BC Centre for Palliative Care

Inter-professional
COVID-Palliative
Competencies

*Self -Assessment
tool and suggested
resources
for Generalist-ALL*
Nurses
Physicians
Social
Workers/Counsellors
Health Care
Assistants

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BC Centre for Palliative Care

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*See the BC Centre for Palliative Care: Inter-professional palliative competency framework for a description of the overall framework and a detailed reference list.

Inter-professional COVID-Palliative Core Competencies Self-Assessment tool for *Generalist-ALL* nurses, NPs, physicians, social workers, counsellors and health care assistants

Generalist-ALL: Generalists and specialists for life-limiting conditions (e.g., cardiology, nephrology, oncology). They provide direct care for any person, including those with life-limiting conditions, in any care setting. They use evidence-based guidelines and consultation with health care providers with enhanced or specialized palliative practice to provide care for people with basic palliative needs.

See the BC Centre for Palliative Care: Inter-professional palliative competency framework for a description of the overall framework and a detailed reference list

Instructions
The following competency self-assessment process has been adapted from Benner's novice-to-expert framework (Benner, 1984). It is intended to be used over time, to see progression in professional practice.

For each competency statement, rate your current practice from 1-3 as follows:

1. Novice – Advanced beginner: may be a student, recent graduate, experienced or specialized clinician but new to palliative care and palliative approach. Can practice independently using some skills specific to palliative care with support
2. Competent - mostly independent, occasionally seeks out support
3. Proficient – Expert - autonomous practice, seeks out leadership opportunities and may be sought out by others for advice or support

For competencies where you identify learning needs, follow the links to Appendix A and B to access educational and practice support resources

DOMAIN 1: PRINCIPLES OF PALLIATIVE CARE AND PALLIATIVE APPROACH

Core	1,2 or 3	COVID-specific	1,2 or 3
1.1 Describes key elements of palliative care and a palliative approach. ***Educational Resources:*** • Shift your care…		C1.1 Identifies people at risk for becoming seriously ill with COVID-19 ***Practice Support Tools:*** • Palliative care during COVID-19 Illness • Serious Illness Care Program COVID-19 Response Toolkit	
1.2 Identifies people who would benefit from a palliative approach. ***Educational Resources:*** • Shift your care…		C1.2 Explores ways to include family in the unit of care considering current infection control policies ***Practice Support Tools:*** • Serious Illness Care Program COVID-19 Response Toolkit • Specific phrases & word choices that can be helpful when dealing with COVID19	
1.3 Describes people as holistic beings (i.e., with physical, emotional, psychosocial, sexual and spiritual aspects). ***Educational Resources:*** • Shift your care…		C1.3 Seeks informed and innovative ways to utilize existing and new team members	
1.4 Identifies who the family is for the person and includes family in care. ***Educational Resources:*** • Shift your care…			
1.5 Describes the role and function of the inter-professional team in palliative care ***Educational Resources::*** • Shift your care…			

DOMAIN 2: CULTURAL SAFETY AND HUMILITY

Core	1,2 or 3	COVID-specific	1,2 or 3
2.1 Incorporates the uniqueness of each person, family and community into all aspects of care.		C2.1 Explores informed and innovative ways to incorporate social, cultural and spiritual practices into care, bereavement, funerals, and end of life rituals when limited by infection control policies ***Practice Support Tools:*** • Palliative care during COVID-19 Illness	
2.2 Builds relationships by listening without judgement and being open to learning from others.			
2.3 Practices self-reflection to understand personal and systemic biases.			
2.4 Advocates for culturally safe practices that are free of racism and discrimination			

DOMAIN 3: COMMUNICATION

Core	1,2 or 3	COVID-specific	1,2 or 3
3.1 Provides emotional support to the person and family from diagnosis to bereavement.		C 3.1 Screens, Assesses, Manages and Evaluates patient and family needs effectively using virtual health (eg. telehealth, phone) *Educational Resources:* • Simulated Telemedicine Demo of COVID019... *Practice Support Tools:* • Serious Illness Care Program COVID-19 Response Toolkit • Specific phrases & word choices that can be helpful when dealing with COVID19	
3.2 Asks the person and family what is important to them and, with permission, shares that information with the inter-professional team.		C3.2 Provides information for formal and informal caregivers of who to call and when *Educational Resources:* • Simulated Telemedicine Demo of COVID019... *Practice Support Tools:* • Serious Illness Care Program COVID-19 Response Toolkit • Specific phrases & word choices that can be helpful when dealing with COVID19	
		C 3.2 Continues conversations with patients and families about future care planning while attending to psychosocial needs	

DOMAIN 4 – COMFORT AND QUALITY OF LIFE

Core	1,2 or 3	COVID-specific	1,2 or 3
4.1 Provides holistic, person-centred care		C4.1 Supports formal and informal caregivers to provide effective home care through skill building and providing resources ***Practice Support Tools:*** • Palliative care during COVID-19 Illness	
4.2 Incorporates comfort and quality of life, as defined by the person, as a key focus of care. ***Practice Support Tools:*** • Palliative care during COVID-19 Illness		C 4.2 Provides *psychological first aid* [1] for patients, family and public as appropriate for role ***Practice Support Tools:*** • Psychological First Aid Pocket Book	
4.3 Identifies issues affecting quality of life and collaborates with the inter-professional team to develop and implement a care plan. ***Educational Resources:*** • Dyspnea module • Palliative sedation • Introduction to refractory symptoms and palliative sedation therapy ***Practice Support Tools:*** • FHA's Actively Dying Protocol for COVID-19 Patients • Palliative care during COVID-19 Illness		C4.3 Provides anticipatory symptom management for common symptoms of advanced COVID-19: Dyspnea, Cough, Respiratory congestion, Fatigue, Psychosocial distress ***Practice Support Tools:*** • Symptom Mgmt for Adult Pts w/ COVID-19… • VIHA COVID Palliative Care & Symptom Mgmt MiniSets… • FHA's Actively Dying Protocol for COVID-19 Patients • Palliative care during COVID-19 Illness	
4.4 Supports people in self-management of their life-limiting condition(s), involving the family as appropriate ***Practice Support Tools:*** • Palliative care during COVID-19 Illness		C4.4 Consults with palliative specialists of appropriate disciplines as needed for advanced symptom management ***Practice Support Tools:*** • Symptom Mgmt for Adult Pts w/ COVID-19… • VIHA COVID Palliative Care & Symptom Mgmt MiniSets… • FHA's Actively Dying Protocol for COVID-19 Patients	
		C4.5 Uses evidence informed tools and specialist consultation to manage refractory symptoms, especially dyspnea ***Educational Resources:*** • Palliative sedation • Introduction to refractory symptoms and palliative sedation therapy	

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[1]" involves humane, supportive and practical help to fellow human beings suffering serious crisis events….for people in a position to help others who have experienced an extremely distressing event. It gives a framework for supporting people in ways that respect their dignity, culture and abilities….covers both social and psychological support." - World Health Organization 2011
https://apps.who.int/iris/bitstream/handle/10665/44615/9789241548205_eng.pdf;jsessionid=8B6C61A8CD1607EB1E0972E94AED746D?sequence=1

DOMAIN 5: CARE PLANNING AND COLLABORATIVE PRACTICE

Core	1,2 or 3	COVID-specific	1,2 or 3
5.1 Collaborates with the inter-professional team, person and family to ensure care plans are consistent with goals of care, preferences and advance care plans (ACPs), which may change throughout the life-limiting condition(s). ***Educational Resources:*** • Shift your care… ***Practice Support Tools:*** • IHA Long Term Care Clinical Decision Pathway		C5.1 Uses evidence-informed conversation and decision-making tools adapted for COVID-19 (e.g. SICG, GOC, MOST, decision algorithms) ***Educational Resources:*** • Simulated Telemedicine Demo of COVID019... ***Practice Support Tools:*** • IHA Long Term Care Clinical Decision Pathway • ACP during COVID-19 • Serious Illness Care Program COVID-19 Response Toolkit	
5.2 Anticipates, identifies and addresses supportive care needs of the person and family.		C5.2 Documents patient's Goals of Care and other wishes in a location accessible to existing and potential future care teams (i.e. home, acute care, LTC, paramedics) ***Practice Support Tools:*** • IHA Long Term Care Clinical Decision Pathway	
		C5.3 Encourages patients and families to consider impact of infection control policies on decisions about location (eg. limited visitation – may vary depending on organization)	
		C5.4 Provides anticipatory care planning for crisis symptom management, including ensuring accessibility of medication	
		C5.5 Cares for the body and communicates with funeral services and coroner regarding death due to COVID-19 in accordance to relevant policies and procedures ***Practice Support Tools:*** • Care of the deceased body	

DOMAIN 6: LOSS, GRIEF AND BEREAVEMENT

Core	1,2 or 3	COVID-specific	1,2 or 3
6.1 Identifies grief as a common response to loss with multifaceted aspects that affect how it is experienced.		C6.1 Attends to the multiple and cumulative losses due to COVID-19 (financial, social, cultural, psychological, spiritual) ***Practice Support Tools:*** • Psychological First Aid Pocket Book	

		• Specific phrases & word choices that can be helpful when dealing with COVID19	
6.2 Supports people and their families in their unique ways of grieving.		C6.2 Provides resources and supports for families to modify grieving rituals ***Practice Support Tools:*** • Specific phrases & word choices that can be helpful when dealing with COVID19	
		C6.3 Provides psychosocial and practical supports for family members who are unable to visit due to infection control policies during illness and into bereavement ***Practice Support Tools:*** • Specific phrases & word choices that can be helpful when dealing with COVID19	

DOMAIN 7: PROFESSIONAL AND ETHICAL PRACTICE

Core	1,2 or 3	COVID-specific	1,2 or 3
7.1 Identifies and addresses ethical and/or legal issues in collaboration with the inter-professional team.		C7.1 Follows the most current organizational policies regarding infection control practices including use of Personal Protective Equipment (PPE) ***Educational Resources:*** • COVID simulation game	
		C7.2 Educates patients and families about the most current infection control practices in various care settings ***Educational Resources:*** • Simulated Telemedicine Demo of COVID019... ***Practice Support Tools:*** • Serious Illness Care Program COVID-19 Response Toolkit	
		C7.3 Supports patients and families to follow infection control policies while attending to the potential psychosocial impact	
		C7.4 Follows provincial ethical decision frameworks for allocation of limited resources ***Practice Support Tools:*** • COVID-19 Ethical Decision-Making Framework	
		C7.5 Continually seeks out current, evidence-informed information about COVID-19 illness and interventions, recognizing the evolving nature of the relevant knowledge	

DOMAIN 8: SELF-CARE

Core	1,2 or 3	COVID-specific	1,2 or 3
8.1 Reflects on, and addresses, own well-being.		C8.1 Monitors and addresses individual/team bereavement, fatigue, trauma and moral distress ***Practice Support Tools:*** • Psychological First Aid Pocket Book • Supporting the Psychosocial Well-being of Health Care Providers...	
8.2 Supports colleagues as they address personal well-being in relation to challenges and complexities of this work.		C8.2 Participates in individual and team self-care activities ***Practice Support Tools:*** • Psychological First Aid Pocket Book • Supporting the Psychosocial Well-being of Health Care Providers...	

Appendix A – Educational materials

Each of the resources listed below have satisfied the following criteria for inclusion:
- Simple, clear and practical
- Informed by the best available evidence
- In accordance with or does not contradict the most current infection control and pandemic guidelines
- Aligns with established B.C. guidelines, policies and common practice 1=exactly, 0.5 = some minor contradictions such as dose ranges, 0 = major contradictions
- 30 minutes or less per topic
- Modular, so health care providers can access what they need in the moment
- Reviewed or informed by the intended audience
- No financial cost other than learner time

Resource Name & Link	Estimated time and format	Audience	Source	Competencies
Dyspnea	Online module, 30 min	All	Pallium Canada	4.3
Shift your care to a palliative approach	Video, 4.30 min	Nurses	iPANEL (B.C.)	1.1, 1.2, 1.3, 1.4, 1.5, 5.1
Simulated Telemedicine Demonstration of COVID-19 Conversation Guide for Outpatient Care	Video, 10.32 min	Physicians, Nurses, Social Workers/Counsellors	Ariadne Labs (USA)	C3.1, C3.2, C5.1, C7.2
CORONA WARS: COVID-19 Emergency Sim Game	Game, 5-10 min per case study	All Emergency department but adaptable for any care setting	BC Emergency Medicine Network	C7.1
Palliative sedation	Online module, 10 min	Physicians, Nurses, Social Workers/Counsellors	Pallium Canada	4.3, C4.5
Introduction to refractory symptoms and palliative sedation therapy	Video, 2.15 min	Physicians, Nurses, Social Workers/Counsellors	BC Centre for Palliative Care	4.3, C4.5

Appendix B – Practice Support Tools

Each of the resources listed below have satisfied the following criteria for inclusion:

- Simple, clear and practical
- Informed by the best available evidence
- In accordance with or does not contradict the most current infection control and pandemic guidelines
- Aligns with established B.C. guidelines, policies and common practice 1=exactly, 0.5 = some minor contradictions such as dose ranges, 0 = major contradictions – not included
- Easily accessible in multiple formats (eg. Printed, online, various devices)
- White space, large font, simple language
- no longer than 1-page
- Reviewed or informed by the intended audience
- Can be modified to specific contexts (eg co-branding with health authority logos) with acknowledgement or permission of the original authors
- No financial cost

Resource Name & Link	Audience	Source	Competencies
Symptom management for adult patients with COVID-19 receiving end-of-life supportive care outside of the ICU	Physicians Nurses	Fraser Health & BC-CPC	C4.3, C4.4
VIHACOVID-19PalliativeCareandSymptomManagementwithSOB0Mini-Sets VIHACOVID-19PalliativeSedationandEndofLifeM1.M2Module	Physicians Nurses	Island Health	C4.3, C4.4
Fraser Health's "Actively Dying Protocol", with new Appendix for COVID-19 patients. Actively Dying Protocol Part 1, Actively Dying Protocol Part 2, FH Actively Dying Protocol COVID-19 Addendum 3-4-20	Physicians Nurses	Fraser Health	4.3, C4.3, C4.4
Interior Health's Long-Term Care clinical decision pathway	Physicians Nurses Social Workers / Counsellors	Interior Health	C5.1, 5.1, 5.2
Care of the deceased body	Nurses HCAs	First Nations Health Authority (FNHA)	C5.5
Palliative care during COVID-19 illness	Nurses	FNHA	C1.1, C2.1 4.2, 4.3, 4.4, C4.1, C4.3
Advance Care Planning during COVID-19.	Nurses	FNHA	C5.1
Psychological First Aid Pocket Book	All	Canadian Red Cross	C4.2, C6.1 C8.1, C8.2
Supporting the Psychosocial Well-being of Health Care Providers During the Novel Coronavirus (COVID-19) Pandemic	All	BC Ministry of Health	C8.1, C8.2
COVID-19 Ethical Decision-Making Framework	Physicians Nurses Social Workers / Counsellors	BC Ministry of Health BC Centre for Disease Control	C7.4

Serious Illness Care Program COVID-19 Response Toolkit
  1. COVID-19 Conversation Guide for Outpatient Care
  2. Telehealth Communication Tips
  3. Recommendation Aid
  4. Care Planning Resources
	Physicians
	Nurses
	Social Workers /
	Counsellors
		Ariadne Labs
		(USA)
			C1.1, C1.2
			C3.1, C3.2,
			C5.1, C7.2,

Specific phrases & word choices that can be helpful when dealing with COVID19	All	Social Work Hospice and Palliative Care Network (USA)	C1.2, C3.1, C6.1, C6.2, C6.3