



# Self-assessment for Nurses

Name \_\_\_\_\_ Date \_\_\_\_\_

Title/Role \_\_\_\_\_ Organization/Location \_\_\_\_\_

- **Novice (N)** – may be experienced in psychosocial care but new to palliative care. Needs regular support.
- **Advanced beginner (B)** – can practice independently using some psychosocial skills specific to palliative care but still needs support.
- **Competent (C)** – mostly independent, occasionally seeks out support.
- **Proficient (P)** – autonomous practice, seeks out leadership opportunities.
- **Expert (E)** – highly proficient, is regularly sought out by others.



## Palliative care competencies and descriptions

## Knowledge/skill level

### 1 Principles of a palliative approach to care

#### 1.1 Understanding the core philosophy of palliative care and the palliative approach to care

##### 1.1.1 A. Generalist

Understand the philosophy of palliative care and the palliative approach to care, which starts early in the trajectory of a life-limiting condition.

N B C P E

##### B. Specialist

Provide leadership and contribute to the development of palliative care education, standards, and policies.

N B C P E

##### 1.1.2 Understand how the palliative approach can enhance the assessment and management of symptoms.

N B C P E

##### 1.1.3 Understand and contribute to the development of the relevant palliative care education, standards, guidelines, and policies.

N B C P E

##### 1.1.4 Seek to understand and incorporate community-specific practices and protocols of caring for members of underserved populations who are living with a life-limiting illness so that they can live fully throughout their care.

N B C P E

##### 1.1.5 Seek to understand community-specific protocols of caring for First Nations, Inuit, and Métis who are living with a life-limiting illness so they can live fully throughout their care.

N B C P E

#### 1.2 Identifying people who would benefit from a palliative approach

##### 1.2.1 A. Generalist

Able to describe the meaning of the term “life-limiting condition”. Understand and respond to complex and multidimensional care needs.

N B C P E

##### B. Specialist

Apply knowledge of life-limiting conditions to respond to complex and multidimensional care needs, and comprehensively identify current and prospective issues in palliative care at the system level.

N B C P E

## Palliative care competencies and descriptions

## Knowledge/skill level

##### 1.2.2 Identify and initiate, early in the illness trajectory, people who would benefit from a palliative approach.

N B C P E

1.3 Understanding the interdisciplinary team							
1.3.1	A. Generalist	Understand the role and function of the interdisciplinary care team to foster a caring environment in palliative care.					
		Understand the role of primary and acute care, and the function of specialist palliative care teams, designated family and caregivers, and volunteers.	N	B	C	P	E
		Know when to reach out and utilize specialist resources.					
	B. Specialist	Demonstrate leadership that encourages colleagues to foster a caring environment that supports all team members working in sensitive situations.	N	B	C	P	E
1.4 Addressing barriers to care							
1.4.1	A. Generalist	Identify and understand barriers, and how they affect access and care, with particular attention to members of underserved populations.	N	B	C	P	E
	B. Specialist	Identify and address perceptions, beliefs, and attitudes towards palliative care – that the person, their designated family or caregiver(s), and colleagues have – that undermine access to high-quality palliative care.	N	B	C	P	E
1.4.2		Recognize, identify, and understand specific barriers experienced by First Nations, Inuit, and Métis that may affect access and care.	N	B	C	P	E
1.5 Including designated family or caregiver(s) in the unit of care							
1.5.1		Ask the person who they consider family and include the designated family or caregiver(s) in the person's care.	N	B	C	P	E
1.5.2		Respond to the designated family or caregiver's unique needs and experiences.	N	B	C	P	E
1.5.3		Respect the importance of the role of designated family or caregiver(s), and community, for members of underserved populations throughout their palliative care.	N	B	C	P	E
1.5.4		Respect the importance of the role of designated family or caregiver(s), and community, for First Nations, Inuit, and Métis, throughout their palliative care.	N	B	C	P	E
1.6 Seeing people holistically							
1.6.1	A. Generalist	Provide a holistic interdisciplinary team approach that is person- and family- centered, and that aligns with the person's and designated family or caregiver's priorities, values, and choices in the provision of care.	N	B	C	P	E