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**ENHANCED CARE COMPETENCY MAPPING (SKILLS PASSPORT)**

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| **Name:** |  |
| **Current Role/Grade/Band:** |  |
| **HEE region/Employer:** |  |

**Implementation Strategy**

This suite of multi-professional competencies has been designed to support safe, compassionate and effective care and treatment to Enhanced Care patients. The passport is intended to:

* allow individuals to identify their existing skills and additional learning needs within an evidence based framework.
* allow employers to identify and map the relevant competencies across the different staff groups working within Enhanced Care to ensure patients are able to receive the right care and treatment they require in a timely manner.

It is anticipated that existing educational programmes and training packages within a Trust, Deanery or other Higher Education Institution will be used to support additional skills acquisition required to set up an Enhanced Care service. It is not expected that all individuals working on the EC facility will possess all the competencies, but rather that core elements will be supplemented by additional skills depending on the individual’s role and the needs of the service.

Patients with different clinical conditions will require different treatment plans according to the clinical and operational needs of the Enhanced Care service. Monitoring and therapeutic interventions will therefore vary depending on individual providers.

For additional detail please refer to the relevant framework/curriculum for the learner.

**Core frameworks for nursing and allied health professionals and pharmacists in the Enhanced Care guidance are**

* [National Competency Framework for Registered Practitioners: Level 1 Patients and Enhanced Care Areas](https://www.cc3n.org.uk/uploads/9/8/4/2/98425184/level_1_competencies_final_7.7.18.pdf)
* [Royal Pharmaceutical Society: Knowledge and Capability Guide Covid-19 Critical Care Training Resource](https://www.rpharms.com/Portals/0/RPS document library/Open access/Coronavirus/Knowledge and Capability Guide.pdf)

**Additional frameworks for AHP considerations are:**

* [Allied Health Professionals: Critical Care Professional Development Framework](https://www.ics.ac.uk/ICS/Resources___AHP_Framework.aspx)

For medical staff, please refer to the relevant medical specialty curriculum.

**Learning Contract**

It is recommended that each individual learner has a learning contract to enable them to develop their competencies whilst working in the Enhanced Care service. A learning contract will provide the foundations for:

* Individual commitment to learning.
* Commitment to continuing supervision and support.
* Provision of time and opportunities to learn.

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| **EXAMPLES OF COMPETENCIES**  **Refer to skills matrix for detail of learning objectives**  (*Not all may be applicable. The number performed may be, but not necessarily, declared*) | **Demonstrated through discussion**  **(knowledge)**  *Mark with an ‘X’* | **Demonstrated through practice**  **(skills)**  *Mark with an ‘X’* |
| **Promoting a positive patient experience (Core element)** |  |  |
| *Knowledge of Psychosocial Wellbeing*  *Care Planning*  *Enhanced recovery programme patient needs*  *Awareness of when a patient is too unstable to engage in functional activities*  *Follows instructions from other MDT specialists*  *Referral to other MDT members to promote patient function* |  |  |
| **Communication and Team Working (Core element)** |  |  |
| *Multidisciplinary Team working*  *Communication*  *Human Factors* |  |  |
| **Routine clinical (Core element)** |  |  |
| *Daily patient review*  *Appropriate documentation* |  |  |
| **Airway (Core element)** |  |  |
| *Anatomy and Physiology*  *(If relevant for the Enhanced Care service)*  *Tracheostomy/Laryngectomy Care* |  |  |
| **Breathing (Core element)** |  |  |
| *Anatomy and Physiology*  *Basic ABG/VBG values*  *Indications and methods for escalation of respiratory support*  *Management of respiratory failure*  *Pharmacology*  *(If relevant for the Enhanced Care service)*  *HFNO and NIV*  *Care of a patient with a chest drain* |  |  |
| **Circulation (Core element)** |  |  |
| *Anatomy and Physiology*  *Physiology of shock*  *Accurate fluid balance monitoring*  *Cannulation*  *Venepuncture*  *Obtaining blood cultures*  *Indications for ECG and interpretation*  *Cardiac arrest management*  *Drug administration* to include iv infusion, bolus iv injection, IM injection, SC injection  *Fluid management for CVS support*  *Risk factors for Venous Thromboembolism (VTE)*  *(If relevant for Enhanced Care service)*  *Central Venous Catheters* |  |  |
| **Renal system (core element)** |  |  |
| *Anatomy and Physiology*  *Assessment and Investigations*  *Management*  *Pharmacology* |  |  |
| **Sepsis (Core element)** |  |  |
| *Pathophysiology of sepsis*  *Identification of sepsis*  *Use of local screening tools* |  |  |
| **Neurological System (Core element)** |  |  |
| *Anatomy and Physiology*  *Assessment and Investigations*  *Common neurological conditions seen in EC population* e.g. CVA, respiratory depression post-anaesthesia/analgesia/sedation  *(If relevant for EC population)*  *Recognition and immediate management of post-operative seizures*  *Delirium*  *Assessment of Capacity* |  |  |
| **Endocrine and GI System (Core element)** |  |  |
| *Anatomy and Physiology*  *Nutrition*  *(If relevant for EC population)*  *Care of the patient undergoing GI or endocrine surgery*  *Pharmacology of common GI and Endocrine medications* |  |  |
| **Pain (Core element)** |  |  |
| *Anatomy and Physiology relevant to pain*  *Communication with patient’s team and acute pain team regarding pain* |  |  |
| **Rehabilitation (Core element)** |  |  |
| *Familiar with assessments and goals for individualised patient pathways*  *Daily assessment for suitability for mobilising*  *Adopting 24-hour model for rehabilitation care* |  |  |
| **Medicines Management (Core element)** |  |  |
| *Contributes to systems for identifying, reporting and learning from medicines-related patient safety incidents (NICE NG5)*  *Can safely administer or co-administer intravenous preparations (including compatibility considerations)*  *Can give examples of time critical medicines and understands need for and steps required to avoid delays or dose omissions*  *Is aware of common clinically important drug-drug or drug-food interaction and where to obtain further information*  *Contributes to Medicines Reconciliation (including prescribed, over-the-counter and complementary medicines) within 24hours of admission, understanding the risks to medication continuity and patient on transitions in care (NICE NG5)*  *Contributes to structured medication review (NICE NG5)*  *Understands and gives examples where the same medicines have different potencies (bioavailability) when given by different routes of administration*  *Understands and can give examples of how altering a pharmaceutical form alters its action (eg when crushing modified release preparations for NG administration)*  *Can describe why some medicines need loading doses and can appropriately advise or action for therapeutic benefit* |  |  |

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| ………………………………………………  **Health Professional name**  ………………………………………………  **Health Professional e-signature** | ……………………………………………………  **\*Supervisor\* Name**  ……………………………………………………  **Role/Job title**  ……………………………………………………  **e-signature of Supervisor** |

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| ………………………………………………  **Date** | ……………………………………………………  **Date** |