

Working together to develop a training needs analysis for East Kent Hospitals University NHS Foundation Trust staff

Ronnie Treston
Steven Chapman
Vanessa Cowley

Daniel Marsden - Practice Development Nurse for People with learning disabilities

Who are the audience?



- EKHUFT staff
 - Healthcare Assistants
 - F1 & F2 Doctors
 - Nurses on Preceptorship
 - CDU's
- Canterbury Christchurch University Student Nurses
- Stakeholders across Kent.

Why we do what we do

- Meeting at District Partnership Groups
- Evidence background
 - Listened to local people
 - Listened to healthcare professionals
 - National papers
- Personal experiences



How do we do what we do with reference to Critical Social Theory (Fay, 1989)

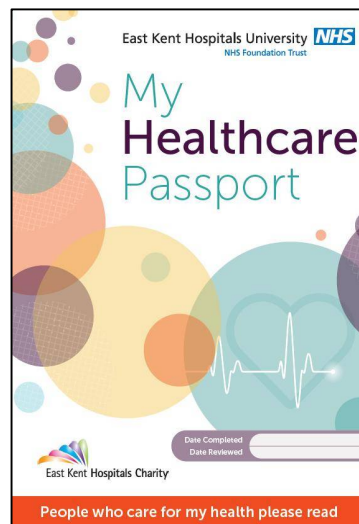


- Enlighten : Raise awareness of information & guide to resources
- Empower : Debate & reflect on workplace culture & context.
- Emancipate – Group activities.

What we have we have done



- Met with staff – 400 annually.
- Communication Book Evaluation
- My Healthcare Passport engagement events
- Doctors workshop → Funding being awarded.



What we have achieved



Clinical Education East Kent Hospitals University  NHS Foundation Trust

 Canterbury Christ Church University

Treating patients with a Learning Disability – a 'what you need to know and how to' workshop
(Aimed at all Hospital Doctors, General Practitioners, Nurses and Allied Health Professionals)

WORKSHOP OUTCOMES AND OUTLINE:

- In-depth understanding of Learning Disabilities
- Service User's personal perspective
- Interactive and Scenario based sessions
- Legal Duties of Healthcare Professionals
- Leadership and Service Improvement opportunities

LIMITED PLACES APPLY EARLY (FUNDED BY HEKSU)

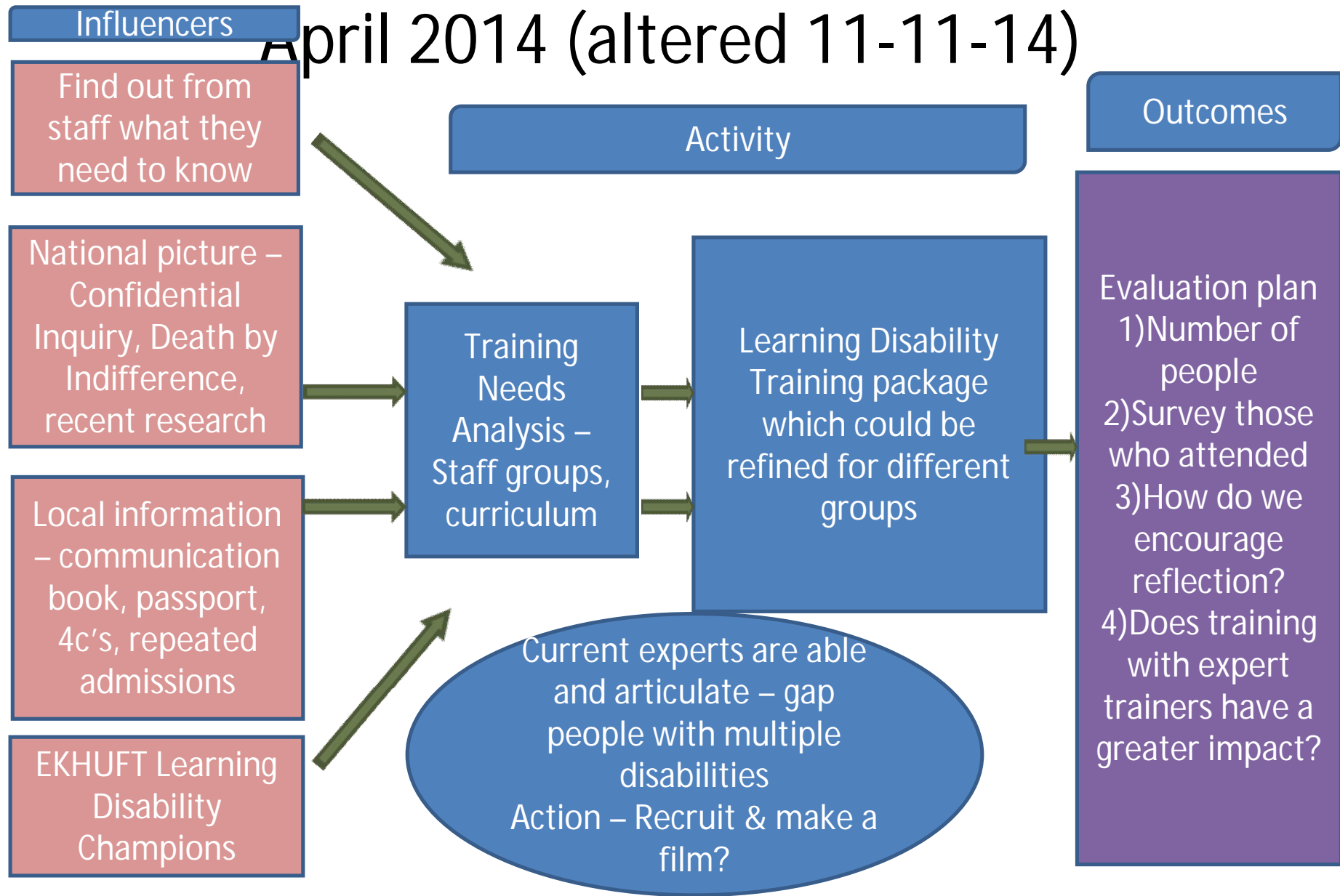
Venue: Canterbury Christchurch, Hall Place, Harbledown, Canterbury
Date: 27th March 2015
Time: 12:30 – 17:00
Lunch Included
CPD POINTS APPLIED FOR - RCP
R.S.V.P. Catherine.Kidd@nhs.net



- Clinical Education Workshops
 - Being paid for our expertise.
- Gained confidence in speaking up.
- Feedback from participants

Expert trainers brainstorm Action Plan 30th

April 2014 (altered 11-11-14)



Using the 4C Framework (Marsden & Giles, 2014) for developing the Training Needs Analyses

Training needs analysis discussions based on 4c's framework Date 2-10-14

<p>Communication</p> <p>Audience priority – 1) HCAs 2) Nurses/AHP 3) Doctors</p> <p>Elements of training – a) Comms book exercise, b) Hospital Passport exercise – scenarios – am I in pain, make up a hospital passport, c) behaviour/body language exercise</p>	<p>Choice Making</p> <p>Audience priority – 1) Doctors 2) Nurses/AHP 3) HCAs</p> <p>Elements of training Evidence slide – scenario and MCA/Equality How did you get here today – Informed choice Split into groups? UN Convention Split slides legal and evidence</p>
<p>Collaboration – working together</p> <p>Audience priority – 1) Nurses 2) Doctors/AHP 3) HCAs</p> <p>Elements of training a) Integration – repeated admission b) Case studies – transfer of care, admission discharge, use of the passport – integration into plan of care c) Planning meetings</p>	<p>Coordination/Leadership</p> <p>Audience priority – 1) Nurses 2) HCAs 3) Doctors</p> <p>Elements of training 1) LD Champions meetings 2) Creating and reviewing own projects 3) Social media</p> <p>Q1 How could this plan influence the plans for the 6 Med Ed Workshops – one on communication, one on capacity and consent (Choice making) one of collaboration and coordination (coordinating care)</p>


↔

- Used Claims Concerns and Issues (Guba & Lincoln, 2001) to plan our work together

- 4C Framework for making reasonable adjustments co-created by EKHUFT staff

- Framed what we wanted EKHUFT staff to know

Training need analysis – 4C Framework

East Kent Hospitals University 
 NHS Foundation Trust

Training Needs Analyses – Caring for people with learning disabilities

Title of Training	People with Learning Disabilities – Communication Awareness
Category	All Staff
Organisational priority	Quality and Risk Management
Staff group to whom this applies	Clinical staff – Healthcare Assistants, Nurses & AHP's, Doctors
Frequency of update	At Induction and then every 3 years
Aim of session / workshop	Understanding of what 'learning disabilities' is, access issues for people with learning disabilities and identify what adjustments can be made.
Learning outcomes:	<ul style="list-style-type: none"> • What is a learning disability? • Evidential; background of health inaccessibility and inequalities • Legal responsibilities set out in UN Charter, Mental Capacity Act, Human Rights Act and Equality Act • Identifying and using alternative communication tools and techniques • Where else help is available. • Service users perspective
Delivery method	Options:- <ul style="list-style-type: none"> • Face to face involving experts by experience • E-learning package (to be developed)
Duration	90 minutes
Booking contact	Via Education and Training
Reporting & Monitoring	Education and Training

- Translate into EKHUFT Education and Training
- Proposal for delivery
- New ideas for education and training

Reflective Questions

- 1) How could we better prepare EKHUFT staff for working with people with profound and multiple disabilities?**
- 2) How can/do EKHUFT acknowledge the time, effort and expertise of Experts by Experience?**
- 3) What strategies should we put in place to increase spread, influence and reach of this education?**

References

- Fay, B (1987) Critical Social Science. Blackwell : Oxford
- Guba & Lincoln (2001) Guideline and Checklists for Constructivist (Forth Generation) Evaluation. Available online at http://www.wmich.edu/evalctr/archive_checklists/constructivisteval.pdf last accessed 27-11-14
- Giles & Marsden (2014) 4C's Framework for Making Reasonable Adjustments. Available online www.ekhft.nhs.uk/learningdisabilities





Any questions?

Contact details



Ronnie Treston –

Expert by Experience

Email ronnietreston@hotmail.co.uk



Daniel Marsden –

Practice Development Nurse for
patients with learning disabilities

Email Daniel.marsden@nhs.net

Mobile 07786 171008

www.ekhft.nhs.uk/learningdisabilities

Twitter @dmarsden49

