Ability to analyses complex family situations and tailor care</p>	<p>Palliative Care modules, level 6 and 7</p> <p>Opening the Spiritual Gate</p> <p>Palliative care diploma/MSc</p> <p>Local and national courses</p>

Allied Health Professionals

UNIVERSAL - All AHPs infrequently involved in the delivery of palliative care		
	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to communicate effectively with CYP and their families</p> <p>Awareness of appropriate time and place for complex conversations</p> <p>Awareness of communication difficulties due to language or sensory, physical or mental impairment. Seek an interpreter or special aids as required.</p> <p>Ability to listen to and acknowledge concerns and respect the wishes of CYP and their families.</p> <p>Ability to document important conversations and communicate key information to colleagues</p>	<p>Training in basic and intermediate communication.</p> <p>Communication skills within AHP training.</p> <p>Foundation level communication skills training, e.g. Sage and Thyme.</p> <p>Record/documentation skills training.</p> <p>Bespoke communication training available from local network.</p> <p>Opening the spiritual gate.</p>
ASSESSMENT and DIAGNOSIS	<p>Awareness of common symptoms in palliative care</p> <p>Ability to recognise changes in condition, reversible causes of deterioration or new symptoms in area of practice.</p> <p>Ability to document and communicate changes to relevant staff.</p> <p>Awareness of the benefits and burdens of interventions.</p> <p>Awareness of differing ethnic, cultural and religious groups and respect for their traditions.</p>	<p>Assessment and diagnosis skills within AHP training.</p> <p>Locality palliative skills workshops</p>
CARE PLANNING	<p>Awareness of individual plan of care and support for the CYP and family.</p> <p>Awareness of Advance Care Planning (ACP)</p> <p>Ability to work with other agencies including health, education and social services.</p> <p>Awareness of limitations of knowledge and how to refer to an appropriate member of the care team when necessary</p>	<p>Care planning skills within AHP training</p> <p>Awareness training for Advance Care Planning.</p>
CARE DELIVERY	<p>Ability to deliver, evaluate and record care in practise area</p> <p>Ability to implement plan of care and communication of variance.</p> <p>Ability to signpost families and carers to appropriate advice and support</p> <p>Awareness of basic theories of bereavement</p>	<p>Care delivery skills within AHP training.</p> <p>Opening the Spiritual Gate.</p> <p>Locality workshops</p>

Allied Health Professionals

TARGETED-AHPs who frequently deal with palliative care patients		
UNIVERSAL competencies plus	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to support CYP and families through times of uncertainty and difficult conversations</p> <p>Ability to discuss treatment and care options within area of practise</p> <p>Ability to discuss psychological, emotional and spiritual issues with CYP, their families and other professionals.</p> <p>Ability to contribute to MDT planning and decision making</p>	<p>Bespoke communication training for departments.</p> <p>Advanced Communication training e.g. Connected</p>
ASSESSMENT and DIAGNOSIS	<p>Knowledge and understanding of conditions within their scope of practise where palliative care may be appropriate and the prognosis</p> <p>Understanding of definition of palliative care in CYP, and ability to recognise factors which determine when palliative care is relevant.</p> <p>Understand the concept of Parallel Planning</p> <p>Knowledge of impact of cultural and religious beliefs on children, young people and their families</p> <p>Ability to empower CYP, families and carers to identify symptoms and manage their condition</p> <p>Ability to discuss wishes with CYP and their families</p>	
CARE PLANNING	<p>Ability to contribute to, assess, plan and documentation of care plans</p> <p>Ability to contribute to discussions of the MDT</p> <p>Ability to include CYP and family in discussion and decision making</p> <p>Understanding of ethical issues in decision making</p>	<p>Palliative care modules, level 6 and 7.</p> <p>Bespoke one day palliative care course.</p>
CARE DELIVERY	<p>Awareness of importance of choice in care delivery</p> <p>Ability to respond to cultural and religious needs</p> <p>Ability to signpost families and carers to appropriate advice and support</p> <p>Ability to respond to questions about death and provide an opportunity for CYP and family to ask questions</p> <p>Ability to support colleagues in identifying and managing complex symptoms</p>	<p>Opening the Spiritual Gate</p> <p>Advanced communication skills training e.g. Connected</p>

Play Professionals

UNIVERSAL – All Play professionals infrequently involved in the delivery of palliative care.		
	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to communicate effectively with CYP and their families</p> <p>Awareness of appropriate time and place for complex conversations</p> <p>Awareness of communication difficulties due to language or sensory, physical or mental impairment. Seek an interpreter or special aids as required.</p> <p>Ability to listen to and acknowledge concerns and respect the wishes of the CYP and their families.</p> <p>Awareness of limitations of knowledge and how to refer to an appropriate member of the care team when necessary.</p> <p>Ability to document important conversations and communicate key information to colleagues</p>	<p>Communication skills within training.</p> <p>Foundation level communication skills training, e.g. Sage and Thyme.</p> <p>Record/documentation skills training.</p> <p>Bespoke communication training available from local network.</p> <p>Opening the spiritual gate.</p>
ASSESSMENT and DIAGNOSIS	<p>Ability to recognise a change in condition, or new symptoms.</p> <p>Ability to document and communicate changes to relevant staff.</p> <p>Awareness of benefits and burdens of observation and interventions.</p> <p>Awareness of ethnic, cultural and religious groups and respect for their traditions.</p> <p>Ability to assess development to support effective palliative care</p>	<p>Assessment and diagnosis skills within Play professional training.</p> <p>Locality palliative skills workshops</p>
CARE PLANNING	<p>Awareness of individual plan of care and support for the child and family.</p> <p>Awareness of Advance Care Planning (ACP)</p> <p>Ability to work with other agencies including health, education and social services.</p> <p>Ability to develop therapeutic relationships with children and families</p> <p>Ability to assess and communicate CYP and families emotional/psychological and developmental needs with professional leading on care plan.</p>	<p>Care planning skills within Play professional training</p> <p>Awareness training for Advance Care Planning.</p>
CARE DELIVERY	<p>Ability to implement plan of care and communication of variance.</p> <p>Ability to signpost families and carers to appropriate advice and support</p> <p>Awareness of basic theories of bereavement</p> <p>Ability to deliver, evaluate and record care relevant to practise area.</p> <p>Ability to seek specialist support in any delivery of care beyond their competence</p>	<p>Care delivery skills within Play professional training.</p> <p>Opening the Spiritual Gate.</p> <p>Locality workshops</p>

Play professionals

TARGETED-Play professionals who frequently deal with palliative care patients		
UNIVERSAL competencies plus	SKILLS AND KNOWLEDGE	TRAINING AVAILABLE
COMMUNICATION	<p>Ability to support CYP and families through times of uncertainty and difficult conversations</p> <p>Ability to discuss care options</p> <p>Ability to discuss psychological, emotional and spiritual issues with CYP, their families and other professionals.</p> <p>Ability to contribute to MDT planning and decision making</p>	<p>Bespoke communication training for departments.</p> <p>Advanced Communication training e.g. Connected</p>
ASSESSMENT and DIAGNOSIS	<p>Knowledge and understanding of conditions within their scope of practise where palliative care may be appropriate and the prognosis</p> <p>Understanding of definition of palliative care in CYP, and ability to recognise factors which determine when palliative care is relevant.</p> <p>Understand the concept of Parallel Planning</p> <p>Knowledge of impact of cultural and religious beliefs on children, young people and their families</p> <p>Ability to empower CYP, families and carers to manage their condition</p> <p>Ability to discuss wishes with CYP and their families</p> <p>Ability to care plan around needs of siblings</p>	
CARE PLANNING	<p>Ability to contribute to, assess, plan and documentation of care plans</p> <p>Ability to contribute to discussions of the MDT</p> <p>Ability to include CYP and family in discussion and decision making</p> <p>Understanding of ethical issues in decision making</p>	Bespoke one day palliative care course.
CARE DELIVERY	<p>Awareness of importance of choice in care delivery</p> <p>Ability to respond to cultural and religious needs</p> <p>Ability to signpost families and carers to appropriate advice and support</p> <p>Ability to respond to questions about death and provide an opportunity for CYP and family to ask questions</p> <p>Ability to support colleagues in identifying and managing complex symptoms</p>	<p>Opening the Spiritual Gate</p> <p>Advanced communication skills training e.g. Connected</p>