

Background

The Scottish Government in the Strategic Framework for Action on Palliative and End of Life Care (2015) made ten commitments towards the national vision that *'by 2021 everyone in Scotland who need palliative and end of life care have access to it'*.

It acknowledged the need for an enhanced contribution from a health and social service workforce who feel adequately trained and supported to provide the palliative and end of life care required.

NHS Education for Scotland and the Scottish Social Services Council were commissioned to develop a new framework.

Aim

Development of *'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 (2017) took an integrated and collaborative approach to identify the knowledge and skills required by all health and social service workers in palliative and end of life care.



Methods

We consulted widely with health and social service workers, palliative care experts, educators and other partners in a cyclical co-design approach.

The structure and content of the framework was informed by evidence gathered from



Results

The framework promotes a person-centred, outcomes focussed, human rights based approach.

It is underpinned by

- World Health Organisation definitions of Palliative Care
- PANEL principles; Participation, Accountability, Non-discrimination and Equality, Empowerment and Legality
- Scottish National Care Standards Principles



Five domains reflect the core knowledge and skills integral to the delivery of high quality palliative and end of life care

- Fundamentals of palliative care
- Communication and conversations
- Loss, grief and bereavement
- Care planning and delivery
- Care in the last days of life

Each domain contains four levels of knowledge and skills

- Informed
- Skilled
- Enhanced
- Expert

Conclusions

Integration of health and social care in Scotland means that increasingly teams are coming together to provide care and support focussed on people's individual needs and outcomes. The scope and depth of the workforce engagement undertaken is a key strength of this framework which will support implementation across integrated services.

References

NHS Education for Scotland and Scottish Social Services Council (2017) Enriching and improving experience. Palliative and end of life care. A framework to support the learning and development of the health and social service workforce in Scotland. Available at http://elearning.scot.nhs.uk:8080/intralibrary/open_virtual_file_path/i2564n4083939t/Palliative%20framework%20interactive_p2.pdf

The Scottish Government (2015) Strategic Framework for Action on Palliative and End of Life Care. Available at <http://www.gov.scot/Topics/Health/Quality-Improvement-Performance/peolc/SFA>