Essential Training Passport

Emma Wilton
Widening Participation Manager
Identification of Need

- Need for Essential Training Passport identified by local Trusts and PCTs.
- Benefits identified of adopting an NHS South Central-wide approach.
- Maximise collaborative working and share best practice.
- Avoid unnecessary duplication of effort and resources.
Purpose of Essential Training Passport

• Assess competence of the workforce against elements of statutory and mandatory training

• Statutory and mandatory training standards and competences to be recognised by all Trusts and PCTs

• Encourage transferability and portability of skills and competence

• Eliminating need for staff to repeat training unnecessarily if they move between organisations.
Project Objectives

- Develop Statutory and Mandatory Training Framework
- Develop Statutory and Mandatory Training Passport
- Develop Competency Testing Tool (e-MOT)
Benefits

- Enabling statutory and mandatory training to be recognised by Trusts and PCTs across NHS South Central
- Reducing incidents and complaints.
- Increasing patient satisfaction.
- Increasing cost savings by offering training only to staff who need it.
- Increasing efficiency by enabling trained, competent staff to remain within the workplace.
NHS PASA Research

• National research focused upon Statutory and Mandatory Training

• Explore opportunities to deliver greater efficiencies, cost savings and consistency in how Essential Training is provided/procured

• 125 responses received to national questionnaire (20 from NHS SC)
Key Findings across NHS SC

• 90% of respondents agree that staff urgently need a Training Passport
• 85% feel retraining staff that move from one NHS organisation to another creates needless duplication of training.
• 95% feel staff need to transfer skills that they have developed in statutory and mandatory training.
• 85% believe national agreement is needed regarding the content and level of statutory and mandatory training.
Cost of Duplication

• 57.3% of staff are estimated to have previously been trained in some aspect of statutory and mandatory training.

• Student doctors and nurses are most mobile, closely followed by nurses and doctors. Least mobile staff are estates workers and porters.

• Cost of duplication estimated to be £74m per annum across England - £5m across NHS SC.
Essential Training Framework


- Core learning outcomes proposed for each area.

- Differentiation between outcomes for staff working within PCT/Acute/Mental Health and Learning Disability and those providing direct and indirect patient care.
Project Support

- Working Group established across NHS South Central

- Working in partnership with NHS London and NHS West Midlands

Next Steps

• Sign up to Framework sought from all Trusts and PCTs across NHS South Central

• Pilot Passport and/or

• Develop plans for introduction of an e-MOT