COMMUNITY PALLIATIVE CARE ALLIED HEALTH – NOVICE TO ADVANCED PRACTICE FRAMEWORK

* To be used in conjunction with the individual discipline Novice to Advanced Practice Frameworks

Novice	Competent	Advanced
Examples	***Examples***	***Examples***
Principles of Community Palliative Care • Developing knowledge of common disease trajectories of life limiting illnesses and common symptoms. • Developing knowledge of how disease prognosis impacts on a person's treatment plan. • Developing knowledge of phases of palliative care including bereavement. • Developing knowledge of social, emotional, psychological and spiritual, cultural factors/ needs/ determinants in the context of palliative care. • Developing knowledge of the impact and psychological response to loss of function/ role/ independence.	***Principles of Community Palliative Care*** • Demonstrates effective application of knowledge of disease trajectories of life limiting illnesses and common symptoms. • Demonstrates comprehensive knowledge and application of impact of prognosis on a person's treatment plan. • Demonstrates comprehensive knowledge of phases of palliative care including bereavement. • Demonstrates effective application of knowledge of social, emotional, psychological and spiritual, cultural factors/ needs/ determinants in the context of palliative care. • Demonstrates effective application of knowledge of the impact and psychological response to loss of function/ role/ independence.	***Principles of Community Palliative Care*** • Demonstrates effective sharing of expert knowledge of disease trajectories of life limiting illnesses and common symptoms. • Demonstrates effective sharing of expert knowledge of how prognosis impacts on a person's treatment plan. • Demonstrates effective sharing of expert knowledge of phases of palliative care including bereavement. • Demonstrates effective sharing of expert knowledge of social, emotional, psychological and spiritual, cultural factors/ needs/ determinants in the context of palliative care. • Demonstrates effective sharing of expert knowledge of the impact and psychological response to loss of function/ role/ independence.
Evidence-Based Practice • Demonstrates effective application of how to provide a person-centred care in a palliative context across a range of complex conditions. • Developing knowledge of principles regarding death, dying, grief and loss with clients and carers. • Developing knowledge of palliative care screening and assessment tools used by the service (i.e., implementation and scoring of Palliative Care Outcomes Collaboration {PCOC}, RUN-PC or other specific measurements). • Demonstrating a developing awareness of the concepts specific to community palliative care such as dignity of risk, quality of life and advance care planning etc. • Demonstrates developing knowledge of Voluntary Assisted Dying state specific legislation, policies and procedures and how it relates to their service.	***Evidence-Based Practice*** • Demonstrates effective application of how to provide a person-centred care in a palliative context across a range of complex conditions. • Demonstrates effective application of principles regarding death, dying, grief and loss within role and service provision with clients, carers and team members. • Effective application of knowledge of palliative care screening and assessment tools used by the service (i.e., implementation and scoring of PCOC, RUN-PC or other specific measurements). • Demonstrates comprehensive knowledge of the concepts specific to community palliative care such as dignity of risk, quality of life and advance care planning etc. • Demonstrates comprehensive knowledge of Voluntary Assisted Dying state specific legislation, policies and procedures and how it relates to their service.	***Evidence-Based Practice*** • Demonstrates effective sharing of how to provide expert person-centred care in a palliative context across a range of complex conditions. • Demonstrates effective sharing of expert knowledge of principles regarding death, dying, grief and loss and guides the translation of knowledge in service development when considering practice and impact on clients, carers and team members. • Demonstrates effective sharing of expert knowledge of palliative care screening and assessment tools used by the service (i.e., implementation and scoring of PCOC, RUN-PC or other specific measurements). • Demonstrates effective sharing of expert knowledge of concepts specific to community palliative care such as dignity of risk, quality of life and advance care planning etc. • Utilises knowledge and understanding of local and national data trends, evidence, palliative care standards, legislation and funding to inform quality projects, research, innovations and service development within a community palliative care context. • Demonstrates effective sharing of expert knowledge of Voluntary Assisted Dying state specific legislation, policies and procedures and how it relates to their service.
Safe practice • Demonstrates knowledge of own scope of practice, commitment to self-care and professional boundaries in a community palliative care context. • Developing knowledge of different means of symptom management for a person with a life limiting illness (including medication management, medical interventions, alternative therapies etc.) terminology and side effects associated with those treatments. • Developing knowledge and understanding of acuity levels and phase changes for client groups and ability to triage caseload relevant to this. • Demonstrates developing ability and knowledge to identify individual specific risks for community palliative care and manages appropriately.	***Safe practice*** • Demonstrates effective application of own scope of practice, commitment to self-care and professional boundaries in a community palliative care context. • Demonstrates comprehensive knowledge of different means of symptom management for a person with a life limiting illness (including medication management, medical interventions, alternative therapies etc.) terminology and side effects associated with those treatments. • Demonstrates comprehensive understanding of acuity levels and phase changes for client groups and triage management across team. • Demonstrates effective demonstration of knowledge to identify individual risks for community palliative care and manages appropriately. • Demonstrates understanding of National Palliative Care Standards	***Safe practice*** • Demonstrates effective sharing of expert knowledge own scope of practice, commitment to self-care and professional boundaries in a community palliative care context. • Demonstrates ability to support other staff in developing knowledge of different means of symptom management for a person with a life limiting illness (including medication management, medical interventions, alternative therapies etc.) terminology and side effects associated with those treatments. • Demonstrates ability to provide leadership, support and educate the wider team in managing caseload expectations and triage requirements. • Demonstrates effective sharing of expert identification of individual risks for the community palliative care team, prioritises and manages appropriately. • Demonstrates knowledge and understanding of strategic thinking, leadership, clinical governance and ethical considerations for best practice outcomes for clients, carers and staff within a community palliative care context.
Communication • Demonstrates ability to respond appropriately to strong emotional responses from clients and carers. • Demonstrates an ability to reflect on your own cultural, spiritual and underlying belief system and how it impacts on your ability to provide a person-centred approach. • Demonstrates an ability to advocate and communicate client and carer needs and preferences to multidisciplinary care team in the context of community palliative care.	***Communication*** • Demonstrates ability to respond effectively and flexibly to strong emotional and multi-faceted responses from clients and carers. • Demonstrates advanced reflection on own cultural, spiritual and underlying belief system and how it impacts on ability to provide a person-centred approach. • Demonstrates effective advocacy and communication of client and carer needs and preferences to multidisciplinary team and external organisations (i.e.: My Aged Care (MAC), National Disability Insurance Scheme (NDIS), Department of Veterans Affairs (DVA), Home and Community Services (HACC) services and other funding bodies in the context of community palliative care.	***Communication*** • Demonstrates effective sharing and modelling of expert communication skills and strategies to respond to strong emotions, including ability to support team members management of same. • Demonstrates effective expert mentoring to respond to team aspects of cultural, spiritual and underlying belief systems and its impacts on clients, carers and staff. • Demonstrates comprehensive reflection on your own cultural, spiritual and underlying belief system and how it impacts on your ability to provide a person-centred approach and ability to support self-reflection for team members to contribute to a culturally safe service model. • Demonstrates effective modelling to multidisciplinary team and external stakeholders in advocating for and communicating carer and client needs and preferences in the context of community palliative care.
Multidisciplinary Teamwork • Demonstrates responsive communication skills to enable effective multi-disciplinary work in a community palliative care context. • Demonstrates knowledge of skill base and speciality of other professional, ancillary and volunteer groups within a community palliative care context to enable effective referral pathways.	***Multidisciplinary Teamwork*** • Demonstrates effective communication and leadership skills to contribute to and direct multi-disciplinary work in a community palliative care context. • Demonstrates effective utilisation of formal and informal supports and considers wider team implications for complex clinical care in a community palliative care context. • Demonstrates active participation in quality and /or research activity relevant to community palliative care. • Demonstrates effective application of evidence-based learning into clinical practice, governance and program development relevant to community palliative care.	***Multidisciplinary Teamwork*** • Demonstrates advanced communication and leadership skills to contribute to and direct program development and clinical enhancements in a community palliative care context. • Demonstrates effective provision of formal and informal support to clinicians regarding complex clinical care in a community palliative care context. • Demonstrates leadership in optimising service provision, facilitating practice changes and advocating for growth in community palliative care.