

TRUST BOARD PART I – JULY 2012

Agenda Item Number: 116/12
Enclosure Number: (10)

Subject:	SHA Education Funding
Prepared by: Sponsored by: Presented by:	Lynn Hansell, LDD Business Manager Tim Powell, Director of Workforce and OD Tim Powell, Director of Workforce and OD
Purpose of paper	For Information / Awareness
Key points for Trust Board members <i>Briefly summarise in bullet point format the main points and key issues that the Trust Board members should focus on including conclusions and proposals</i>	<p>The Trust receives a sum of money each year from the Strategic Health Authority to support the development of staff. In 2011/12 this equated to £15m. This paper is to inform the Board of how these funds, which are split into 3 elements, were utilised.</p> <ol style="list-style-type: none"> 1. MADEL (Medical and Dental Education Levy) for Trainee Doctors: £10.5m 2. SIFT (Service Increment for Teaching) for Medical Students: £2.3m 3. NMET (Non Medical Education and Training) for all other staff groups: £2.25m <p>The purpose of this paper is to</p> <ol style="list-style-type: none"> 1. Provide the Board with assurance that the funding received from the Strategic Health Authority to support education and training is utilised appropriately and that the Trust is meeting performance management standards. 2. Give an overview of the internally provided learning and development opportunities that took place in 2011-12
Options and decisions required <i>Clearly identify options that are to be considered and any decisions required</i>	To note report
Next steps / future actions: <i>Clearly identify what will follow the Trust Board's discussion</i>	N/a
Consideration of legal issues (including Equality Impact Assessment)?	None
Consideration of Public and Patient Involvement and Communications Implications?	N/a

Education Funding and Activity

1. Purpose

1.1. The purpose of this paper is to:

1.1.1. Provide the Board with assurance that the funding received from the Strategic Health Authority to support education and training is utilised appropriately and that the Trust is meeting performance management standards.

1.1.2. Give an overview of the internally provided learning and development opportunities that took place in 2011-12

2. Background

2.1. In 2011/12 the Trust received a total of £15.1m from South Central Strategic Health Authority to support learning and development activities. This was made up of 3 different elements MADEL (Medical and Dental Education Levy), SIFT (Service Increment for Teaching) and NMET (Non-Medical Education and Training).

2.2. Each year the Trust signs a Learning and Development Agreement with the Strategic Health Authority which sets out the expectations with regards to how the funding is utilised and the required performance management standards. Performance is monitored annually via the submission of self evaluation document and a review meeting with senior members of the SHA Education and Commissioning Team.

2.3. The Trust also provides a wide range of learning and development opportunities to all staff including essential skill, clinical skills and leadership and management development.

3. SHA Funding Utilisation

The Trust fully utilised the funding received in 2011/12 for educational purposes, the table below provides a detailed breakdown.

Funding Source	Amount	Purpose	Utilisation
MADEL	£8.9m	Trainee Doctors Salary	Towards the salary of 307 trainee doctors
	£162k	Trainee Doctors Study Leave - each doctor in a training position had an annual budget of £570.00	352 trainee doctors received support with one or more study activity. There are several training posts within the Trust that do not attract salary support from the SHA, however are entitled to study leave expenses, hence the difference in numbers
	£185k	Trainee Doctors Relocation Expenses	122 submitted one or more expenses claim form. Not all

		– each doctor on a rotation in Wessex of 2 years or more is entitled to assistance with relocation or excess mileage up to a total of £8,000 for the whole training period.	trainees claim this funding depending on where they are in their rotation and if they have already used their allowance moving to Wessex.
	£200k	Postgraduate Medical Education Centre	Used to fund the salary of the support staff for Postgraduate Medical and Dental Education, including 4 sessions a week for the Director of Medical Education, and the non pay costs of the department.
	£80k	Foundation Training Programme	Supports 4 sessions a week for Foundation Programme Directors and makes a contribution towards the administration of the programme which looks after 80 doctors in their first two years of training.
	£57.5k	Heads of School	In 2011/12 the Trust have 2 Consultants who had an educational role with the Wessex Deanery as a Head of School for their speciality. This funding was to fund the time required to carry out this role and was paid into their CSC budgets. The consultants are: Dr G Underhill Miss S Stapley
	£66k	Programme Director	The Trust has 11 Consultants who also have an education role with the Deanery as Programme Director for their Specialty. This funding is to support the time they require to fulfil this role and is paid into their CSC budgets.
	£30k	SAS Support	This funding is split into £6k to provide backfill for Dr Brando Tamayo for his role as Tutor for Staff Grade and Associate Specialists. In addition there is £23.5k available to fund development opportunities for this staff group.
	£225k	Library Services	Provides funding for library staff and towards the non pay costs

			for running the service.
SIFT	£801k	SIFT Placements – to support the placement of Medical Students in clinical attachments.	<p>In the last academic year PHT placed 445 students. £791k of this funding is allocated to departments dependent on the number of students they take. This money to support consultant and administrative staff in providing the placements.</p> <p>£320k of this funding is used to provide accommodation for the students whilst on placement.</p> <p>£130k is used to support Library Services, as a contribution towards Trust overheads (0.19%), photocopier rental and the Undergraduate Administrators salary.</p>
	£512k	SIFT Facilities - to support the infrastructure and accommodation required by medical students	
NMET	£1.7m	<p>Salary Support – to pay 80% of the cost of PHT employees who are undertaking professional training.</p> <p>Trainee Scientists on both the old Clinical Scientists Training Scheme (funded on a tapering basis for four years) and the new Scientist Training Programme which is fully funded for three years including salary, course fees and an allowance of £2000.</p>	<p>In 2011/12 there were 152 members of PHT staff at various stages of their professional training. This included:</p> <ul style="list-style-type: none"> ▪ 29 Pre-Registration Nurses ▪ 4 Nurses undertaking Second Registration ▪ 7 Trainee Scientists on the STP in Audiology, medical Physics, Vascular, Neurophysiology and Clinical Biochemistry ▪ 14 Trainee Clinical Scientists on the old Clinical Scientist Training scheme ▪ 30 undergraduate and postgraduate Science Practitioners, ODPs and pre reg Pharmacists across a variety of disciplines: Cardiology, neurophysiology, Pathology, Medical illustration, medical Physics, respiratory, Clinical Engineering, Fracture clinic, ODPs, Pharmacy
	£674k	Audiology Trainees (undergraduate placement for 1 year)	

			this covers their salaries.
£81k	Practice Based Learning Team		This funding supports the salary of 2 members of staff who look after all non-medical student placements. In 2011-12 the Trust provided 8905 placement weeks to 964 learners.
£40k	Summer Schools		Each year the Trust provides placement/work experience to students who are studying at university to become pharmacists or biomedical scientists. The funding is used to cover the cost of their salaries for this period. 6 Pharmacy students for 1 week each and 5 Biomedical Science students for 14 weeks each.
£23k	Pathology QCF Co-ordinator		This funding was to pump prime the setting up of the Pathology QCF Centre (formerly NVQ Centre) and ceased at the end of the financial year.
£135k	Bands 1 - 4 Development (Widening Participation)		<p>This funding is used to provide development opportunities for staff in 1 – 4. In 2011-12 it provided:</p> <ul style="list-style-type: none"> • 11 Supernumerary Science Associate Practitioners in Pathology, salary fully funded for 2 years and course fees of £800 per year. • 4 Pharmacy Technicians, salary support and course fees <ul style="list-style-type: none"> ▪ 72 Level 2 QCF training places ▪ 48 Level 3 QCF training places ▪ 8 Foundation Degree training places ▪ 1 Step Into Learning Account ▪ 28 Places on the Medical Terminology Course ▪ 14 Places on the Further Medical Terminology Course ▪ 21 places on a Tissue Viability Course

			<ul style="list-style-type: none"> ▪ 12 places on a Time Management Course
	£400k	Learning Beyond Registration	<p>This is split into two elements:</p> <p>£214k is contracted with Southampton University by the SHA and PHT access a defined number of modules, this is referred to as Core LBR Provision. Places are allocated to staff as a result of submissions made by CSCs as part of the Annual Training Plan process. In 2011-12 the Trust used 100% of the modules available to them (235). This was over a provision of 40 different subject areas.</p> <p>£188k is provided to the Trust to fund development not covered under the core provision. This is available for all staff in Bands 5 – 9. This is centrally managed by the Learning Development Department with CSC's bidding for funding as part of the annual training plan process. This equated to:</p> <ul style="list-style-type: none"> ▪ 428 staff ▪ £428 average spend each <p>The utilisation of both the core and flexible elements of the Learning Beyond Registration is strictly monitored by the SHA</p>
	£223k	Quality Improvement Collaborative	<p>This is non-recurring funding given to the Trust to support the Team Based Working initiative. Including: funding support for the Project Manager, training of Team Coaches, delivery of Team Based Working programme to managers and clinicians, dedicated support to clinical teams, dedicated support to EMT and materials.</p>

4. Internally Funded Learning and Development

In addition to the training supported by funding from the SHA the Trust also provides a wide range of activities to support the training and development of all staff. This includes essential skills, clinical skills and generic leadership and management training. A list of course title can be found in Appendix A.

4.1. Classroom:

In 2011-12 there were a total of 142 classroom based courses available to staff comprising of:

Type of Training	No of Different Courses	No of Places	No accessing one or more classes
Clinical Training	38	4,637	1221
Essential Skills	74	10,157	5214
Generic Training	15	687	521
Leadership & Management Development	15	350	273
Total	142	15,831	5,694

NB Figures include places provided to MDHU and Carillion Staff

4.2. e-Learning:

During 2011-12 the Trust changed its e-Learning Platform from Moodle to the one which is part of the Electronic Staff Record. Despite some problems with functionality and hardware compatibility e-learning completions continue to be high. Recent reports from the NHS Central Team for ESR show that Portsmouth Hospitals is 8th in the league table for e-learning organisations using ESR in England and 2nd in South Central SHA.

Type of Training	No of Different Courses Accessed	No of Places	No accessing one or more classes
Clinical Training	63	420	332
Essential Skills	59	19,980	4,099
Generic Training	12	129	120
Leadership and Management Development	7	11	5
Total	141	20,540	4,132

5. Quality Assurance for Educational Activity

As demonstrated the Trust is able to provide a wide range of training and development opportunities for staff. All internally delivered programmes are regularly evaluated and the feedback is used to amend and adapt programmes to meet the needs of staff. A standardised evaluation form has been developed for 2012 and will enable feedback from all internal training to be compared in future.

However, certain staff groups and students have their training experiences monitored by external bodies and help to demonstrate that the Trust is providing an excellent training environment for staff and students.

5.1 GMC Survey

Every year the GMC conduct a comprehensive enquiry into trainee doctors views. For the 2011 survey Portsmouth had an 87% response rate. The results showed an overall satisfaction score of 89% placing it 2nd in Wessex.

The trainee survey asked questions about:

- Clinical and educational supervision
- Access to teaching and the quality of that teaching
- Delivery of curriculum including assessment
- Support and development of trainees
- Educational resources and capacity.

Areas of concern were highlighted, mainly around the intensity of workload in areas such as Emergency Care, Surgery and Oncology. However the survey showed that trainees also recognise that they gain enormous experience in PHT, which has a positive impact on their learning about the care of acutely ill patients. It is also to be noted that these areas also had positive feedback for other aspects of education.

5.2 Nursing and midwifery

There are no similar National benchmarking data in non-medical professions but we have good data on student satisfaction with training and universities' perception of us as a training organisation. The criteria assessed are similar to those in medicine, namely:

- Clinical supervision
- Mentorship (equivalent to educational supervision for doctors in training)
- Access to teaching and the quality of that teaching
- Delivery of curriculum including assessment
- Support and development of student nurses and midwives
- Educational resources and capacity.
- The differing stages of nurse and midwife training and development are discussed in the following sections.

5.3 Student nurses

There are detailed reports from Southampton and Bournemouth universities which are not reproduced here. Southampton university students are doing clinical placements in nursing and to date we have had no "RED" reports. Feedback is generally good. Any amber alerts are dealt with by an action plan in conjunction with PHT educators, the university and relevant ward

manager. Midwifery students are linked through Bournemouth and there have been recent issues in midwifery but an action plan is in place and the current cohort is satisfied. We also have a strong Open University link whereby a HCSW can qualify in Nursing while still working on the wards. Feedback shows that this course is highly regarded by participants and the university, particularly in relation to mentoring and support within PHT.

The Chief Executive has recently received a letter from the University of Southampton thanking Trust staff for their involvement in providing placements for IPLU (Interprofessional Learning Unit) students in November 2011 and March 2012.

5.4 Pathology NVQ Centre

Portsmouth Pathology NVQ Centre has been providing Level 2 and 3 NVQ qualifications for PHT Pathology support staff for the last 7 years. Participants on courses come from around the region, not just limited to PHT.

A summary of the evaluation of this programme is provided in the table below:

Do you think this course has/will improve your practice?	Y - 94%
Was this course relevant to your work?	Y – 100%
Would you be interested in undertaking another course	Y – 81%
Would you recommend this course to colleagues?	Y – 94%

6 Conclusions

PHT is regarded as an excellent place to train at all levels and in all disciplines. Staff development is a crucial element of work and is an essential element of staff working in healthcare where updating knowledge and skills is paramount in order to provide excellent and safe patient care.

The board is asked to note the funding received from the Strategic Health Authority is utilised to support the training and development of staff and students as per the Learning and Development Agreement and that the quality of that training is highly evaluated.

In addition there is a wide variety of training opportunities delivered internally via classroom and e-learning. The uptake of these is reflected in the staff survey which placed the Trust in the top 20 for providing learning and development opportunities.

Appendix 1: List of Classroom and eLearning Courses Provided to Portsmouth Hospitals NHS Trust Staff

Course Name	Category	Delivery Mode
ALERT: Acute Life-threatening Events - Recognition and Treatment	Clinical Skills/Updates	Classroom
Aware Study Day	Clinical Skills/Updates	Classroom
Central Line/Portacath Training	Clinical Skills/Updates	Classroom
Dementia Care Workshop	Clinical Skills/Updates	Classroom
Dysphagia Screening & Assessment - complete course	Clinical Skills/Updates	Classroom
Foundation Year 1 Training	Clinical Skills/Updates	Classroom
Foundation Year 2 Training	Clinical Skills/Updates	Classroom
Foundation Year Clinical Skills Training	Clinical Skills/Updates	Classroom
GIM Spr Teaching	Clinical Skills/Updates	Classroom
Gynae/Breast Training	Clinical Skills/Updates	Classroom
Head & Neck CSC Training	Clinical Skills/Updates	Classroom
Intravenous Therapy Study Days	Clinical Skills/Updates	Classroom
Introduction to Renal Nursing Day 1	Clinical Skills/Updates	Classroom
Link Advisors Course	Clinical Skills/Updates	Classroom
MAU Staff Nurse Development Day	Clinical Skills/Updates	Classroom
Medical Grand Round	Clinical Skills/Updates	Classroom
Neonatal IV Study Day	Clinical Skills/Updates	Classroom
Nursery Nurse Study Day	Clinical Skills/Updates	Classroom
Paediatric Optiflow Training	Clinical Skills/Updates	Classroom
Paediatric Pain Workshop	Clinical Skills/Updates	Classroom
Paediatric Respiratory Support Workshop	Clinical Skills/Updates	Classroom
Paediatric Senior Nurse Band 5 Workshop	Clinical Skills/Updates	Classroom
Paediatric Training	Clinical Skills/Updates	Classroom
Peripheral Venous Cannulation	Clinical Skills/Updates	Classroom
Phlebotomy	Clinical Skills/Updates	Classroom
Portsmouth Procedures Course (CMT)	Clinical Skills/Updates	Classroom
Practical Obstetric Multiprofession Training (PROMPT)	Clinical Skills/Updates	Classroom

Preceptorship	Clinical Skills/Updates	Classroom
Pressure Ulcer Prevention	Clinical Skills/Updates	Classroom
Reason - Story - Vital signs and Plan Training (RSVP)	Clinical Skills/Updates	Classroom
Rheumatology Teaching	Clinical Skills/Updates	Classroom
Seldinger Chest Drain Insertion Workshop	Clinical Skills/Updates	Classroom
Specialist Nurses Training Day (Paediatrics)	Clinical Skills/Updates	Classroom
ST Medicine Core Curriculum Teaching	Clinical Skills/Updates	Classroom
Surgery CSC Training	Clinical Skills/Updates	Classroom
Surgical Teaching	Clinical Skills/Updates	Classroom
Traction Skills Study Day	Clinical Skills/Updates	Classroom
Workshop on Decisions Relating to Resuscitation	Clinical Skills/Updates	Classroom
Risk Assessors Course	Essential Skills	Classroom
Access to the Blood Fridges - Electronic Release System	Essential Skills	Classroom
Adult & Paediatric Basic Life Support, Manual Defibrillation & Anaphylaxis	Essential Skills	Classroom
Adult Anaphylaxis only	Essential Skills	Classroom
Adult Basic Life Support	Essential Skills	Classroom
Adult Basic Life Support & Anaphylaxis	Essential Skills	Classroom
Adult Basic Life Support & Automated External Defibrillation	Essential Skills	Classroom
Adult Basic Life Support MOT Part 2 of 2	Essential Skills	Classroom
Adult Basic Life Support, Anaphylaxis & Manual Defibrillation	Essential Skills	Classroom
Adult Basic Life Support, Automated External Defibrillation & Anaphylaxis	Essential Skills	Classroom
Advanced Life Support (Resus Council UK)	Essential Skills	Classroom
Advanced Paediatric Life Support Course (ALSG)	Essential Skills	Classroom
Anaphylaxis	Essential Skills	Classroom
Automated External Defibrillation	Essential Skills	Classroom
Blood Awareness Induction	Essential Skills	Classroom
Blood Awareness Update	Essential Skills	Classroom
Blood Component Awareness	Essential Skills	Classroom
Blood Transfusion Update	Essential Skills	Classroom
Corporate Induction Day 1 - including e-Learning	Essential Skills	Classroom
Corporate Induction Day 2 - Clinical Staff	Essential Skills	Classroom

Critical Skills Study Day (CSSD)	Essential Skills	Classroom
Display Screen Assessors Course	Essential Skills	Classroom
Effective Stress Management	Essential Skills	Classroom
Equipment Workshop	Essential Skills	Classroom
Essential Update Programme (Full Day)	Essential Skills	Classroom
Essential Update Programme (Half Day)	Essential Skills	Classroom
Evacuation Chair Training	Essential Skills	Classroom
Falls Training Workshop - Level 1	Essential Skills	Classroom
Fire Training	Essential Skills	Classroom
Health & Safety for Healthcare Managers	Essential Skills	Classroom
Health & Safety Update	Essential Skills	Classroom
Health Care Support Workers Induction	Essential Skills	Classroom
Immediate Life Support Course (RC UK)	Essential Skills	Classroom
Immediate Life Support Re-Cert Course (RC UK)	Essential Skills	Classroom
Infection Control C-Diff Update	Essential Skills	Classroom
Infection Control Hand Hygiene Box	Essential Skills	Classroom
Infection Control Update	Essential Skills	Classroom
Information Governance (classroom)	Essential Skills	Classroom
Junior Doctor Induction	Essential Skills	Classroom
Learning Disability Awareness Training	Essential Skills	Classroom
Mandatory Maternity Update - Day 1	Essential Skills	Classroom
Mandatory Maternity Update - Day 2	Essential Skills	Classroom
Manual Handling - Corporate Trust Induction - Clinical Staff	Essential Skills	Classroom
Maternity Support Worker Trust Update	Essential Skills	Classroom
Medicines Management - Improving Medication Safety	Essential Skills	Classroom
NICU Mandatory Update	Essential Skills	Classroom
NICU Mandatory Update - Day 1	Essential Skills	Classroom
NICU Mandatory Update - Day 2	Essential Skills	Classroom
Paediatric Basic Life Support	Essential Skills	Classroom
Paediatric Basic Life Support & Anaphylaxis	Essential Skills	Classroom
Paediatric Consultant Update Programme	Essential Skills	Classroom

Paediatric Immediate Life Support Course (PILS)	Essential Skills	Classroom
Paediatric Intravenous Therapy Study Day	Clinical Skills/Updates	Classroom
Paediatric Mandatory Update Training- Day 1	Essential Skills	Classroom
Paediatric Mandatory Update Training- Day 2	Essential Skills	Classroom
Paediatrics - Mandatory Medicine Administration Update	Essential Skills	Classroom
Patient Safety & Quality Training	Essential Skills	Classroom
PHT Advanced Life Support for the Cardiac Arrest Team	Essential Skills	Classroom
Prevention and Management of Violence and Aggression	Essential Skills	Classroom
Registered Nurse Induction Programme Day 1	Essential Skills	Classroom
Risk Assessment Workshop	Essential Skills	Classroom
Risk Assessors Course	Essential Skills	Classroom
Safeguarding Adults	Essential Skills	Classroom
Safeguarding Children - Handling Disclosure - Midwifery (Domestic Abuse)	Essential Skills	Classroom
Safeguarding Children - Level 1	Essential Skills	Classroom
Safeguarding Children - Level 2	Essential Skills	Classroom
Safeguarding Children - Level 3	Essential Skills	Classroom
Setting Direction - Introductory Programme for Nursing Support Staff	Essential Skills	Classroom
Setting Direction - Introductory Programme Registered Nurses/Support Staff	Essential Skills	Classroom
Simulated Cardiac Arrest	Essential Skills	Classroom
Skills Update - Moving and Handling Inanimate Loads	Essential Skills	Classroom
Skills Update - Patient Handling	Essential Skills	Classroom
Towards a Climate of Trust (TACT)	Essential Skills	Classroom
Venous Thromboembolism (VTE) Update	Essential Skills	Classroom
Health & Safety Update	Essential Skills	Classroom
ESR Self Service Training	Generic	Classroom
Attendance Management - Return to Work Interviews Workshop	Generic	Classroom
Customer Care Training	Generic	Classroom
CV Writing Skills	Generic	Classroom
ESR Self Service Training	Generic	Classroom
Investigating Officer Training	Generic	Classroom
Key Skills	Generic	Classroom

Managing Planned and Unplanned Leave	Generic	Classroom
Managing Staff on Long Term Sick	Generic	Classroom
Managing Staff with Informal Issues/Verbal Warnings	Generic	Classroom
Medical Terminology	Generic	Classroom
Medical Terminology (Further)	Generic	Classroom
Minute Taking with confidence	Generic	Classroom
Professional Appearance, Image and Impact	Generic	Classroom
Time Management, Organisation and Planning Skills	Generic	Classroom
Appraisal and Personal Development Review (APDR) Training	Leadership and Management Development	Classroom
CD Development Sessions	Leadership and Management Development	Classroom
CD Leadership Development Programme	Leadership and Management Development	Classroom
Coaching for Success	Leadership and Management Development	Classroom
Coaching Skills for Managers	Leadership and Management Development	Classroom
Communication Skills and Assertiveness	Leadership and Management Development	Classroom
Communication Using Emotional Intelligence	Leadership and Management Development	Classroom
Conflicts and How to Resolve Them	Leadership and Management Development	Classroom
Developing Professional Assertiveness	Leadership and Management Development	Classroom
Holding Positive Conversations	Leadership and Management Development	Classroom
How to Implement Change	Leadership and Management Development	Classroom
Leadership and Management for Change	Leadership and Management Development	Classroom
Leadership of Change	Leadership and Management Development	Classroom
Mastering the Art of Influencing	Leadership and Management Development	Classroom
Tips and Techniques for Interviewers	Leadership and Management Development	Classroom
000 Adolescent Health 13: Common Medical Conditions	Clinical Skills/Updates	e-learning
000 Alcohol Identification and Brief Advice - Hospital Settings Pathway	Clinical Skills/Updates	e-learning
000 AUD_1_01 General Skills	Clinical Skills/Updates	e-learning
000 AUD_1_02 Anatomy & Physiology	Clinical Skills/Updates	e-learning
000 AUD_1_06 Hearing Loss, Communication and Hearing Conservation	Clinical Skills/Updates	e-learning
000 AUD_1_07 Auditory Intervention	Clinical Skills/Updates	e-learning
000 BOC Medical Gases - Nurses	Clinical Skills/Updates	e-learning
000 Consent - Patient Consent	Clinical Skills/Updates	e-learning

000 Death Certification - The Legal Aspects of Death	Clinical Skills/Updates	e-learning
000 Deprivation of Liberty Safeguards - 1 Introduction	Clinical Skills/Updates	e-learning
000 Deprivation of Liberty Safeguards - 2 Core Training	Clinical Skills/Updates	e-learning
000 Dysphagia: Nutrition and Hydration	Clinical Skills/Updates	e-learning
000 e-ELCA 0.0 End of Life Care: Introduction	Clinical Skills/Updates	e-learning
000 e-ELCA 1.0 Advance Care Planning: Principles	Clinical Skills/Updates	e-learning
000 e-ELCA 1.1 Advance Care Planning: Context	Clinical Skills/Updates	e-learning
000 e-ELCA 2.0 Assessment: Principles	Clinical Skills/Updates	e-learning
000 e-ELCA 2.1 Assessment: Domains	Clinical Skills/Updates	e-learning
000 e-ELCA 3.0 Communication Skills: Principles	Clinical Skills/Updates	e-learning
000 e-ELCA 3.1 Communication Skills: Basic Skills	Clinical Skills/Updates	e-learning
000 e-ELCA 4.0 Symptom Management: Principles	Clinical Skills/Updates	e-learning
000 e-ELCA 4.2 Symptom Management: Breathlessness	Clinical Skills/Updates	e-learning
000 e-ELCA 4.3 Symptom Management: Nausea, Vomiting and Constipation	Clinical Skills/Updates	e-learning
000 e-ELCA 4.5 Symptom Management: Last Days of Life	Clinical Skills/Updates	e-learning
000 e-ELCA 4.6 Symptom Management: General Issues	Clinical Skills/Updates	e-learning
000 e-ELCA 4.7 Symptom Management: Mood	Clinical Skills/Updates	e-learning
000 e-ELCA 5.4 Integrating Learning: Care after Death	Clinical Skills/Updates	e-learning
000 e-ELCA 5.5 Integrating Learning: Frameworks and Tools	Clinical Skills/Updates	e-learning
000 e-SRH 03. Risk Assessment and Sexual Behaviour	Clinical Skills/Updates	e-learning
000 Food, Nutrition & Hydration	Clinical Skills/Updates	e-learning
000 Foundation eLearning 02: Good Clinical Care	Clinical Skills/Updates	e-learning
000 Foundation eLearning 03: Recognition and Management of the Acutely Ill	Clinical Skills/Updates	e-learning
000 Hospital at Night 01: Introduction to Hospital at Night	Clinical Skills/Updates	e-learning
000 Image Interpretation 01: X-ray: Introduction (Adult)	Clinical Skills/Updates	e-learning
000 Image Interpretation 02: X-ray: The Hand (Adult)	Clinical Skills/Updates	e-learning
000 Image Interpretation 03: X-ray: The Carpal Bones (Adult)	Clinical Skills/Updates	e-learning
000 Image Interpretation 06: X-ray: The Elbow (Adult)	Clinical Skills/Updates	e-learning
000 Image Interpretation 07: X-ray: The Shoulder (Adult)	Clinical Skills/Updates	e-learning
000 Image Interpretation 21: X-ray: Introduction (Adult Chest)	Clinical Skills/Updates	e-learning
000 Image Interpretation 26: X-ray: The Wrist (Paediatric)	Clinical Skills/Updates	e-learning

000 Image Interpretation 28: X-ray: The Elbow (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 29: X-ray: The Shoulder and Humerus (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 30: X-ray: The Foot and Calcaneum (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 31: X-ray: The Ankle (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 32: X-ray: The Knee, Tibia and Fibula (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 33: X-ray: The Pelvis and Hip (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 34: X-ray: The Bones of the Thorax & Spine (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 35: X-ray: The Skull and Facial Bones (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 36: X-ray: Non-accidental Injury (Paediatric)	Clinical Skills/Updates	e-learning
000 Image Interpretation 37: X-ray: Self Evaluation (Paediatric)	Clinical Skills/Updates	e-learning
000 Immunisations and Vaccinations	Clinical Skills/Updates	e-learning
000 Mental Capacity Act 2005	Clinical Skills/Updates	e-learning
000 Mixed Messages	Clinical Skills/Updates	e-learning
000 Public Health Awareness	Clinical Skills/Updates	e-learning
000 Radiation Protection	Clinical Skills/Updates	e-learning
000 Renal Medicine 01 Acute Kidney Injury	Clinical Skills/Updates	e-learning
000 Renal Medicine 02 Chronic Kidney Disease	Clinical Skills/Updates	e-learning
000 Suction Units 01 - Introduction	Clinical Skills/Updates	e-learning
000 Suction Units 02 - Vacsax S-SCORT new Duet	Clinical Skills/Updates	e-learning
000 Syringe Pumps 01 - Introduction	Clinical Skills/Updates	e-learning
192 Adult Drug Calculations e-Learning (2011)	Clinical Skills/Updates	e-learning
192 DB Nutrition (Pilot)	Clinical Skills/Updates	e-learning
192 IV Drug Calculations e-Learning	Clinical Skills/Updates	e-learning
192 Stroke Awareness e-learning	Clinical Skills/Updates	e-learning
000 Blood Transfusion 01: Safe Transfusion Practice 2011	Essential Skills	e-learning
000 Blood Transfusion 01: Safe Transfusion Practice 2012	Essential Skills	e-learning
000 Blood Transfusion 02: Blood Components and Indications for Use	Essential Skills	e-learning
000 Blood Transfusion 04: Safe Transfusion Practice (Paediatrics)	Essential Skills	e-learning
000 Blood Transfusion 07: Learn Cell Salvage	Essential Skills	e-learning
000 Child Protection Awareness in Health 2012	Essential Skills	e-learning

000 Diversity Awareness 2011	Essential Skills	e-learning
000 Equality and Diversity - General Awareness	Essential Skills	e-learning
000 Equality and Diversity - Pre-Assessment	Essential Skills	e-learning
000 Equality and Diversity - Promoting Understanding	Essential Skills	e-learning
000 Fire Safety Awareness	Essential Skills	e-learning
000 HCP 0 to 5 Years - 04 Safeguarding Children and Young People	Essential Skills	e-learning
000 Health and Safety Awareness 2012	Essential Skills	e-learning
000 Infection Control Course 1 (Clinical)	Essential Skills	e-learning
000 Infection Control Course 1 (Non-Clinical)	Essential Skills	e-learning
000 Infection Control Course 2 - Principles of Infection Prevention	Essential Skills	e-learning
000 Infection Control Course 4 - Vascular Access Devices 2012	Essential Skills	e-learning
000 Infection Control: Infection Prevention and You 2012	Essential Skills	e-learning
000 Infection Control: Principles of Infection Prevention 2012	Essential Skills	e-learning
000 Information Governance: The Refresher Module	Essential Skills	e-learning
000 Introduction to Clinical Infection Prevention and Control	Essential Skills	e-learning
000 Introduction to Information Governance	Essential Skills	e-learning
000 Manual Handling Awareness	Essential Skills	e-learning
000 Safeguarding Adults	Essential Skills	e-learning
000 Safeguarding Children & Young People Level 1	Essential Skills	e-learning
000 Safeguarding Children & Young People Level 1 Non-Clinical Staff	Essential Skills	e-learning
000 Safeguarding Children & Young People Level 2 - Primary Care	Essential Skills	e-learning
000 Safeguarding Children & Young People Level 2 - Secondary Care	Essential Skills	e-learning
000 Safeguarding Children & Young People Level 3	Essential Skills	e-learning
000 The Beginner's Guide to Information Governance	Essential Skills	e-learning
000 Understanding Personal Safety & Security	Essential Skills	e-learning
000 Venous Thromboembolism	Essential Skills	e-learning
192 Basic Life Support for Unregistered Practitioners MOT Part 1 of 2	Essential Skills	e-learning
192 Blood Awareness e-Learning	Essential Skills	e-learning
192 Blood Awareness for Doctors MOT Assessment	Essential Skills	e-learning
192 Blood Awareness for Registered Staff MOT Assessment	Essential Skills	e-learning
192 Blood Awareness for Unregistered Practitioners MOT Assessment	Essential Skills	e-learning

192 Display Screen Equipment e-Learning	Essential Skills	e-learning
192 Equality and Diversity e-Learning	Essential Skills	e-learning
192 Fire MOT Assessment (2011)	Essential Skills	e-learning
192 Fire Safety Training e-Learning	Essential Skills	e-learning
192 Health and Safety e-Learning	Essential Skills	e-learning
192 Health and Safety MOT Assessment	Essential Skills	e-learning
192 Incidents, Complaints and Claims e-Learning	Essential Skills	e-learning
192 Incidents, Complaints and Claims MOT Assessment	Essential Skills	e-learning
192 Infection Control - Clinical MOT Assessment	Essential Skills	e-learning
192 Infection Control - Non Clinical MOT Assessment	Essential Skills	e-learning
192 Infection Control e-Learning	Essential Skills	e-learning
192 Investigation of Incidents, Complaints and Claims e-learning	Essential Skills	e-learning
192 Junior Doctors Induction- e-Learning	Essential Skills	e-learning
192 Medicines Administration - Registered Practitioners MOT Assessment	Essential Skills	e-learning
192 Medicines Administration - Unregistered Practitioners MOT Assessment	Essential Skills	e-learning
192 Moving & Handling Inanimate Loads MOT Assessment	Essential Skills	e-learning
192 Moving & Handling People MOT Assessment	Essential Skills	e-learning
192 Moving and Handling e-Learning	Essential Skills	e-learning
192 Prevention and Management of Violence and Aggression MOT Assessment	Essential Skills	e-learning
192 Protection of Vulnerable Adults/Mental Capacity Act - e-Learning	Essential Skills	e-learning
192 Safeguarding Children - Level 1	Essential Skills	e-learning
192 Safeguarding Children Level 1 MOT Assessment	Essential Skills	e-learning
000 18 Week Patient Pathway	Generic	e-learning
000 Completing Appraisals in Self Service	Generic	e-learning
000 Pensions Basics	Generic	e-learning
000 Summary Care Record	Generic	e-learning
000 Training Evaluation Skills	Generic	e-learning
000 Using Administrator Self Service in ESR	Generic	e-learning
000 Using e-Learning in ESR / OLM	Generic	e-learning
000 Using Employee Self Service in ESR	Generic	e-learning

192 Appraisal & KSF for Appraisees e-Learning	Generic	e-learning
192 How to Prepare Management Cases	Generic	e-learning
192 Library e-Orientation	Generic	e-learning
192 Root Cause Analysis eLearning	Generic	e-learning
000 Clinical Leadership 01: Introductory Module	Leadership and Management Development	e-learning
000 Clinical Leadership 02: Demonstrating Personal Qualities	Leadership and Management Development	e-learning
000 Clinical Leadership 03: Working with Others	Leadership and Management Development	e-learning
000 Medical Leadership 01: Introductory Module	Leadership and Management Development	e-learning
000 Medical Leadership 02: Effective Leadership	Leadership and Management Development	e-learning
000 Medical Leadership 03: Quality Improvement	Leadership and Management Development	e-learning
000 Medical Leadership 04: Effective Management in Healthcare	Leadership and Management Development	e-learning