

# Career pathway, core capabilities and education framework for palliative and end of life care in England

Hospice UK Big Conversation  
9 December 2025

# Housekeeping



Please keep your mic muted unless you are asking a question



Please note that the presentation (excluding the Q&A) is being recorded



The recording and slides will be on the Big Conversation website after the event



Please use the Chat function to ask any questions as we go along



AI bots are not permitted in these meetings and will be removed

# Agenda

11:00	Welcome & Introductions	<b>Anita Hayes</b> Clinical Quality Lead, Hospice UK
11:05	Background to the project/initiative	<b>Sherree Fagge</b> , Deputy Director of Nursing – Palliative Care and End of Life Care Professional and System Leadership, NHS England
11:15	Overview of Framework	<b>Vanessa Taylor</b> , Professor of Cancer and Palliative Care and Director of Practice and Care Partnerships University of Huddersfield
11:45	Discussion	<b>Anita Hayes</b> Clinical Quality Lead, Hospice UK
12:10	Next steps	<b>Sherree Fagge</b> , Deputy Director of Nursing – Palliative Care and End of Life Care Professional and System Leadership, NHS England <b>John Sheridan</b> , Programme Manager for National Palliative & End of Life Care Team within the Personalised Care Group, NHS England
12:25 - 12:30	Close	<b>Anita Hayes</b> Clinical Quality Lead, Hospice UK

# Innovation for Palliative & End of Life Care Education

Developing the workforce to deliver  
palliative and end of life care in England

**Vanessa Taylor**  
**Professor of Cancer & Palliative Care**  
**University of Huddersfield**

 @Hud\_HHS

National initiative for developing the workforce providing palliative and end of life care:

NHS England: **Career pathway, core capabilities in practice and education framework for palliative & end of life care incorporating Qualification in specialism standard (QSS-PEOLC)**

“The preparation of all health and care staff to deliver competent, confident and compassionate palliative and end of life care is one of six key ambitions to drive improvements”

(National Ambitions Partnership for Palliative and End of Life Care, 2021; 2015).

## **Health Services Safety Investigations Safety Board (2023) Variations in the delivery of palliative care services to adults**

<https://www.hssib.org.uk/patient-safety-investigations/variatioins-in-the-delivery-of-palliative-care-services-to-adults-in-england/>

### **Recommendations include:**

- For NHSE: to commission palliative and end of life care career pathways, to include staff from the allied health professions, to build specialist workforce capacity
- For ICB's: to include palliative and end of life care in strategic workforce plans to ensure staffing of services is appropriately capable and can provide the capacity needed to meet demand

## The Commission on Palliative Care (2025) reports

- reinforce the significant workforce challenges
- provide recommendations aiming to:
  - address workforce shortages
  - improve training and education
  - ensure a skilled, resilient workforce through:
- **Mandatory palliative care training** for all health and social care staff
- **Continuous professional development** for those in practice, ensuring practitioners can deliver timely, compassionate, and skilled care
- **Addressing workforce shortages** through training more palliative care professionals, creating clearer career pathways, and providing greater support for staff wellbeing to reduce burnout and improve retention



- June 2021: Formation of Steering Group
- September 2022: Establishing demand: circulation of survey
- March 2023: Establishing commissioning process
- April 2023: Scoping capacity and demand
- September – October 2023: National consultation of draft Framework
- November 2025: Launch of the 'Framework'

**Career pathway, core  
capabilities in practice  
and education framework  
for palliative & end of life  
care incorporating  
Qualification in  
Specialism Standard**



England



# NHSE Career pathway, core capabilities in practice and education framework for palliative & end of life care



## Aims to:

1. Ensure the future and existing supportive, assistive and registration level workforce providing universal, targeted and specialist palliative and end of life care have access to education, learning and development opportunities and the underpinning knowledge and capabilities they need for their role
2. Develop and promote a career pathway and education framework for those aspiring to work at all levels in specialist palliative and end of life care
3. Improve future supply of aspirant specialist nursing workforce with appropriate education and development opportunities

# Universal Palliative and End of Life Care

## Interventions

### Personalised Approaches

Shared decision making; identification of people likely to be in their last year of life; personalised care and support planning; social prescribing, self management; personal health budgets; compassionate communities, including wellbeing interventions and bereavement support.

### Specialist (plus targeted and universal)

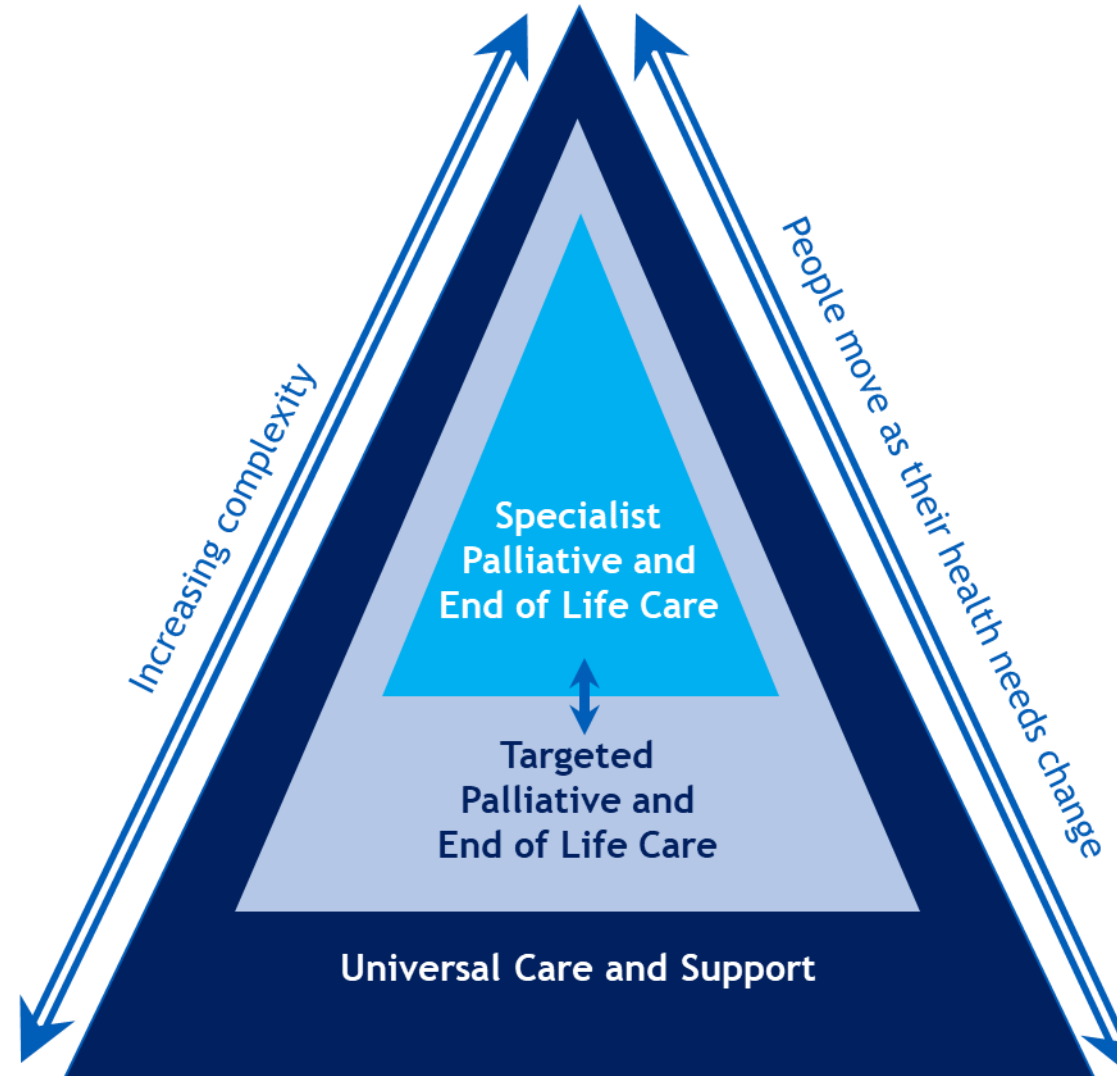
Tertiary or specialist palliative care services in hospices, community and hospital: 24/7 advice or care, complex symptom management and specialist equipment

### Targeted (plus universal)

Non-specialist palliative care delivered in hospitals; hospice at home, respite care and hospice day services (may be generalist and/or specialist level)

### Universal

Non-specialist palliative care delivered by primary, community, acute and urgent care services



## Outcomes

*I am treated with dignity and respect*

*I have a personalised care and support plan that records my preferences, wants and needs*

*My pain and symptoms are proactively managed*

*I am seen as an individual*

*I have fair access to care*

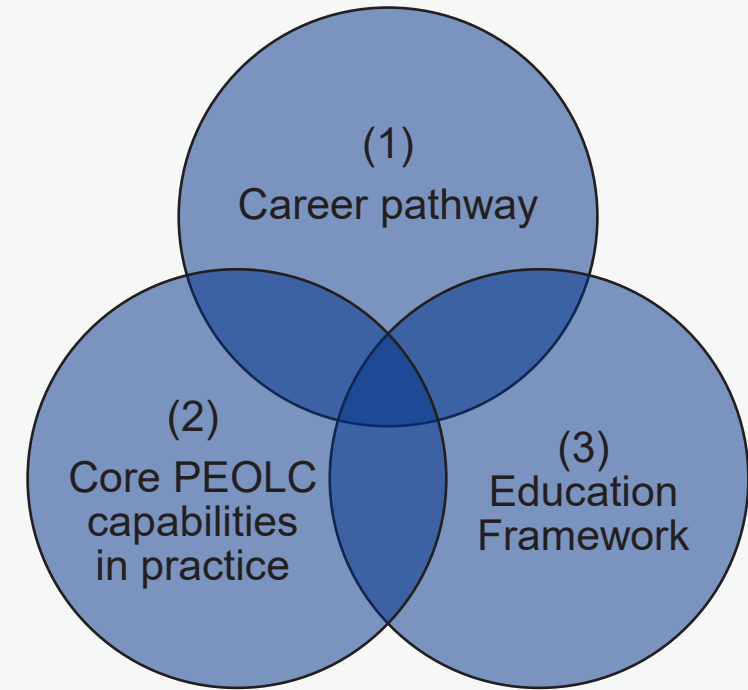
*My care is coordinated and seamless*

*I can expect my carer/family have their needs recognised and are given the support they need*

**Living and dying well**

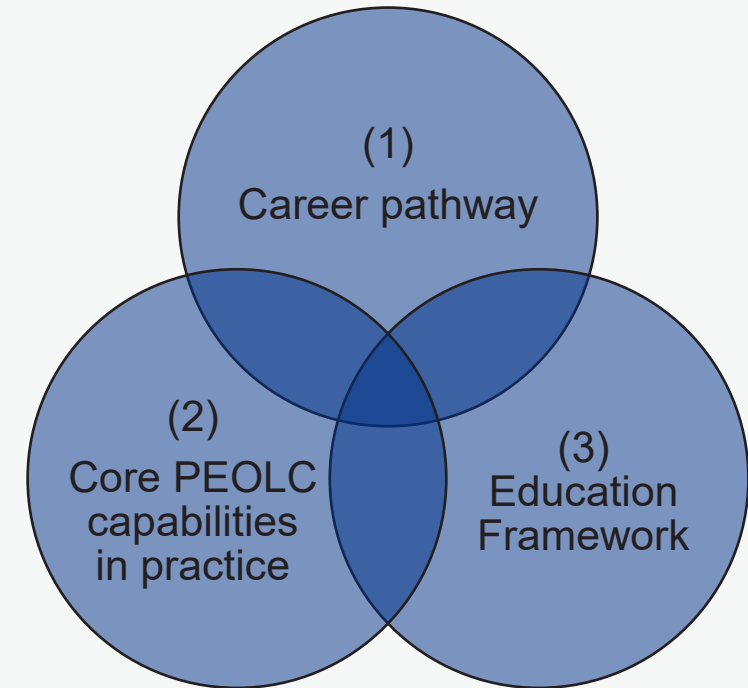
## The Framework: Three components

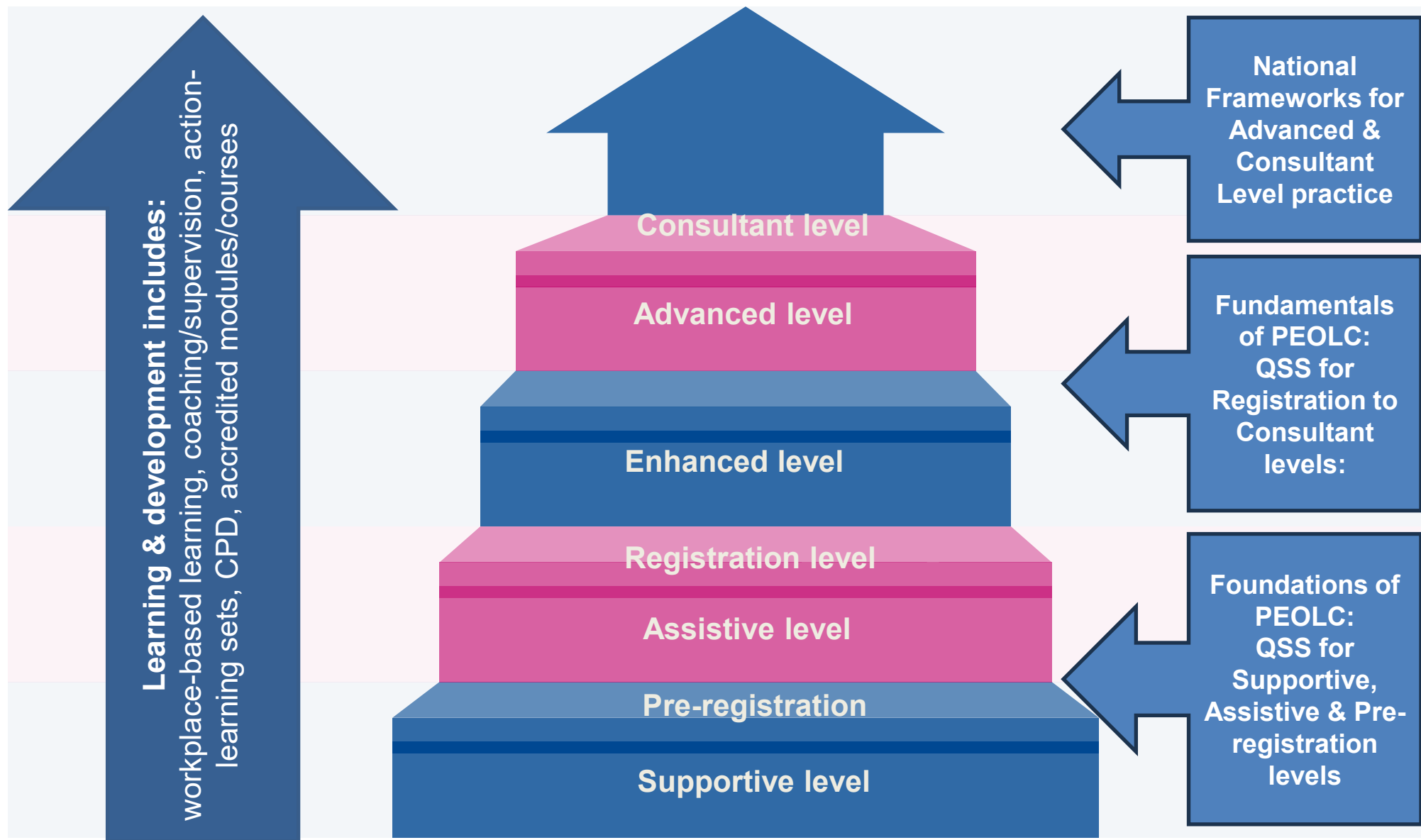
1. **Career pathway:** all levels of practice
2. **Core capabilities in practice:** workplace-based knowledge/skills for each level of practice aligned to 4 pillars of practice and education framework
3. **Education framework: setting QSS** for minimum knowledge/skills at each level of practice
  - a) Foundations in PEOLC (Supportive, Assistive, Pre-registration)
  - b) Fundamentals in PEOLC (Registration – Consultant levels)
  - c) PGCert/Diploma



## For workforce providing universal, targeted & specialist PEOLC (all age):

- **Career pathway:** Supportive, Assistive, Pre-registration, Registration, Enhanced, Advanced, Consultant
- **Core capabilities in practice:** colour coded workplace-based knowledge/skills
- **Education framework:**
  - QSS: Recommended learning outcomes/syllabus/assessment for minimum knowledge/skills at each level of practice presented in 'module' format
  - PGCert/Diploma: recommended learning outcomes for career development
  - Aligns to NHSE Centre for Advancing Practice Advanced and Consultant level frameworks and Centre endorsed area-specific framework for Palliative and End of Life Care  
<https://advanced-practice.hee.nhs.uk/area-specific-capabilities/centre-endorsed/>





# Core capabilities



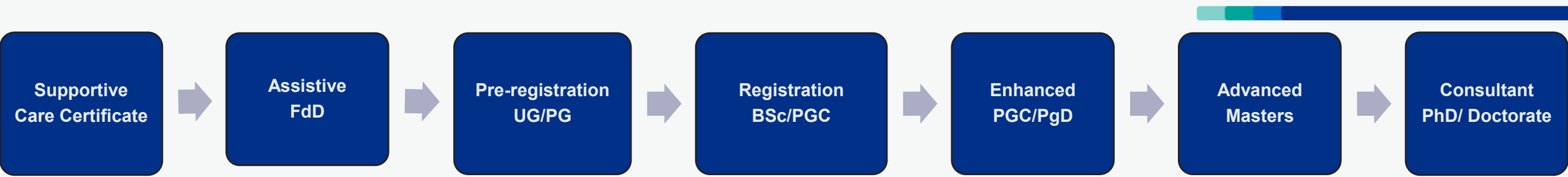
Pillar of professional practice	Core capabilities in practice
Clinical	1.1 Effective communication
	1.2 Assessment & care planning
	1.3 Symptom management, maintaining comfort and well being
	1.4 Advance care planning
	1.5 Underpinning values
	1.6 Professional and specialist PEOLC principles
Leadership and management	2.0 Co-ordinating, leading and developing PEOLC
Research	3.0 Delivering and enhancing PEOLC
Education	4.0 Creating a learning culture



Theme of Practice		S	A	P	R	E	A	C
1 Clinical Practice/Direct Patient Care	<b>1.1 Effective communication:</b> Selects and uses effective communication and interpersonal skills with people with life-limiting conditions, those close to them and colleagues across all care settings <b>The practitioner is able to:</b>							
	1.1a Communicate effectively with a range of people on a range of matters in a form that is appropriate to them and the situation recognising need to talk openly and honestly							
	1.1b Develop and maintain communication with people about difficult and complex matters or situations related to end-of-life care.							
	1.1c Present information in a range of formats, including written and verbal, as appropriate to the circumstances.							
	1.1d Listen actively to individuals, their families and friends about their concerns related to the end of life and provide information and support.							
	1.1e Engage with people, their families and friends in a sensitive and flexible manner, demonstrating awareness of the impact of death, dying and bereavement, and recognising that their priorities and ability to communicate may vary over time.							
	1.1f Work effectively with colleagues to share information appropriately, taking account of issues of confidentiality, to ensure that people receive the best possible care.							
	1.1g Ensure that information is clear, and non-jargonistic, so that it can be fully understood by others.							
	1.1h Critically evaluate theories, evidence base and strategies for effective communication, including difficult conversations in palliative and end of life care, to inform development of own practice and patient/individual interactions							



# **Education Framework & Qualification in Specialism Standards (QSS)**



High level curricula - learning outcomes, syllabus & assessment strategies for each level of practice:

- **QSS Foundations of Palliative and End of Life Care** - supportive, assistive and pre-registration levels
- **QSS Fundamentals of Palliative and End of Life Care** - registration, enhanced, advanced and consultant levels
- Building on 'core' QSS learning to Postgraduate Certificate, Diploma and Master's awards

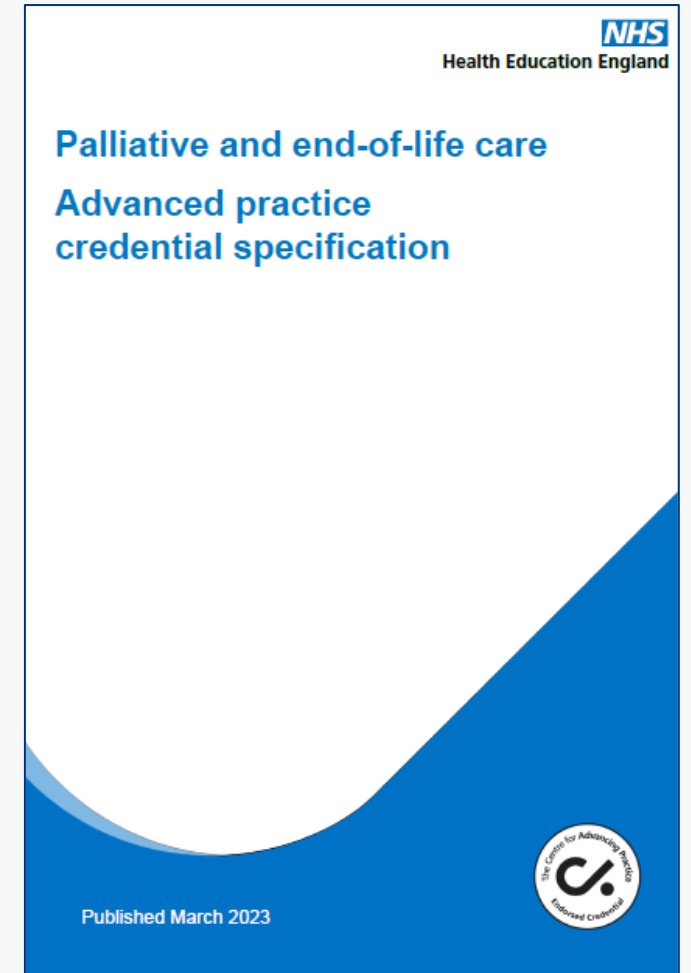
Universal, targeted & specialist PEOLC

Specialist PEOLC

# NHSE Advanced Practice Area Specific Capabilities Framework for Palliative & End of Life Care

March 31<sup>st</sup> 2023

<https://advanced-practice.hee.nhs.uk/area-specific-capabilities/centre-endorsed/>





# How can the Framework be used?

- **By employers/Integrated Care Boards/systems**
- **By education providers**
- **By practitioners**

## **Role review and redesign**

- Identify and describe knowledge and capabilities for a role/team/service/system (new and/or existing)
- Produce capability-based job descriptions for new and different roles based on service/system needs

## **Education and training commissioning and design**

- Inform the design and delivery of curricula/learning opportunities including learning outcomes, syllabus and assessment strategies
- promote development of a minimum level of knowledge and understanding and support capability in palliative and end of life care across the levels of practice
- promote the opportunity to identify shared learning outcomes and core capabilities in practice and include interprofessional education and training in their delivery
- Promote collaboration and co-ordination of education/development opportunities across a system



# How can the Framework be used?

## Practitioner Self- assessment

- enable assessment of individual knowledge, understanding and capability
- Identify and develop the range of evidence to demonstrate achievements
- identify continuing professional/role development needs
- support progression with career aspirations

1. Frameworks focused on promoting, supporting recruitment and retention for the palliative and end of life care workforce:
  - a. NHS England: **Career pathway, core capabilities in practice and education framework for palliative & end of life care incorporating Qualification in specialism standard (QSS-PEOLC)**
  - b. NHSE Centre for Advancing Practice: **Area Specific Capabilities Framework for Palliative & End of Life Care**

# Thank you for listening

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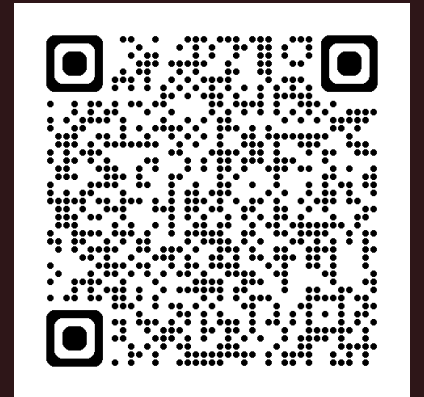
# Education Network

The Education Network is made up of hospice and palliative care educators and those with a remit for hospice education, training, and development.

Join our bi-monthly virtual meetings and online discussion group, to:

- share the latest thinking in education, staff development and learning, with a particular focus on early entry, existing workforce and later career pathways
- share innovative education and workforce models and how they have been implemented
- share knowledge, expertise, resources and solutions to common challenges
- access peer support
- consider practical measures that can be used now and in the future.

Scan me



# Feedback Survey

Please consider sparing a few minutes to answer this survey, so that we can continue to improve future Big Conversation events:

<https://www.surveymonkey.com/r/5Q9VG9J>



# Thank you