

Welcome to the Education Network webinar

Thank you for logging on early.

As you can see, we are still setting up. We can't hear you and you can't hear us. If you would like to communicate with us, please use the chat function. Thank you.



Education Network

10 November 2020

- Anita Hayes, Head of Learning and Workforce, Hospice UK
- Cathriona (Cat) Sullivan, Senior Clinical Practice and QI Lead, Hospice UK
- Amber Morgan, Clinical programmes Coordinator

Welcome to our webinar



Welcome and introductions

Please introduce yourself, your role and where you are from in the chat box

Please feel free to contribute to the discussion throughout – comments, questions or reflections, using chat box

Please share useful resources in the chat box

Follow-up questions and reflections
clinical@hospiceuk.org.



Agenda

- Welcome – Cat Sullivan
- Collaboration in South West: Working with your STP - Daniel Scullane, Learning and Development Manager, St Peter's Hospice Bristol
- Feedback from the Education network Survey – Amber Morgan
- Discussion time: Supporting the future workforce – lead by Anita
- Feedback from discussion
- Summary and Close - Cat Sullivan

Collaboration in South West: Working with your Sustainability & Transformation Partnership (STP)

Daniel Scullane, Learning and. Development
Manager, St Peter's Hospice Bristol



Partnership working

Daniel Scullane

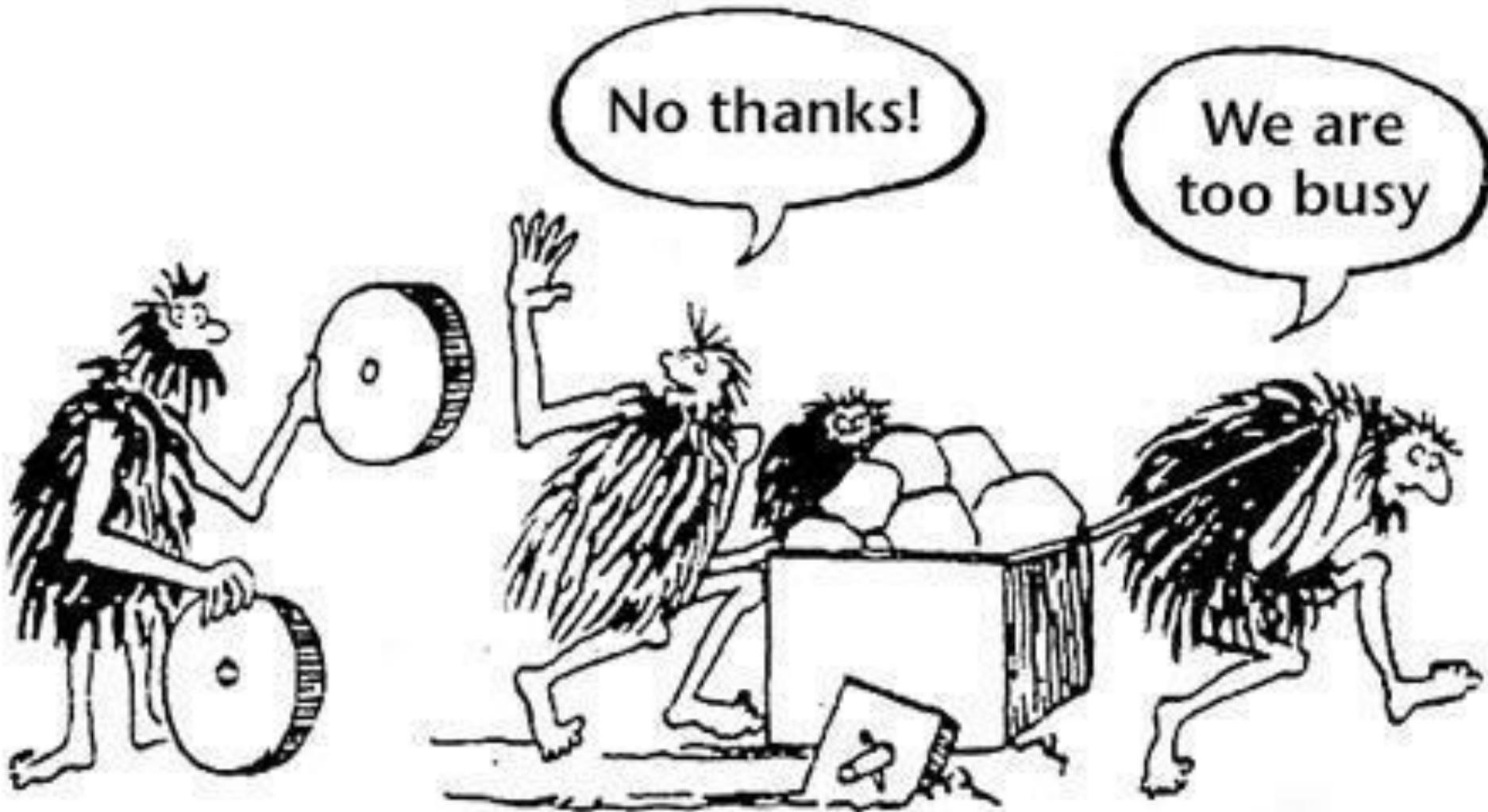
Learning & Development Manager

St Peter's Hospice, Bristol



St Peter's Hospice Education
For Patients, Families and Bristol

Partnership working



South West Palliative Care Education Network

We share ideas

We develop content

We share our experiences & our
knowledge

We have certainly built
relationships



South West England

Ontheworldmap.com

**Bristol to Newquay =
Bristol to Barnsley**



ENGLISH CHANNEL

Ontheworldmap.com

Beyond the walls

NHS & CCG relationships

Very dependent on local arrangements

Variability

Resources vary considerably – we end up being a negotiator!



Objective: Optimize the change curve



What are the opportunities?

- What are our organisational values?
- In a cash-tight sector, under increasing pressure and scrutiny, how do we maximise effectiveness and efficiency?
- How do we pursue a digitally capable & **confident** future?
- How do we retain the heart of a hospice simultaneously?



Feedback from the Education network Survey

Amber Morgan



Results from the Education Survey

We have grown from a membership of six to 87 members from across the UK in a year. As our network grows it has been good to check that we are still providing sessions that are valuable and that respond to your needs.

Thank you to the 30 people who took part in the survey.

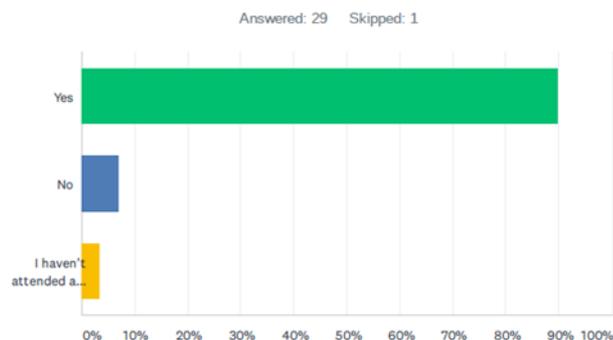
This data will help us plan the 2021 meetings.

The following slides give an overview of the results.

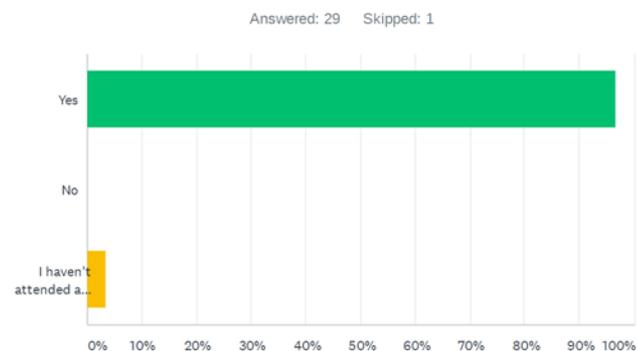
Meeting date, time and frequency

The majority were happy to continue meeting on the second Tuesday of every other month from 10.30 – 12pm

Q2 Are you happy if we continue to run the meeting on the 2nd Tuesday of every other month from 10.30 - 12pm



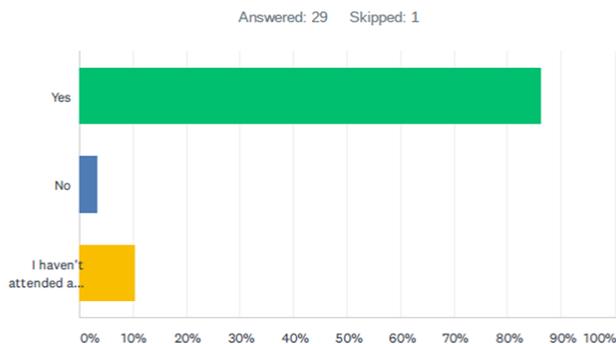
Q3 Are you happy with the frequency of the meetings



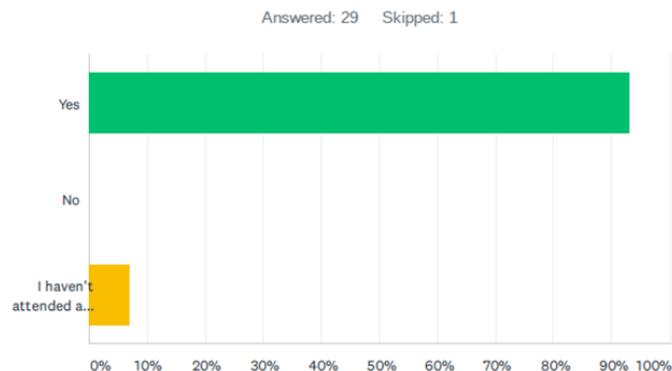
Time and format of the meetings

The majority of you said you were happy with the current format of the meetings and felt that there was sufficient time to cover the agenda.

Q4 Is the time sufficient to cover the presentations and allow for discussion?



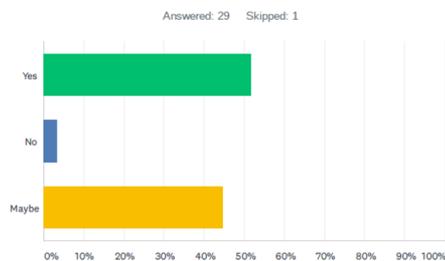
Q5 Are you happy with the current format of the meetings



Additional networking opportunity

As we know the discussion time in the sessions is limited we would like to offer you the opportunity to continue the conversation after the meeting. As the majority of you have expressed an interest we will pilot this from 2021 to find the best way to provide this opportunity.

Q6 Would you be interested if we gave you the opportunity to informally network in breakout rooms after the meeting?



ANSWER CHOICES	RESPONSES
Yes	51.72% 15
No	3.45% 1
Maybe	44.83% 13
TOTAL	29

Developing meeting resources

You unanimously agreed that presentations could be recorded to enable people to view again after the meeting.

While we will record the presentations we won't record the whole meeting.

The recording will be on our You Tube channel but will only be found with a link which will be sent together with the after meeting resources.

This link will not be published on the website.

Developing the curriculum for 2021

Thank you for all your suggestions relating to topics you would like us to cover in future meetings. Your suggestions fall into the following themes:

Key themes	
e-learning and communication	Specific training relating to specific topics and specialised roles
Income and marketing	Higher education provision
Mandatory training and Competencies	Staff support
Education engagement, management, development and overview	

A copy of the topics will be shared with you in the after meeting resources

# TOPIC 1	# TOPIC 2	# TOPIC 3
1. future of hospice provision	1 how to provide services to people with learning disabilities	1 upto date statistics on hospice services /provision
2 Information about using microsoft teams, zoom for teaching	2 Topics specific to children's hospices eg developing & maintaining LTV	2 Safeguarding training, meeting CQC compliance requirements
3 online training, adapting from COVID	3 Communication skills	3 How do we do more together, as opposed to being territorial in our approach? What would help us as a movement?
4 The TNA role - aspirations, practicalities, placements etc	4 How do we embrace the current surge in innovation and embed it into the way we work?	4 Generating income through educational projects , hints and tips
6 How do we maximize the current public awareness around palliative care and seize the moment?	5 I would like to hear some real lived experiences of clinical ed leads working with project echo and how they have implemented , the good the bad and the ugly.	5 How to encourage staff to get involved with training delivery
7 I have particular interest in working with Paramedics so would love to hear from speakers who are already doing great work in this area.	6 Managing placements efficiently	6 academic training /apprenticeships
8 Relevance of education in a cost-cutting environment	7 Marketing education and training	7 who can help you develop your training portfolio, funding and reach
9 Funding sources and how to link in - possibly HEE	8 Statutory mandatory training	8 what training is mandatory and non-mandatory for clinical and non-clinical staff
10 E-learning	9 On-line teaching skills (using teams, zoom and other platforms)	9 Common teaching topics
11 not just clinical topics	10 Competency frameworks - back to basics	10 Competency frameworks
12 Funding avenues for clinical and non-clinical staff	11 Employability skills	11 clinical supervision
13 Virtual teaching sessions and how to manage them successfully	12 'Zoom' and 'Teams' top tips	12 maintaining clinical credibility - is it important and how to do it
14 Mandatory training - what we are all doing and top tips	13 Hospice teaching workforce and structure	13 management development
15 Coaching and Mentoring	14 commissioned education	
16 funding for core EOLC education	15 Well-being and resilience	
17 online presentation skills, best practice & effectiveness	16 clinical skills competency frameworks	
18 Teaching qualifications	17 developing the education expertise of your team	
19 Tips for online teaching	18 appraisal	
20 virtual delivery issues		
21 Collaboration examples and best practice		
22 Care home education - needs and engagement		
23 Calculating full economic cost recovery for education courses		
24 learning management systems		

Sharing your learning

“It was a good experience, well supported, and I highly recommend to others to take part.”

Thank you to the 14 of you have an expressed an in presenting at a future meeting. We will be in touch with you directly to find out what you would like to present on and if there is anything we can do to help.



Thank you!

As we have said before this network is for you and led by you. We truly appreciate all your involvement and interaction that makes this network special.

We have really enjoyed working with you in 2020 and hearing how you have kept education in the forefront despite COVID 19.

We look forward to continuing to learn and work together in 2021

You said...

Thank you, it has been such a brilliant space for me over the last year and I really feel amongst my people.

This is a valuable forum which I benefit from - thank you for your hard work on our behalf.

Thank you for the continual dedication to the improvement of all

I want to say this is a great asset and I hope it continues. It would have been great if this had existed when I started in the education role. Thank you

I have only been attending a short time but enjoy the meetings and find them very informative



Contact us

If you have any suggestions, want to volunteer to present or have any questions please don't hesitate to contact us:

Anita Hayes – a.hayes@hospiceuk.org

Cat Sullivan - c.sullivan@hospiceuk.org

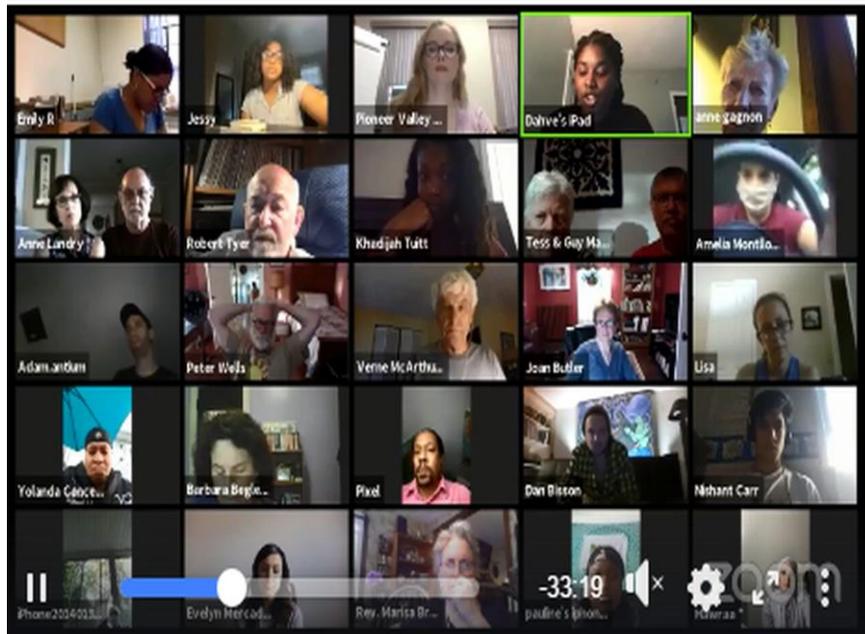
Amber Morgan – a.morgan@hospiceuk.org



Discussion time: Supporting the future workforce

Anita Hayes

Supporting the future workforce



Children's palliative care illustrates *our collective challenge*

?increase services



?potentially less nurses

Increased numbers of children requiring palliative care



Children are living longer with more complex conditions

Shortage of qualified nurses providing children's palliative care in the voluntary sector

Significant proportions of the workforce due to retire in the next 10-15 years

Adult sector has similar challenges



More older people are living longer with co-morbidities



By 2040, the number of people dying each year will have increased by

693,000



23% people die at home



21% people die in care homes



82% people felt their relatives died in the right places



We expect an increase in demand for palliative and end of life care by as much as

42%



72%

of people say they would like to die at home



48% people die in hospital



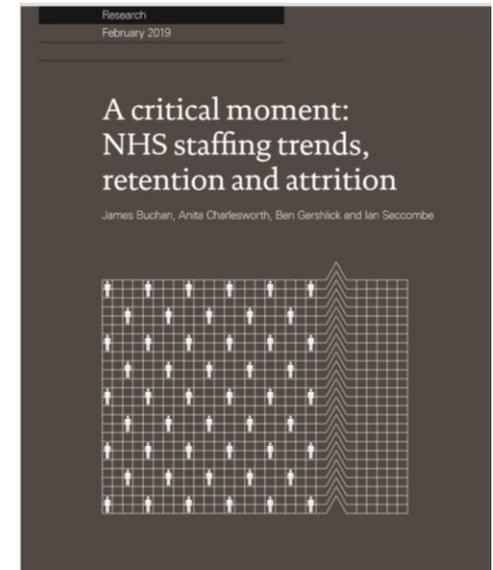
6% people die in hospices

*Increase in the number of nurses and midwives leaving the register, while at the same time, numbers joining have slowed down. **RCN 2017***

*On current trends in 10 years time a shortfall of 108.000 WTE nurses will require 5,000 to start training each year by 2021 reducing attrition and retaining to workforce. **Closing the gap 2019***

Imperative to think and work beyond our sector

- take account of the national labour market (not just NHS employment)
- align planning and policy across different occupations and sectors
- focus more on productivity and investment in the current workforce rather than on new roles
- achieve a more efficient balance of skill mix
- enable local workforce planning to be conducted within a supportive overall framework
- focus on relationship between staffing and funding



Palliative care nursing career pathway

What does good education look like?



Apprentices
and School
Leavers

2014 All Sessions







Break out room discussions:

What does your vision look like to ensure a workforce fit for the future?

How can Hospice educators contribute?

Break out rooms

Choose a scribe to feedback –
Discuss the following:

Visioning, horizon setting and future proofing.

Please add your questions and comments in the chat box

Feedback

Time to feedback three key points.

Please add all the information discussed in the chat box

Future meetings

- 12 January 2021
- 9 March 2021
- 11 May 2021
- 13 July 2021
- 14 September 2021
- 9 November 2021

Zoom id: **167 495 459** password: **12345**

Useful resources

- Education Network meeting resources web page - <https://www.hospiceuk.org/what-we-offer/workforce-and-hr-support/developing-the-hospice-workforce/education-network/education-network-meeting-resources>
- Take your Teaching Online – The Open University - <https://www.open.edu/openlearn/education-development/education/take-your-teaching-online/content-section-overview?active-tab=description-tab>



Useful resources continued

Example of a learning pathway using learning passports

<https://www.cornwallhospicecare.co.uk/education/eol-learning-path/>

<https://www.cornwallhospicecare.co.uk/news-stories/cornwall-hospice-care-and-reach-cornwall-support-end-of-life-education-group-to-launch-free-learning-passport/>

Library and Knowledge Services

Hospice staff members are eligible for an OpenAthens user name and password and as a result the associate digital content.

"Register for an OpenAthens account at <https://openathens.nice.org.uk/>

If you don't have a work email don't worry, you can use your personal one

Start typing "Hospice" in the organisation field. If your specific Hospice is not listed choose one of the general options (e.g. other Hospices in the Midlands)"

Include the full address for your Hospice

Useful resources continued

As Brendan McCormack says in his editorial, *'data continues to suggest that only 'modest' improvements in patient experience have been achieved, despite more than 20 years of service improvement, quality improvement and practice developments'*, one way to address this is *'through health and social care education curricula'*.

1. [Editorial: Educating for a person-centred future – the need for curriculum innovation](#) - Brendan McCormack
2. [A meta-synthesis of person-centredness in nursing curricula](#) - Deirdre O'Donnell, Brendan McCormack, Tanya McCance and Sonja McIlfatrick
3. [Review of developments in person-centred healthcare](#) - Amanda Phelan, Brendan McCormack, Jan Dewing, Donna Brown, Shaun Cardiff, Neal F. Cook, Caroline A.W. Dickson, Sergej Kmetec, Mateja Lorber, Ruth Magowan, Tanya McCance, Kirsti Skovdahl, Gregor Štiglic and Famke van Lieshout
4. [Developing philosophical and pedagogical principles for a pan-European person-centred curriculum framework](#) - Caroline A.W. Dickson, Famke van Lieshout, Sergej Kmetec, Brendan McCormack, Kirsti Skovdahl, Amanda Phelan, Neal F. Cook, Shaun Cardiff, Donna Brown, Mateja Lorber, Ruth Magowan, Tanya McCance, Jan Dewing and Gregor Štiglic

NHS Knowledge Mobilisation Framework

Postcards: <https://kfh.libraryservices.nhs.uk/knowledge-management/nhs-knowledge-mobilisation-framework-postcards>

Knowledge café: <https://kfh.libraryservices.nhs.uk/wp-content/uploads/2019/11/KM-Framework-Postcards-cafe-2019.pdf>

Summary of COPs: <https://kfh.libraryservices.nhs.uk/wp-content/uploads/2019/11/KM-Framework-Postcards-COP-2019.pdf>

After Action review: <https://kfh.libraryservices.nhs.uk/wp-content/uploads/2019/11/KM-Framework-Postcards-AAR-2019.pdf>



Useful resources continued

eELCA: Registered Nurse Verification of Expected Adult Death e-learning session

Registered Nurses who wish to undertake this extension of their role are required to understand the Special Edition of Care After Death: Registered Nurse Verification of Expected Adult Death (RNVoEAD) guidance (Hospice UK 2020) and undertake appropriate training in order to be deemed competent to verify an expected adult death. This session is designed to support this training by presenting a case study highlighting the process and responsibilities of an RN when verifying an expected adult death.

The session is available to view on the e-lfh hub at the link below:

<https://portal.e-lfh.org.uk/Component/Details/673350>

The Registered Nurse Verification of Expected Adult Death session will also be added to the eELCA learning path, Resources to support staff with difficult conversations and end of life care which was created to support staff during the COVID-19 pandemic and has now been accessed by more than 20 000 users.

This learning path is available on the e-lfh hub at the link below:

<https://portal.e-lfh.org.uk/Component/Details/605621>



Consultation

Community Health and Wellbeing Worker: consultation on standard open

As the next stage of development for the Community Health and Wellbeing Worker apprenticeship standard, we have opened a consultation on the draft standard.

The consultation is available on the HASO website:

<https://haso.skillsforhealth.org.uk/news/community-health-and-wellbeing-worker-consultation-open/>

The deadline for the consultation is midday on **Friday 27 November**.

The survey will take around 25 minutes to complete.

If you have any questions, please contact Hannah via sp-phskf@phe.gov.uk.



Zoom resources

Zoom tutorial Videos

Provided by Zoom

<https://www.youtube.com/watch?v=-s76QHshQnY>

Joining Audio and Configuring Video

<https://www.youtube.com/watch?v=hIkCmbvAHQQ>

Methods of Joining a meeting

Provided by Hospice UK/ECHO

<https://vimeo.com/443222369>

Polling Tutorial – Password ECHO1!!

Thank you for listening

Any feedback? Reflections from today.

Email: clinical@hospiceuk.org

