

Useful links to workforce and education resources

1. Recruitment

St Christopher's Summer School and Young Adult Volunteer programme (subsidised):

<https://www.stchristophers.org.uk/course/st-christophers-summer-school/>

NHS nursing careers, courses and application information:

<https://www.healthcareers.nhs.uk/explore-roles/nursing-careers>

Guidance on becoming a palliative care nurse and overview of the role:

<https://www.mariecurie.org.uk/blog/how-to-become-a-palliative-care-nurse/193232>

“Skills for Health’s Sector Employability Toolkit’ – a resource for improved recruitment for hard-to-fill roles, which also reduces turnover and sickness

rates: <http://www.skillsforhealth.org.uk/news/case-studies/item/242-recruitment-toolkit-delivers-very-significant-savings-for-cwm-taf-local-health-board>

Workforce equality and Inclusion <https://www.england.nhs.uk/about/equality/workforce-eg-inc/>

A toolkit from Skills for Health which forms a pre-employment course supported by multiple agencies: <http://www.skillsforhealth.org.uk/resources/guidance-documents/health-sector-specific-pre-employment-programmes/41-sector-employability-toolkit>

2. Supporting new starters and newly qualified staff

Improve retention by supporting new and newly qualified staff:

<https://improvement.nhs.uk/resources/supporting-new-starters-and-newly-qualified-staff/>

Explore effective interventions to improve retention across the student journey – from pre-enrolment to two-years post-qualification (NHS): <https://www.hee.nhs.uk/our-work/reducing-pre-registration-attrition-improving-retention>

A blog reflecting on a first year as a hospice nurse at Marie Curie:

<https://www.mariecurie.org.uk/blog/first-year-nurse/179658>

3. Improving staff retention

Overview of an NHS retention support programme:

<https://improvement.nhs.uk/improvement-offers/improving-staff-retention/>

The effect of menopause in the workplace and how to support staff:

<https://www.nhsemployers.org/your-workforce/retain-and-improve/staff-experience/health-and-wellbeing/protecting-staff-and-preventing-ill-health/taking-a-targeted-approach/menopause-in-the-workplace>

NHS Health and Wellbeing Framework (interactive document and diagnostic tool):

<https://www.nhsemployers.org/your-workforce/retain-and-improve/staff-experience/health-and-wellbeing/the-way-to-health-and-wellbeing/health-and-wellbeing-framework>

Resilience in the workforce: <https://www.hospiceuk.org/what-we-offer/workforce-and-hr-support/developing-the-hospice-workforce/resilience-in-the-workforce>

4. Standards for nursing associates

Nursing and Midwifery Council documents on standards on education and assessment:

<https://www.nmc.org.uk/standards/standards-for-nursing-associates/>

Nursing and Midwifery Council document 'Standards of proficiency for nursing associates: <https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-proficiency-standards.pdf>

Nursing associate trainee case studies (NHS): <https://www.hee.nhs.uk/our-work/nursing-associates>

Principles for safe staffing to ensure that nursing associates are safely and effectively deployed into the workforce: <https://improvement.nhs.uk/resources/safe-sustainable-and-productive-staffing-nursing-associates/>

Deployment guidance (NHS):

<https://www.nhsemployers.org/nursingassociates/deployment-and-employment-of-qualified-nursing-associates/deployment>

5. Advanced Nurse Practitioner Frameworks UK wide

Guidance on becoming an Advanced Nurse Practitioner (Nursing in Practice):

<https://www.nursinginpractice.com/article/how-become-an-advanced-nurse-practitioner>

National Framework for Advanced Clinical Practice: <https://www.hee.nhs.uk/our-work/advanced-clinical-practice/multi-professional-framework>

Advanced practice toolkit (NHS Education for Scotland):

<http://www.advancedpractice.scot.nhs.uk/>

Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales (direct link to a document): <http://www.nwssp.wales.nhs.uk/sitesplus/documents/1178/NLIAH%20Advanced%20Practice%20Framework.pdf>

Advanced Nursing Practice Framework (DoH): <https://www.health-ni.gov.uk/publications/advanced-nursing-practice-framework>

6. Retire and Return

Flexible retirement options for staff (Southend University Hospital NHS Foundation Trust): <https://improvement.nhs.uk/resources/flexible-retirement-and-retain-and-return-guide-staff-and-managers/>

Focus group study for retention of older nurses (NHS): https://improvement.nhs.uk/documents/4938/Retention_of_older_nurses_-_exec_summary.pdf

7. Safe Staffing

Guidance on decision-making for staffing (NIHR): https://www.dc.nihr.ac.uk/themed-reviews/research-on-ward-staffing.htm?utm_source=NIHR+Dissemination+Centre+mailing+list&utm_campaign=b58b4abe61-EMAIL_CAMPAIGN_2019_03_29_10_06&utm_medium=email&utm_term=0_286155606c-b58b4abe61-167869401

Guidance on safe staffing (NHS and NICE): <https://www.england.nhs.uk/ourwork/safe-staffing/>

Recommended levels of Specialist Palliative Care for bank holidays and weekend (RCP and ACM – direct document link): <https://apmonline.org/wp-content/uploads/2018/02/Specialist-Palliative-Care-night-weekend-and-bank-holiday-working.pdf>

8. Developing

Palliative Care Grants to UK Hospices (James Tudor Foundation):

<https://www.jamestudor.org.uk/palliative-care-grant-funding>

Grants for courses to up-skill individual palliative care staff (Wolfson

Foundation/Hospice UK): <https://www.hospiceuk.org/what-we-offer/grants/open-grant-programmes/details/wolfson-bursaries---hospice-staff>

Hospice Strategic Leadership Programme (Hospice UK):

<https://www.hospiceuk.org/what-we-offer/leadership-and-management-development/strategic-leadership-programme>

MSc in Voluntary Sector Management with Hospice Leadership and Management

(Hospice UK): <https://www.hospiceuk.org/what-we-offer/leadership-and-management-development/msc-in-voluntary-sector-management-with-hospice-leadership-and-management>

Education events and conferences (Scottish Partnership for Palliative Care):

https://www.palliativecarescotland.org.uk/content/events_in_scotland/

Education module on care for support of patients and families (Sue Ryder):

<https://www.sueryder.org/for-healthcare-professionals/education-and-training/palliative-care-concepts-and-practice>

Education module on palliative care (Kings – direct document link):

<https://www1.kcl.ac.uk/teares/nmvc/postreg/handbooks/docs/2018-9-6KNIS321-6KNIS321.pdf>

European Certificate in Essential Palliative Care – Course information (Princess Alice

Hospice): https://www.pah.org.uk/wp-content/uploads/2018/04/82776_PAH_ECEPC_DOUBLE_SIDED_FLYER.pdf

Palliative Care Post Graduate Courses Information and Applications (King's):

<https://www.kcl.ac.uk/study/postgraduate/taught-courses/palliative-care-msc-pg-dip-pg-cert>

Information on 5 day Quality End of Life Care (St. Christopher's):

<https://www.stchristophers.org.uk/quality-end-of-life-care-for-all-qelca>

Postgraduate Certificate Palliative Care (Distance Learning) (University of South Wales):

<https://www.southwales.ac.uk/courses/postgraduate-certificate-palliative-care-distance-learning/>

Palliative Care Learning Academy (Northern Ireland Hospice):

<https://www.nihospice.org/palliative-care-learning-academy>

A study on the impact of Assistant Practitioner roles (NHS – direct document link):

<http://www.ewin.nhs.uk/sites/default/files/Impact%20of%20the%20Assistant%20Practitioner%20Role%20at%20%20St%20John%27s%20Hospice.pdf>

Pilot study summary on Assistant Practitioners in Hospice and Community settings (Loros Centre & De Montfort University - poster):

https://www.loros.co.uk/media/uploads/files/research/taps_poster.pdf

Pilot project for Foundation Degree in palliative care for Assistant Practitioners in cancer care (Skills for Care): <https://www.skillsforcare.org.uk/Document-library/NMDS-SC,-workforce-intelligence-and-innovation/Workforce-integration/4AssistantPractitioners.pdf>

Blog: Reflections of a Newly Qualified Hospice Nurse (Hospice UK):

https://ehospice.com/uk_posts/reflections-of-a-newly-qualified-hospice-nurse/

The Baring Foundation Resource Portal <https://www.hospiceuk.org/policy-advocacy/policy-priorities/tackling-inequalities-in-end-of-life-care/baring-foundation-resources>

Overview of Mental Health Support (NHS): https://www.hee.nhs.uk/our-work/mental-health?utm_source=LinkedIn&utm_medium=social&utm_campaign=SocialSignIn&utm_content=Mental+Health

Reports from End of Life Care Ambitions organisation:

<http://endoflifecareambitions.org.uk/>

E-learning for End of Life care with further resources (NHS):

<https://www.hee.nhs.uk/our-work/end-life-care>

Literature Review on simulation as a learning experience (University of Salford – direct link to document):

<http://usir.salford.ac.uk/id/eprint/42547/7/Using%20simulation%20as%20a%20learning%20experience%20in%20clinical%20teams%20to%20learn%20about%20palliative%20and%20end%20of%20life%20care%20A%20literature%20review.pdf>

Report on challenges within Palliative Care Education (Prof. John Ellershaw – direct document link): <https://apmonline.org/wp-content/uploads/2015/04/Ellershaw-John-Challenges-in-Palliative-Care-Education.pdf>

E-Learning resources for End of Life Care (NHS):

<https://heeo.hee.nhs.uk/quality/technology-enhanced-learning/elearning-end-life-care>

<https://www.rcn.org.uk/clinical-topics/end-of-life-care>

Guidance on good practice and decision making for end of life care (General Medical Council): <https://www.nihr.ac.uk/news-and-events/support-our-campaigns/be-part-of-research-2019/>

9. Apprenticeships

Information Hub: News, information and resources to support end of life care education and training including Apprenticeships (St Christopher's):

<https://www.informationhub.org.uk/about/>

Institute for Apprenticeships:

<https://www.instituteforapprenticeships.org/>

Find an Apprenticeship Standard (Institute for Apprenticeships and Technical Education):

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

Healthcare Apprenticeships (Skills for Health):

<https://haso.skillsforhealth.org.uk/>

News and developments on Apprenticeships (Skills for Health):

<http://www.skillsforhealth.org.uk/news/case-studies/item/203-apprenticeships-a-vital-tool-for-workforce-development>

Apprenticeships (health and other) UK-wide listing resource (Skills for Health):

<http://www.skillsforhealth.org.uk/standards/item/219-apprenticeships>

Explore the role of Assistant Practitioner (NHS Health Careers):

<https://www.gov.uk/topic/further-education-skills/apprenticeships>

<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/assistant-practitioner>

Information hub including learning and apprenticeship (St Christopher's)

<https://www.stchristophers.org.uk/informationhub>

10. Workforce Reports

Closing the health and care workforce gap:

<https://www.kingsfund.org.uk/publications/closing-gap-health-care-workforce>

A critical Moment: <https://www.health.org.uk/publications/reports/a-critical-moment>

11. Workforce Toolkits

Resources available on Hospice IQ:

Workforce planning toolkit 1: Ashgate Hospice care

Workforce planning toolkit 2: organisation design - Ashgate Hospice care

Workforce planning toolkit 3: Ashgate Hospice care

6 step workforce model: worked example St Giles Hospice

12. Resources for Children's Palliative Care

The International Children's Palliative care Network (ICPCN) offers free E-Learning modules to anyone who would like to learn more about children's palliative care:

<https://www.elearnicpcn.org/>

Together for Short Lives provide a list of conferences, courses, study days and development events listed on the events page at Together for Short Lives:

<https://www.togetherforshortlives.org.uk/changing-lives/sharing-learning-networking/professional-events/>

Free download of A Guide to Children's Palliative Care:

<https://www.togetherforshortlives.org.uk/resource/a-guide-to-childrens-palliative-care/>

A network for accessible, sustainable and collaborative research into paediatric palliative care: <http://pediatricpalliative.com/>

Professional forum to seek advice and opinion:

<https://www.togetherforshortlives.org.uk/changing-lives/sharing-learning-networking/digital-care-forum/>

Steph Nimmo is a bereaved Mum and now a champion of children's palliative care. Her blog is available: <http://www.wasthisintheplan.co.uk/>

Ensuring a sustainable children's palliative care workforce:

<https://www.togetherforshortlives.org.uk/changing-lives/speaking-up-for-children/policy-advocacy/childrens-palliative-care-workforce/>

13. Case Studies

Palliative care 'day service' re-design at Willow Wood Hospice – Case Study (NHS):

https://www.england.nhs.uk/atlas_case_study/palliative-care-day-service-re-design-at-willow-wood-hospice/

Following these focus groups and discussions the START' clinical model was devised (Support, Therapy, Assessment, Rehabilitation and Treatment).

Development of Competence Framework for St Gemma's Hospice Specialist Palliative Care Workforce (Skills for Health): <http://www.skillsforhealth.org.uk/images/resource-section/case-studies/Development%20of%20Competence%20Framework%20-%20St%20Gemmas.pdf>

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/treatment-and-care-towards-the-end-of-life>

14. Data

Alexandra Starks/NHS resources: <https://improvement.nhs.uk/resources/making-data-count/>

SPC data tool for frontline staff: <https://improvement.nhs.uk/resources/statistical-process-control-tool/>

ECHO map of the UK:

<https://www.google.com/maps/d/embed?mid=1xJW4Dn9WDqEC8zaPXVde6htNrG8M5dLY>