

Welcome to the Education Network webinar

Thank you for logging on early.

As you can see, we are still setting up. We can't hear you and you can't hear us. If you would like to communicate with us, please use the chat function. Thank you.

This session will be recorded



Education Network

9 May 2023

Amber Morgan, Project Manager:
Clinical programmes,
Welcome to our webinar

This session will be recorded



Welcome and introductions

Please introduce yourself, your role and where you are from in the chat box

Please feel free to contribute to the discussion throughout – comments, questions or reflections, using chat box

Please share useful resources in the chat box

Follow-up questions and reflections
clinical@hospiceuk.org.

Agenda

Time	Item
10.30	Welcome
10.35	NMC post registration standards Nurse Advisors Elaine Robinson, Nurse education advisor - Post registration, NMC
11.05	Qualification in Specialty and PEOLC Career Pathway: where are we now Anita Hayes, Head of Clinical Leadership, Hospice UK
11.25	Hospice UK updates Amber Morgan, Project Manager: Clinical Programmes, Hospice UK
11.30	Feedback from Survey Amber Morgan, Project Manager: Clinical Programmes, Hospice UK
11.45	Discussion topic: future sessions
12.00	Summary and close



NMC post registration standards Nurse Advisors

Elaine Robinson

Nurse education advisor - Post registration, NMC

Elaine Robinson

**Nurse education advisor
Post registration**

educationandstandards@nmc-uk.org

Post-registration Standards for Community Nursing Specialist Practice Qualifications (SPQ)



Drivers for ambitious new SPQ Standards



Community nursing SPQ professionals require higher levels of autonomy, specialist knowledge and skill to practice and lead services across community health and social care settings



They provide person-centred care and use their professional judgement to make autonomous decisions and manage risks for people with complex needs and co-morbidities



They are culturally competent, leaders of teams, caseloads and services and are committed to improving people's health and wellbeing and seek to address health inequalities across the diverse communities and populations they serve

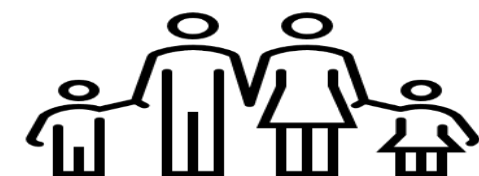
One set of community nursing SPQ standards of proficiency that apply to all fields of practice

Many community nurses specialise in caring for a particular client group or are specialists in a particular field of practice.

They apply their specialist community knowledge and skill in the context of their intended field of practice and the setting they practise in.

As registered nurses, they abide by the Code, and meet all of the Standards of proficiency for registered nurses relevant to their field of specialist community nursing practice

Standards and the public



Trust and confidence that
Nurse is concurrent and
knowledgeable

Responsible autonomous
practitioner to lead all
aspects of care

Involved in own care
decisions

2022 standards: SPQ qualifications and fields of practice

Standards of proficiency for community nursing specialist practice qualifications:

- SPQ Community children's nursing
- SPQ Community learning disabilities nursing
- SPQ Community mental health nursing
- SPQ District nursing
- SPQ General practice nursing
- **SPQ Health and social care nursing**

+/- independent and supplementary prescribing

- Associated post-registration programme standards

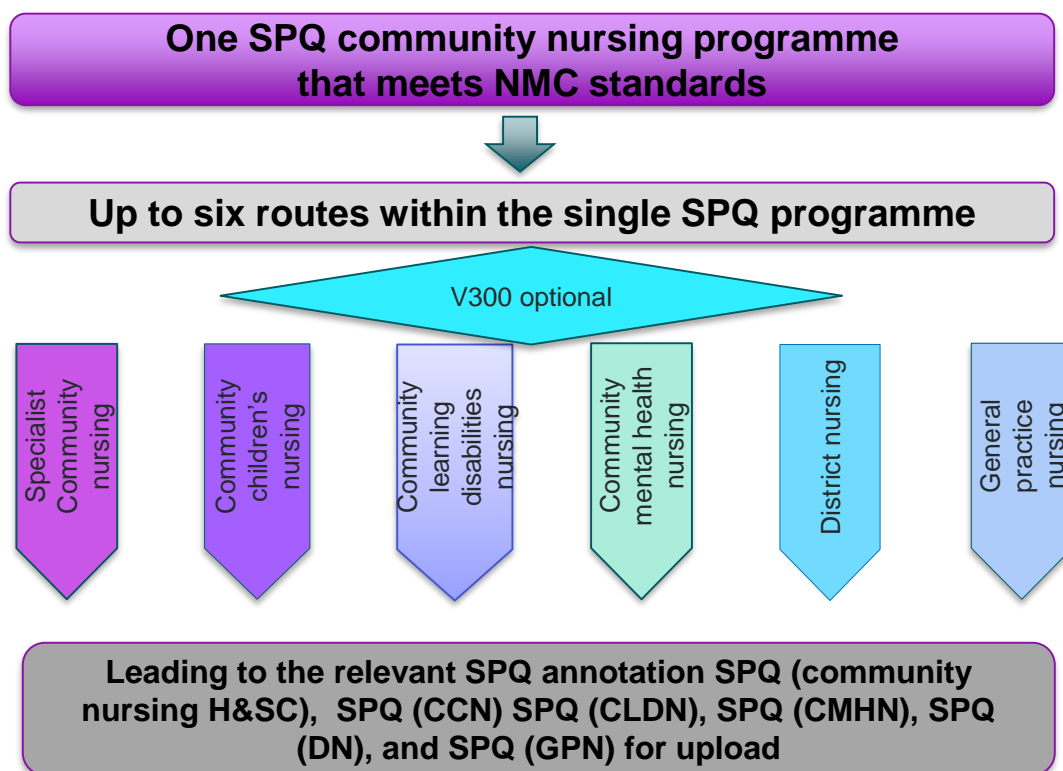


Possibilities for health and social care

- Employers (practice placement providers) and educators must engage and use this opportunity to shape the workforce that meets the needs of users of service/members of the public and ambitions of the professions
- Opportunity to develop roles in new community settings where nurses are required to have specialist skills and knowledge such as nurses in adult social care and nurses in health and justice (prisons and offender health) settings, hospices, residential and educational settings.
- Create nurse leaders with specialist qualifications, with increased autonomy
- Development of leaders who are efficient at leading services and teams
- Maximise learning opportunities – placements in NHS and non-NHS settings, multidisciplinary support for students



Programme standards and QA considerations



SPQ data by field of practice

(Register data, September 2022 as compared to March 2020)

Pink shading representative of where numbers have increased in the last 2 years

Country	CCN	CMH	CLD	DN	GPN
England	582	605	256	11,428	1,073
Northern Ireland	89	35	34	763	86
Scotland	45	97	29	1,516	90
Wales	78	122	34	1,144	205

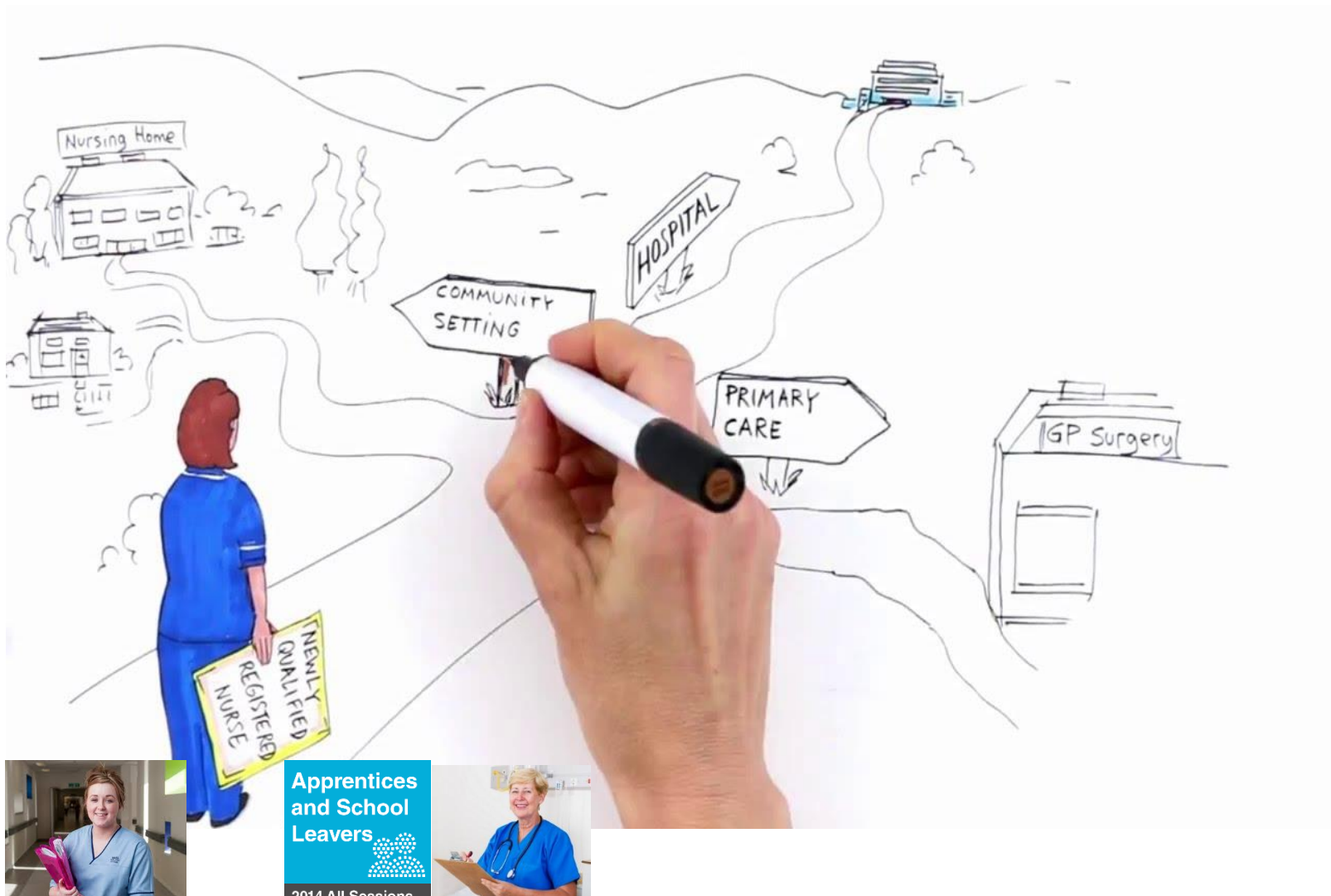




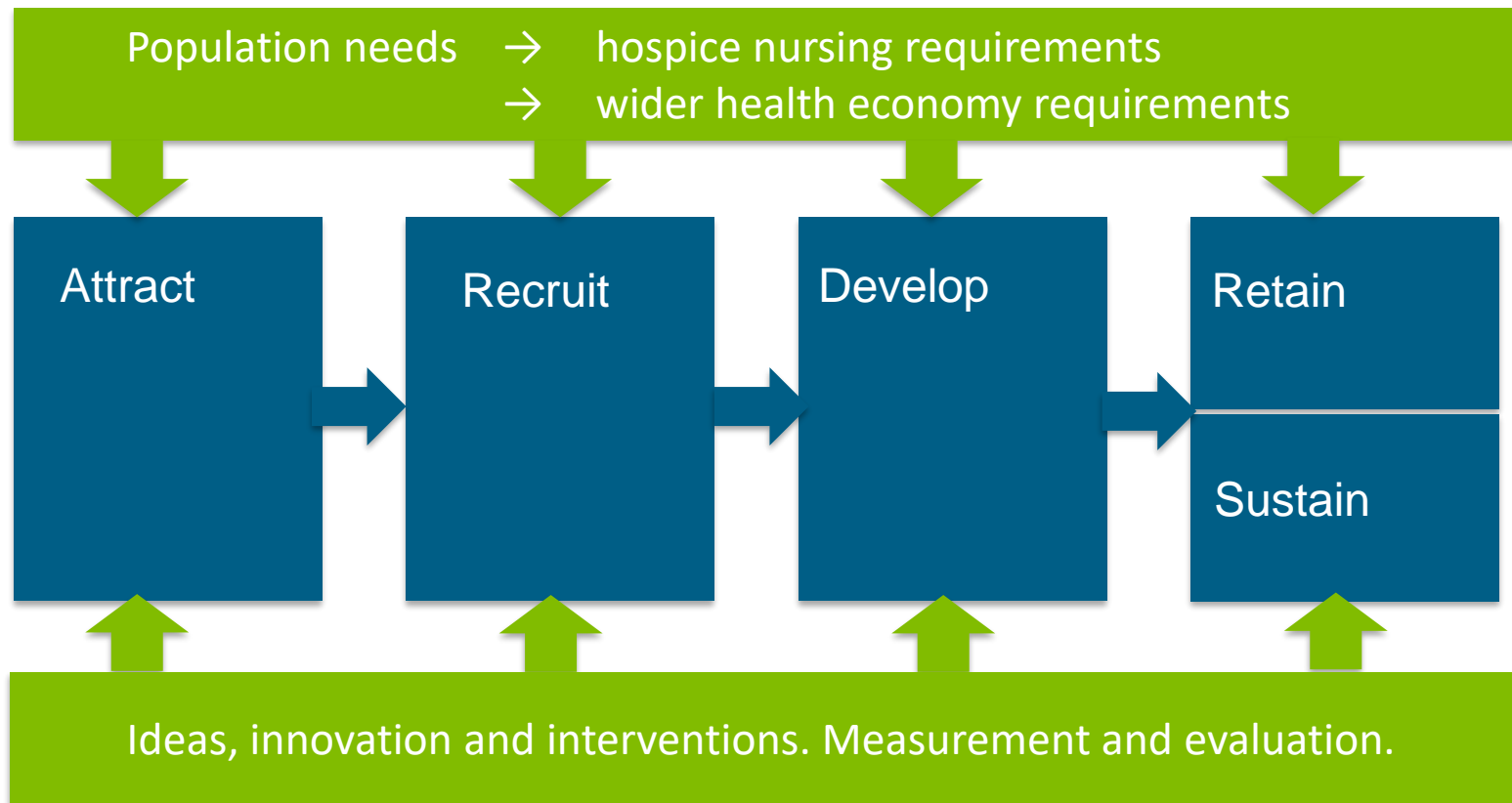
Qualification in Specialty and PEoLC Career Pathway: where are we now

Anita Hayes, Head of Clinical Leadership, Hospice UK

Palliative care nursing career pathway



Nursing workforce along the pathway



Supporting recruitment & retention in palliative and end of life care

Anita Hayes Head of Clinical Leadership presenting on
behalf of Vanessa Taylor
Director of Practice & Care Partnerships
Professor of Cancer & Palliative Care and the NHSE
Qualification in Speciality Group



2 initiatives focused on promoting & supporting recruitment and retention of the nursing and allied health professions workforce:

1. NHS England: Qualification in specialty (QS-PEOLC)
2. HEE Centre for Advancing Practice: Palliative and End of Life Care credential

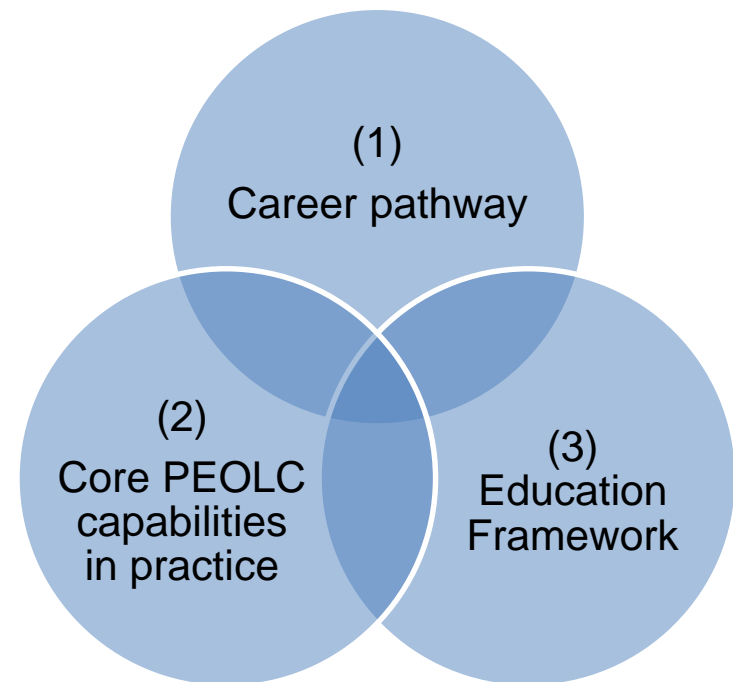


- Developing module(s) focused on PEOLC for the (Registered) workforce
- Ensure the future and existing workforce providing (general and specialist) palliative and end of life care have access to education and learning/development opportunities with the underpinning knowledge and capabilities they need for their role
- Foundations in PEOLC
- Fundamentals in PEOLC



Extended proposal to develop 'Palliative & end of life care career pathway, core capabilities in practice and education framework'

- Improve future supply of aspirant specialist workforce with appropriate education and development opportunities;
- Ensure the future and existing workforce providing general and specialist PEOLC have access to education and learning/development opportunities with the underpinning knowledge and capabilities they need for their role

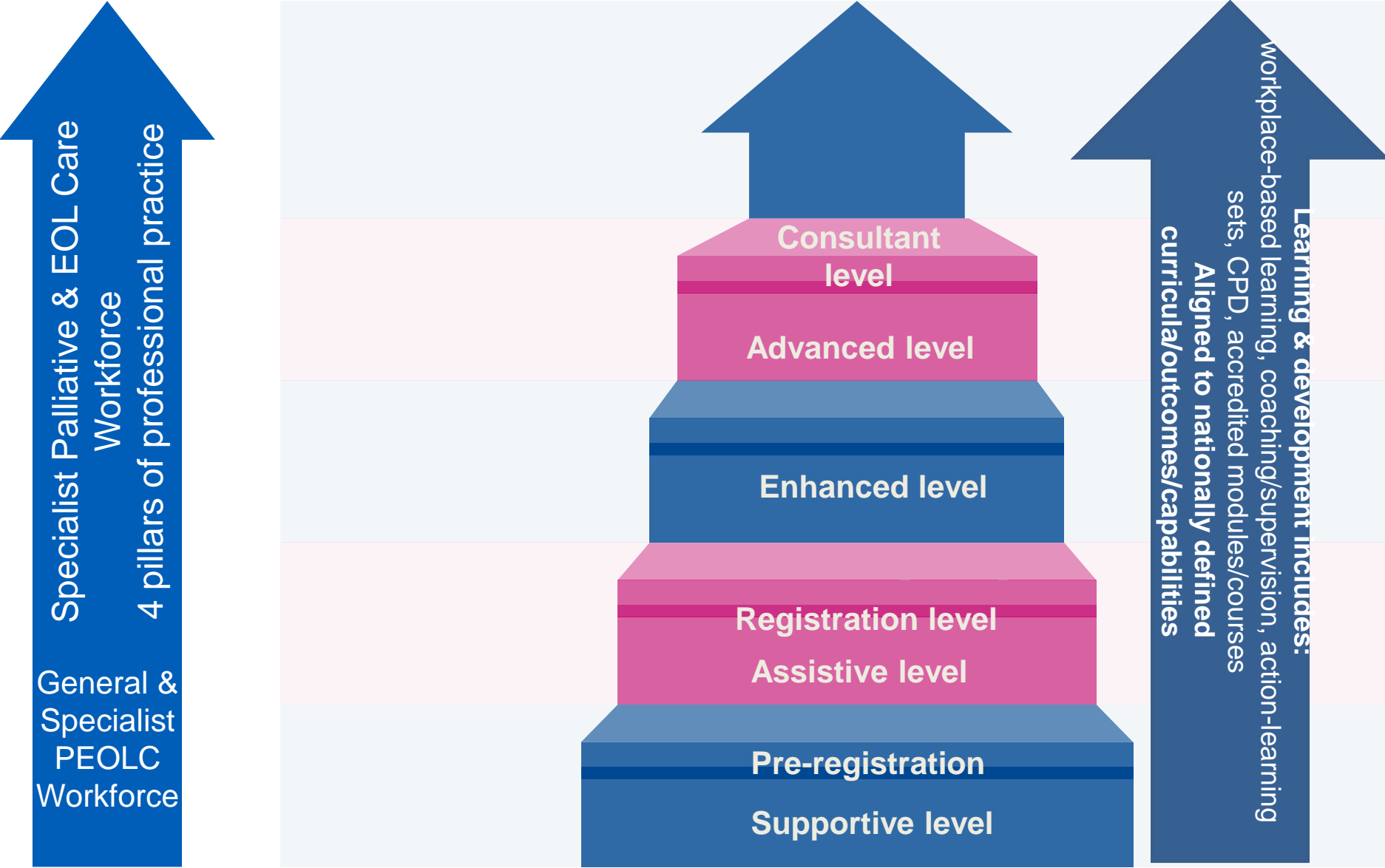


Extended proposal: Career pathway, core capabilities in practice and education framework:

For those providing general and specialist PEOLC:

- **Career pathway:** includes all levels of practice: Supportive, Assistive, Pre-registration, Registration, Enhanced, Advanced, Consultant
- **Core capabilities in practice:** workplace based knowledge/skills for each level of practice aligned to 4 pillars of practice and education framework
- **Education framework:** provides learning outcomes/syllabus/recommended assessment for minimum knowledge/skills at each level of practice and aligned to national frameworks presented in ‘**module**’ format and ‘**course**’ format (PGCert/Dip)
- Aligns to HEE Centre for Advancing practice Advanced and Consultant level practice frameworks and AP-PEOLC credential

Career Pathway, Core Capabilities and Education Framework in PEOLC



Core capabilities PEOLC

Pillar of professional practice	Core capabilities in practice
Clinical	1.1 Effective communication
	1.2 Assessment & Care Planning
	1.3 Symptom management, maintaining comfort and well being
	1.4 Advance care planning
	1.5 Underpinning values
	1.6 Professional and specialist PEOLC principles
Leadership and management	2.0 Co-ordinating, leading and developing PEOLC
Research	3.0 Delivering and enhancing PEOLC
Education	4.0 Creating a learning culture



Education framework:

high level curricula including learning outcomes, syllabus and assessment strategies for each level of practice including:

- Core knowledge for *supportive, assistive and pre-registration* levels ‘module’ **Foundations of Palliative and End of Life Care**
- Core knowledge for *Registration, Enhanced, Advanced and Consultant level* practice ‘module’ **Fundamentals of Palliative and End of Life Care**
- Aligning learning outcomes and core PEOLC-CiPs to levels 5,6,7
- Expectation that professionals working at Registration level are normally graduates and/or are operating at graduate level and beyond.
- At Advanced and Consultant levels, masters level language adopted.
- Building on ‘core’ learning to Postgraduate Certificate, Diploma and Master’s awards

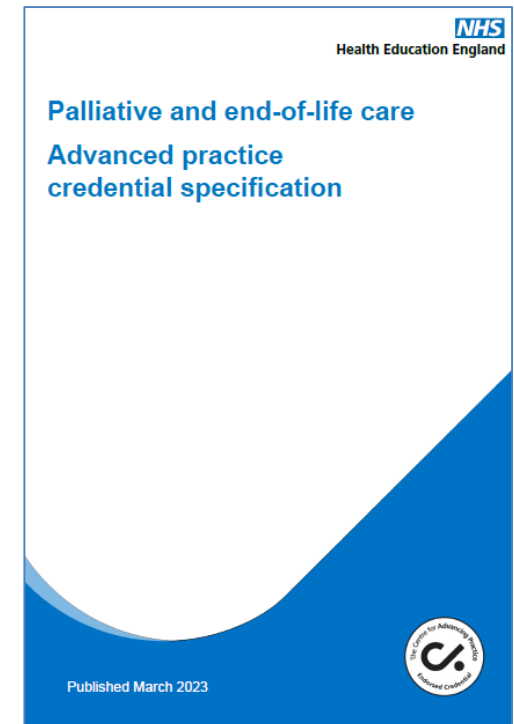
Example pathway: Registration, Enhanced, Advanced, Consultant levels

Registration level	Enhanced level	Advanced level	Consultant level
Core: Fundamentals of PEOLC 'Module'	Core + Eg Enhanced communication skills & Psychological (holistic) support in PEOLC	Meets HEE Centre for Advancing Practice requirements for Advanced Practice PLUS HEE credential for PEOLC	Meets HEE Centre for Advancing Practice requirements for Consultant Practice PLUS HEE credential for PEOLC
Registered Nurses/ AHPs providing general & specialist PEOLC	Registered Nurses/ AHPs with experience in specialist PEOLC	Registered Nurses/ AHPs with significant experience in specialist PEOLC	Registered Nurses/AHPs with significant experience in specialist PEOLC
All	Specialist PEOLC Experienced in PEOLC following preceptorship	Specialist PEOLC Experienced in PEOLC & those aspiring to advanced level roles	Specialist PEOLC Experienced in PEOLC & those aspiring to or in consultant level role

NHSE Qualification in Specialty PEOLC Progress:

- Establishing demand: circulation of survey (September 2022)
- Establishing commissioning process (March 2023-March 2024)
- Scoping capacity and demand (April 2023)
- Review of draft Career pathway, core capabilities and education framework (Publication March 2024)
- Developing timeline for:
 - Wider consultation of draft Framework
 - Commissioning 'modules' (September 2024)

- **2019-2021:** HEE Centre for Advancing Practice – PEOLC credential developed for nursing and allied health professionals practising at an advanced level
- **June 2022:** Credential approved by HEE Centre for Advancing Practice Education Assurance Group
- **March 31st 2023:** Credential launched:
<https://advanced-practice.hee.nhs.uk/our-work/credentials/>
- **March 2023:** Communication and implementation plan with HEE Centre for Advancing Practice



HEE AP Credential –PEOLC includes:

Curriculum:

- Programme entry criteria
- Programme structure
- Curriculum aims and learning outcomes

How the ACP-PEOLC curriculum is delivered:

- Workplace-based learning
- Formal teaching and learning opportunities
- Self-directed learning
- Workplace-based supervision and support
- Assessment of competence and capability
- Workplace-based co-ordinating education supervisor review
- Recording progress in practice portfolio
- Completion of training
- Introduction to the capabilities

Different types of
credentials:
Area-
specific/specialist
Capabilities +/-
programme
curricula

Recognition as Advanced Practitioner (PEOLC) included in HEE Centre for Advancing Practice Directory can be achieved via:

- MSc Advanced Practice followed by PEOLC credential
- Integrated PEOLC pathway within MSc Advanced Practice
- Portfolio of evidence route





Thank you for listening.
Your questions and feedback are
welcome
v.a.taylor@hud.ac.uk



Updates

- Clinical & HR Leads conference – resources
- Call For Papers & National Conference
- Ask a colleague

Clinical and HR Leaders conference

Publications and Resources

We publish a wealth of publications and resources to support hospice and end of life care providers, covering a wide range of topics.



Presentations from this conference focussing on workforce can be found on our website:

<https://www.hospiceuk.org/publications-and-resources?search=&type=36&tag=All>



Ask a colleague

Do you have a question that needs a quick answer or want to discuss something with your peers? Our Ask a Colleague online discussion group is a place for you to ask other hospice professionals for practical advice and find solutions to the challenges facing the sector.

The discussions take place on the Discord platform and the group is only available to Hospice UK members. If you would like to join, please email innovationhub@hospiceuk.org



Hospice UK National Conference



We're delighted that the Hospice UK National Conference will be returning to the ACC Liverpool for 2023, from Monday 6 – Wednesday 8 November 2023.

<https://www.hospiceuk.org/innovation-hub/courses-conferences/national-conference>



Feedback from survey

Amber Morgan

Education Network review and future planning

Thank you to the 42 member who completed the survey.

29 had attended meetings and 13 hadn't.

This is a brief summary of the results

Statement of purpose

I feel that it allows us to explore our practice and measure ourselves to best practice.

As completely new to joining, it appears comprehensive

I believe this represents our shared purpose and that the groups aims, work and responsibilities are clearly outlined.

Statement agreed with two changes

- Adding reference to four nations
- Removing HEE

Yes, I agree. I have gained a lot from accessing the network and appreciate the scope of contacts it has created for liaising with other health professionals



Format: Meeting bi-monthly (2nd Tuesday of each month)

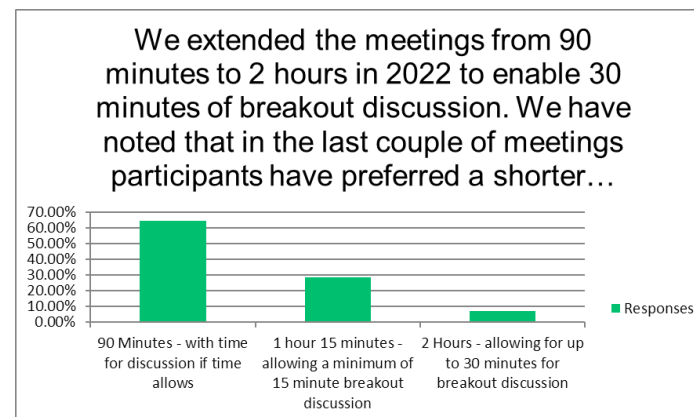
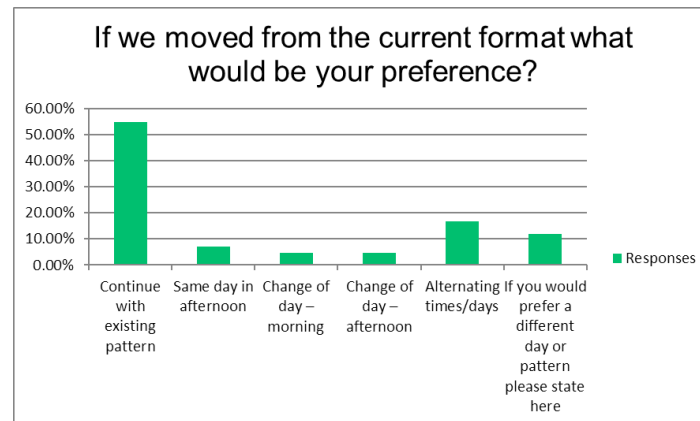
- 54% requested the meeting format

Length of meeting (Currently 2 hours)

- 64% requested the length of the meeting reduced back to 90 minutes

60% had watched recording of the meetings but most commented that it was useful

Meetings





Updates and resources

80% found the information shared in the invites and follow up emails useful

94% were happy with the frequency

Only 50% of respondents have visited our website but the majority of those who had found the pages useful.



In our last survey the following themes were identified as key topics to cover:

- Workforce
- Strategy
- Inclusion
- Measurement
- Education planning

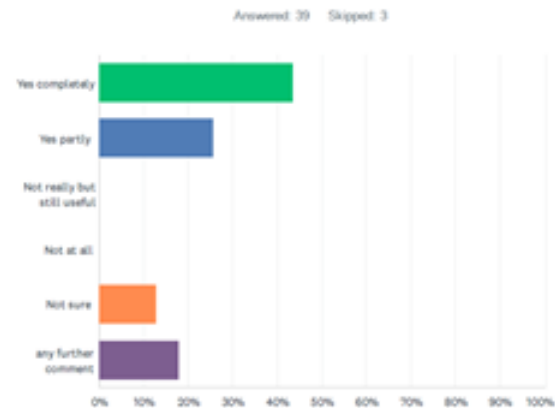
Since January 2022 we have covered the following:

- Different models of education
- Preceptorships - theory and in practice
- Working in the new integrated healthcare systems – theory and in practice
- Marketing education programmes
- Nurse career pathways and support
- AHP competencies
- Diversity and inclusion
- Non-medical prescribers networks
- Patient Safety Incident Response Framework (PSIRF)
- Working with people with learning difficulties and autism

With additional lunch and learn sessions on:

- Quality improvement / learning from the pandemic
- Nursing Associate roles

Q15 Do you think that the meetings have met the themes identified?



Themes for 2023/24

1. Workforce and recruitment
2. Strategy / ICS / Funding
3. Different models of training
4. Topic specific ie diagnosis/role/equipment
5. Collaborative working / QI including measurement
6. Updates on covered topics

Workforce and recruitment

Considering education of students on nursing studies degrees and links to Universities for placements and sharing of ideas.

Continue to build on the workforce development information

Workforce development- how to plan from a top-down approach

Work experience

Education for Integrated Teams - clinical skills days

Innovation in recruitment and retention of CNS's

Recruitment of educators

Recruitment and support of new staff/ induction ideas

Marketing for recruitment- how to myth bust working in a hospice at all levels (e.g. FE and HE lecturers, health professional students, student nurses and members of the public.

changing clinical cultures and promoting proactiveness rather than reactiveness

Topics from 2022 to be revisited

Nurse career pathways and support (3)

Workforce issues - recruiting CNS's and specific educational development

Strategy / ICS / Funding

marketing education delivery to other providers	Education income streams
Statutory training for business and income generation staff	Funding opportunities for education
Competency within the workplace	Working accross systems / partnership
Frequencies around re training	Communication
strategic priorities / what we will be funded for etc	making most of limited education resources
mindset and attitudes towards importance of education	Managing an L&D Budget / sharing resources / providing external training
Competencies such as syringe drive and VOD	Topics from 2022 to be revisited
Strategy (x2)	Working in the new integrated healthcare systems - theory and in practice
	If there have been any new ideas, policy changes or new key information to share.
	Working in the new integrated healthcare systems - theory and in practice

Different models of training

Expert on innovative teaching methodologies

teambuilding and coaching

ECHO

Effective use of Learning Management Systems

Digital education approaches and challenges faced and successes in organisations

Education for remote practice - telephone support, video consultations

Coaching & Mentoring (clinical and non-clinical)

Supporting volunteer training

Professional development of educators

Expert on VR and AI

Coaching and supervision models used and how successful this has been.

Using technology in the delivery of educational sessions

Topics from 2022 to be revisited

Different models of education



Topic specific ie diagnosis /role/ equipment

Bereavement support/grief

MND - Introducing awareness training

PSIRF

Liberty Safeguards

Motor Neurone Disease-end of life care

medicines management for Hospice@home carers

National Cleaning Standards?

Education for CNS's

Research in education and getting involved; another topic-succession planning; another topic: developing junior staff in education roles

Leadership

Topics from 2022 to be revisited

Nursing Associates - preceptorship and competencies

Diversity & inclusion (x2)

AHP competencies



Collaborative working / QI and measurement

I would like to cover some of the basics, what each hospice does for all staff (clinical and business/income generation) How they deliver things, tips to find resources to deliver things, some of the everyday challenges of training within a small organisations with very limited resources.

Collaborating on a piece of work and working towards presentation at conference

Sharing examples of successful Care home education and support

Expert on evaluation methods

quality benchmarking education standards

Regional networks and supporting each other to deliver training

Sharing links to other education provider sources

Shared examples of successful student sponsorships / APs and preceptorships

Developing collaborative education

Topics from 2022 to be revisited

Measurement in education. How can you be assured that what you deliver impacts on the patient and family. Or is that question just looking for 'Fool's Gold' as it doesn't exist.

Updates on covered topics

Oliver McGowan training and roll out

More on Patient Safety

Role of NAs in palliative care

Nurse associate role in palliative care

Update re; activity and successes on initiating Oliver McGowan training and CQC position

Topics from 2022 to be revisited

PSIRF and sharing experiences of rolling out the training (2)

Learning disabilities and Autism. As it still remains vague how tis can be achieved in health setting whilst train the trainer courses are being introduced.



Making the network better

- Maybe have a facebook or twitter page?
- I wonder if the facilitation could be shared across the network so we are exposed to different styles of facilitation
- Regional networks to further support the national items.
- We have had new members of the education team commence since this was network was introduced. Perhaps a refresher introduction to the network or a focus on newer members so its less intimidating when signing in to an established group
- Maybe a Whats App group chat (another network i am apart of has successfully achieved this) or better still, a message forum on the website?
- Helping to establish local link /contacts within locality
- lose the break out rooms just have group discussion so all can hear and share together
- I would really like to see a chat/knowledge forum outside of the meetings.
- Alternating network meeting days.
- Smaller community of interest groups?

Activities for 2023

- Cover the key topics identified
- Ensure we are four nations relevant
- Improve / add to our resources
- Set up an education network online forum
- Continue to support the sharing of knowledge and welcoming members of the group to present
- Lunch and learn sessions



Thank you for your continued efforts with this group, it is valuable.

I think it very valuable as a network

Thank you.
The sessions are always useful

I really enjoy the sessions and find them beneficial. I appreciate it takes a lot of work and commitment and I am very grateful for that.

I look forward to future guest speakers

I think this is a useful forum and offers some good learning, support and networking opportunities with colleagues across the country

Really appreciate the support Hospice UK and Amber put in to the group. It would not run as successfully without them.

keep the education sessions going please





Meeting dates

- 12 July 2023 (2 – 3.30pm)

The meetings below will start at 10.30 and finish at 12pm

- 5 September 2023
- 14 November 2023
- 9 January 2024
- 12 March 2024

Learning disabilities and Autism resources

The Oliver McGowan Mandatory Training on Learning Disability and Autism

<https://www.hee.nhs.uk/our-work/learning-disability/current-projects/oliver-mcgowan-mandatory-training-learning-disability-autism>

FAQs

<https://www.hee.nhs.uk/our-work/learning-disability/current-projects/faqs-oliver-mcgowan-mandatory-training-learning-disability-autism>

CQC

<https://www.cqc.org.uk/guidance-providers/training-staff-support-autistic-people-and-people-learning-disability>

E-EICA – New programme about children and young people’s mental health <https://www.e-lfh.org.uk/new-programme-about-children-and-young-peoples-mental-health-now-available/>

NHS Scotland

<https://www.nes.scot.nhs.uk/our-work/learning-disability/#elearningmodules2>

The NHS Education for Scotland Autism Training Framework

https://www.knowledge.scot.nhs.uk/media/12392688/new_tp.pdf



Evaluation of the Oliver McGowan Mandatory Training in Learning Disabilities and Autism - An Interim Report

https://www.ndti.org.uk/resources/publication/evaluation-of-the-oliver-mcgowan-mandatory-training-in-learning-disabilities-and-autism-an-interim-report?utm_campaign=Monthly+DHSC+Voluntary+Sector+Newsletter+&utm_content=dhsc-mail.co.uk&utm_medium=email&utm_source=Department+of+Health+and+Social+Care&wp-linkindex=18

Skills for Care: The Oliver McGowan Mandatory Training on Learning Disability and Autism - Information for national training providers and employers

Updated: January 2023

https://hukstage-new-bucket.s3.eu-west-2.amazonaws.com/s3fs-public/2023-02/Information%20for%20national%20training%20providers%20and%20employers%20document%20-%20The%20Oliver%20McGowan%20Mandatory%20Training_.pdf?VersionId=a7AZ9WhuCIKAYRcsX33Z1HMN_7_OfhGR



Link to Education Network Meeting resources

<https://www.hospiceuk.org/innovation-hub/support-for-your-role/non-clinical-resources/workforce-and-hr-support/education-network/meeting-resources>

Collection of workforce resource links

<https://hukstage-new-bucket.s3.eu-west-2.amazonaws.com/s3fs-public/2023-04/Workforce%20useful%20Resources%20April%202023.pdf?VersionId=KhNTcd2dnx6ltanYmIt2zISzIP3JOYTR>

Thank you for listening

Any feedback? Reflections from today.

Email: clinical@hospiceuk.org

