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

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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 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)

**Influencers**
- Find out from staff what they need to know
- National picture – Confidential Inquiry, Death by Indifference, recent research
- Local information – communication book, passport, 4c’s, repeated admissions
- EKHUFT Learning Disability Champions

**Activity**
- Training Needs Analysis – Staff groups, curriculum
- Learning Disability Training package which could be refined for different groups
- Current experts are able and articulate – gap people with multiple disabilities
  Action – Recruit & make a film?

**Outcomes**
- Evaluation plan
  1) Number of people
  2) Survey those who attended
  3) How do we encourage reflection?
  4) Does training with expert trainers have a greater impact?
Using the 4C Framework (Marsden & Giles, 2014) for developing the Training Needs Analyses

- 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

- 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


Any questions?
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