

## Developmental Competency Continuum for Palliative Care

### Palliative Entrustable Activities & Milestones

The following competency standards are supported by current palliative research and represent the foundational skill set required to provide excellent clinical care for patients with serious or life-threatening illnesses.

Palliative Care Overview		Novice		Competent		Advanced
	<input type="checkbox"/>	Provides a definition and description of the practice of palliative care and its role in healthcare provision to patients, families, colleagues. "Elevator speech"	<input type="checkbox"/>	Explains palliative care involvement to patient/families.	<input type="checkbox"/>	Communicates patient/family needs/goals across the care continuum.
	<input type="checkbox"/>	Explains palliative care involvement to patient/families.	<input type="checkbox"/>	Identifies appropriate patients for palliative care.	<input type="checkbox"/>	Differentiates palliative care from hospice care.
	<input type="checkbox"/>		<input type="checkbox"/>	Understands consult etiquette	<input type="checkbox"/>	Understands consult etiquette, and differentiates consult vs attending roles
	<input type="checkbox"/>		<input type="checkbox"/>	Identifies patients that meet hospice eligibility.	<input type="checkbox"/>	Understands process of hospice referral.
Communication/Relationship Building		Novice		Competent		Advanced
	<input type="checkbox"/>	Creates welcoming, non-judgmental space for patient/family	<input type="checkbox"/>	Present physically, mentally and emotionally for patient and family communication	<input type="checkbox"/>	Delivers difficult information in honest and clear manner
	<input type="checkbox"/>	Establishes trusting rapport	<input type="checkbox"/>	Encourages open expression of desires, fears, goals	<input type="checkbox"/>	Explores patient/family/cultural/spiritual understanding of illness
	<input type="checkbox"/>	Communicates goals to healthcare team.	<input type="checkbox"/>	Allows time and space for concerns	<input type="checkbox"/>	Recognizes goal setting is a dynamic process and goals may change.
	<input type="checkbox"/>	Able to access and enter initial and follow up palliative care notes in EPIC.	<input type="checkbox"/>	Identifies gaps in knowledge/understanding	<input type="checkbox"/>	Explores and identifies sources of meaning for patient/family.
	<input type="checkbox"/>		<input type="checkbox"/>	Explores & identifies healthcare goals with patient and family and supports them during goal identification process.	<input type="checkbox"/>	Engages in interdisciplinary team communication that fosters good patient care and wholesome, supportive team collaboration.
	<input type="checkbox"/>		<input type="checkbox"/>	Able to complete POST. Able to complete ACP	<input type="checkbox"/>	
Pain/Symptom Management		Novice		Competent		Advanced
	<input type="checkbox"/>	Assesses pain and other distressing physical symptoms in a timely manner	<input type="checkbox"/>	Assesses and manages pain and symptoms in a timely manner and develops a plan for intervention	<input type="checkbox"/>	Assesses and manages pain and other distressing physical symptoms in a timely manner and achieves outcomes acceptable to patient/family promptly
	<input type="checkbox"/>	Communicates plan to primary team.	<input type="checkbox"/>	Aligns Symptom treatment interventions with identified goals.	<input type="checkbox"/>	
	<input type="checkbox"/>		<input type="checkbox"/>	Makes referrals to appropriate specialist when needed.	<input type="checkbox"/>	



Clinical Expertise		Novice		Competent		Advanced
			<input type="checkbox"/>	Educates patient/family regarding disease process based on their level of understanding.	<input type="checkbox"/>	Understands pathophysiology related to disease process, likely symptoms and related complications
End of Life Care		Novice		Competent		Advanced
	<input type="checkbox"/>	Identifies place of death preference.	<input type="checkbox"/>	Identifies actively dying patients.	<input type="checkbox"/>	Assists patient/family/loved ones with grief, loss, and reconciliations
			<input type="checkbox"/>	Able to discuss death as a natural process vs evidence of treatment failure.	<input type="checkbox"/>	Communicates truthfully & compassionately about impending death.
Psychosocial Support		Novice		Competent		Advanced
	<input type="checkbox"/>	Allows expression of emotions, emotional concerns.	<input type="checkbox"/>	Incorporates active listening, supportive conversation and refers when needed.	<input type="checkbox"/>	Assesses psychological/emotional well-being of patient/family.
					<input type="checkbox"/>	Assesses and uses pharmacologic management when appropriate.
Spiritual/Cultural		Novice		Competent		Advanced
	<input type="checkbox"/>	Conveys respect for individual cultural norms and spirituality.	<input type="checkbox"/>	Assesses for spiritual/sources of meaning.	<input type="checkbox"/>	Assesses for cultural practices and creates opportunity to honor practices.
			<input type="checkbox"/>	Considers impact spirituality plays in treatment decision making & healthcare experience.		

Evidence of competency and performance, defined as consistent demonstration of the skill/Knowledge may be obtained as follows:

- Feedback from staff, patients, team members, and families
- Direct observation of patient interaction and performance
- Peer review and Self-evaluation

[www.capc.org](http://www.capc.org)

*Supportive Care of the Dying: A Coalition for Compassionate Care Competency Standards.* A National Framework and referred Practices for Palliative and Hospice Care Quality- A National Quality Forum Consensus Report.  
American Nurses Association/Hospice Palliative Nurses Association (2014) *Palliative Nursing: Scope and Standards of Practice- An Essential Resource for Hospice and Palliative Nurses (2<sup>nd</sup> Ed)* Silver Spring, MD: Nurses Books.org