

Board of Directors (Public)

Item 16

Board Report

Subject: Progress Update on Clinical Systems Training
Date of meeting: 27th January 2015
Prepared by: Steven Colfar
Presented by: Debbie Herring

Data Quality Rating	BAF Ref	Impact on BAF Risk Rating
Bronze	8	N/A

1, Executive Summary

In October 2014, the Board requested assurance on whether the current Clinical Systems training, including EPR was fit for purpose and compliance levels. This paper gives an update on progress made towards ensuring that there is a robust programme in place that forms part of the Trust's mandatory training and that the data is accurately captured so that compliance levels can be monitored and managed.

2. Introduction

A paper was presented to The Executive Team in October on the future plans to develop a Clinical Systems Training Team that was appropriately resourced and able to meet the needs of the organisation by following a role based competency approach to training. The recommendations accepted at the meeting were;

- To move the Clinical Systems Training Team to the central management of the Trust's Education Team to ensure accurate recording and reporting of compliance levels.
- To increase the resource to 1 Team Leader Position. 1 band 5 trainer and 1 band 4 support trainer
- To implement a competency based, blended approach to learning (not all delivered in the classroom)

3. Background

In June 2013 LHCH became a highly "IT Enabled Healthcare Organisation" that significantly depends upon clinical systems to support and enable safe quality care to our patients.

High quality Clinical Systems training within LHCH is paramount to the safe delivery of patient care, high quality care, and benefit realisation from organisational investment.

In the upcoming months, significant changes will impact the team which include EPR roll out to the community and managing the changes of a range of staff responsibilities resulting from the reduction of junior doctor cover in the Trust. This will include retraining Consultants and Senior Registrars to ensure full documentation is completed in the EPR system.

The Clinical Systems modules that require staff to have regular training comprise of;

- EPR Sunrise Clinical Manager (SCM)
- Patient Flow
- EDMS/ Onbase
- Silverlink (iCS) PAS
- Carestream PACS
- M-Soft Blood tracking system

4 Update

Team Structure

In order to deliver the workload resulting from retraining senior doctors to complete the current workload of core Medical Trainees SHOs and the roll out of EPR to the community setting some immediate changes have been made to the Clinical Systems Training Team

- As from January 2015, Management of the team has now been moved to the central Education Function.
- From 19th January, two internal staff members have been moved into Band 4 training support positions for an initial review period of six months. This will allow immediate support to be in place to retrain staff whose roles have been affected by the reduction of junior doctor cover at the Trust.
- The Clinical Systems Training Team Leader JD is currently being reviewed and will require Agenda for Change (A4C) review. However the current EPR trainer will be time released to provide project support EPR community roll out.

Competency Based Training

- A range of 9 demonstration videos have been developed to support specific EPR functions where there has been evidence of poor compliance. Key staff will be required to complete a declaration of competence following review of the videos. Further demonstration videos will be developed in the next 2 weeks.
- Now the Clinical Systems Training Team is in place, further work will be undertaken on developing competency assessments which will need to be passed and will form part of mandatory training.
- Additional support will be provided by the team in the workplace

setting which will allow for monitoring of compliance.

5. Summary

The Clinical Systems Training Team is now centrally managed the Trust's Education Team. The resource has been increased to include 2 band 4 trainers for an initial period of six months to support key work streams such as EPR roll out to the community.

EPR and clinical systems training will form part of staff's mandatory training commitment which will be competence assessed.

6. Recommendation

The Board is asked to note progress to date and that a further update will be made to the Integrated Performance Committee in July once the new systems have bedded in.