

Newham Centre for Mental Health Workforce Development Proposal 2023

	Gap identified	Action needed	What we've achieved so far (Jan 2023 to date)	What we still want to work on
1	Mandatory Training Availability for Life Support	Additional BLS/ILS dates sourced through Learning & Development to make up compliance.	<p>Additional ILS sessions commissioned: 22/02, 13/03, 24/04, 22/05, 31/05, 05/06 (trainer cancelled)</p> <p>BLS January number of non-compliant = 43/56 = 77% September non-compliant staff = 29/59 = 49% Prediction by end of year with booked staff = 14/59 = 24%</p> <p>ILS January non-compliant staff = 53/62 = 85% September non-compliant = 9/64 = 14% Prediction by end of year with booked staff = 4/64 = 6%</p>	<p>To have 85% minimum compliance across the service</p> <p>Further additional sessions for BLS are being commissioned to catch up on compliance.</p>
2	Physical Health knowledge of nursing staff	<p>2-day PH training for all nursing staff B3 and above.</p> <p>To focus on the deteriorating patient, and how to record PH on RiO.</p>	<p>Completed: 28/02 – 01/03, 06-07/03, 18-19/04, 15-16/05, 10-11/07, 14-15/08, 20-21/09, 9-10/10</p> <p>Planned: 13-14/11, 11-12/12</p> <p>Number of staff trained in 2-day PH: Completed: 107 (72.3%)</p> <p>Predicted by end of year with booked staff: 135 (91.22%)</p>	<p>To run training once a month until all staff have been captured, to then reduce to 2-3 monthly for new starters dependent on need and then be able to focus on more specialist areas as below section 5.</p>
3		Simulations	<p>Two simulations are run each month since February as part of an educational session within the 2-day PH training.</p>	<p>To run regular surprise simulations as a joint effort between nursing and</p>

		To tackle general deterioration conditions, also particular real-life examples.	Three simulations have been run with AA the external company providing ILS training.	medical to test responses under pressure.
4		Green bag/medical emergency competency lists	Pending	Trust to introduce having a vitals OSCE for staff. This can also cover knowledge of the green bag and ability to recognise/use items (if trained to do so). This is currently being piloted in a different directorate to gather feedback.
5		<p>PH education sessions.</p> <p>To tackle different PH topics, including long-term care, that don't feature in 2-day training</p> <p>e.g. Self-harm Wound care First Aid ECG Phlebotomy Head Injury Nutrition and Dietetics Women's Health Interpreting blood results Sexual health Drug and alcohol – including withdrawal Specialist equipment – catheters, stomas, BIPAP etc</p>	<p>Focus on 2-day introduction training first.</p> <p>First Aid Training: 21-23/08/23 Completed: 8 staff (one from each ward)</p> <p>Sexual health training – 22/09/2023</p> <p>Drug and alcohol training – 13/09/2023</p> <p>ECG training – 08/11/2023</p> <p>Phlebotomy – rolling programme through the trust which staff can sign up for</p> <p>Nutrition and Dietetics – Sapphire and Emerald wards have had the Inpatient Dietician provide training within their away days so far.</p>	<p>Focus has been on 2-day induction training as a priority.</p> <p>Specialist training is rolling out slowly but we still have more topics we want to cover and set up an online resource that staff can access.</p> <p>All staff can now access nutrition and dietetics training on the online learning profile. This will also be added into the unit wide staff induction programme.</p>

6		Away Day Visits To introduce self and role to staff, but also go through green bag/topics as requested.	Completed. Consultant Nurse has visited all ward away days to provide an introduction to the role, have also completed bespoke training sessions for some wards at request on specific topics.	To ensure re-visit in the new year to meet new staff. Open invitation to create bespoke training sessions for individual ward needs.
7		Ward doctors to offer Bitesize Teaching e.g. https://www.hee.nhs.uk/our-work/mental-health/bitesized-teaching	Two wards (Ruby and Sapphire) are currently running a weekly mini-education session by the ward doctors to focus on different physical health topics.	To get feedback from Ruby and Sapphire and see what is working and what can be improved. To consider rolling out across the service.
8	PH Network	B6 PH Leads/Links for each ward Quarterly (?) away days for development and discussion of cases Annual away days trust wide (?)	So far this has not been practical due to turnover rate of patients and staff movement.	To think with ward managers about how to create a link system with someone on each ward to be responsible for things like physical health audit monitoring, specialist training.
9	Non-PH training ideas	Training for LD/ASD management	Covered briefly within the two day physical health course. We have been liaising with the trust Consultant Nurse for Learning Disabilities about offering some training sessions for staff on how to better understand additional LD/ASD needs, to pilot on Topaz ward first. Oliver McGowan training has now gone live and has been added to all inpatient staff online learning profiles.	Once pilot training has taken place on Topaz to roll out across the unit based on feedback received.