

National End of Life Care Programme End of Life Care Systems Modelling Project (East Midlands)

EoLC Stories that informed the Description of Workforce Needs Using Functional Analysis (2010-11)

Supporting the individual's wishes and the need for appropriate education

A gentleman with Multiple System Atrophy (MSA) asked the Parkinson's Nurse Specialist if she could support him in advance care planning around advance decision to refuse to treat (ADRT) documentation. The nurse sought support and advice from colleagues to help her do this appropriately, but found difficulty in accessing someone with the right skills and experience in this field.

Following support from the local Motor Neurone Disease Care Centre the Nurse was able to put this in place for the man.

Functional analysis of the skills needed to support individuals in their last year of life indicates *Plan activities, interventions and treatment to achieve specified health goals*. This has been clearly indicated as referring to the need to develop and review advance care plans, which in this case was the trigger for this request for ADRT.

In this instance the challenge was enabling the professional member of staff to be confident in how they addressed this request. Our work supports this in two ways:

1. a number of underpinning principles have been included which are all applicable:
 - a. *ensure compliance with legal, regulatory, ethical and social requirements* – which underpins the need to have the decision appropriately documented
 - b. *ensure your own actions support the care, protection and wellbeing of individuals* – to consider if this is appropriate action for that individual
 - c. *develop your knowledge and practice* – which in this case was achieved by seeking peer support and advice.
2. functions are logical groupings of competences. Clearly there was a need for further development in this area of valid consent, although it was addressed in this instance in a more bespoke manner. A competence approach brings with it statements of knowledge and skill which can be used to define future education requirements.

Want to find out more? Further detail on how we worked with health and social care professionals to describe the care needed for individuals in their last year of life in community settings can be found on the NEOFELCP Intelligence Network site (http://www.endoflifecare-intelligence.org.uk/end_of_life_care_models/skills_for_health.aspx).

More detail about the use of functions and competences as a way of reviewing and designing your teams based on patient need can be found at www.skillsforhealth.org.uk, or by contacting pippa.hodgson@skillsforhealth.org.uk.