



# Clinical Skills & Simulation in Yorkshire & the Humber The current situation 2008-2009

## Appendix

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# Appendix 1

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## Secondary Care Trusts

Doncaster and Bassetlaw Hospitals  
NHS Foundation Trust

Barnsley Hospital  
NHS Foundation Trust

Rotherham NHS  
Foundation Trust

Sheffield Teaching Hospitals  
NHS Foundation Trust

Sheffield Children's  
NHS Foundation Trust

Leeds Teaching  
Hospital Trust

Mid Yorkshire Hospitals  
NHS Trust

Calderdale and Huddersfield  
NHS Foundation Trust

Bradford Teaching Hospitals  
NHS Foundation Trust

Airedale NHS Trust

York Hospitals  
NHS Foundation Trust

Scarborough and N E Yorkshire  
Healthcare NHS Trust

Hull and East Yorkshire  
Hospitals NHS Trust

Northern Lincolnshire and Goole Hospitals  
NHS Foundation Trust

Harrogate and District  
Foundation Trust

## Higher Education Institutions

University of Sheffield

Sheffield Hallam University

University of Leeds

Leeds Metropolitan University

University of Huddersfield

University of Bradford

University of York

York St John University

University of Hull

HYMS (Hull York Medical School)

## Primary Care Trusts

NHS Doncaster

NHS Barnsley

NHS Rotherham

NHS Sheffield

NHS Leeds

NHS Kirklees

NHS Calderdale

NHS Wakefield

NHS Bradford and Airedale

NHS North Yorkshire and York

NHS Hull

NHS East Riding of Yorkshire

NHS North Lincolnshire

## Mental Health Trusts and Care Trusts

Rotherham, Doncaster and South Humber  
Mental Health NHS Foundation Trust

Sheffield Health and Social Care  
NHS Foundation Trust

South West Yorkshire Partnership  
NHS Foundation Trust

Leeds Partnership  
NHS Foundation Trust

Bradford District Care Trust

Humber Mental Health  
Teaching NHS Trust

North East Lincolnshire  
Care Trust Plus

## Yorkshire Ambulance Service

Clinical Skills Laboratory/Department	Examples	Please indicate your answer below
Name and Address	Clinical Skills Laboratory/Simulation Centre	
Area of Work	NHS/Higher education	
Numbers of staff in the department?	Full and part-time	
Where does the funding originate?	For staffing/equipment/study/sessions	
Who pays for the courses/training?	Delegates/SHA/Trust/University	
What training is on offer? Who are the delegates?	Examples of Course titles	
Does the laboratory get used by Allied Health Professionals or other?	University/specific wards/physiotherapy etc	
How is the course/training delivered?	Simulation/practical sessions/e-learning demonstrations	
Which of the available courses/training are most frequently accessed?		
Where does the training take place?	Clinical skills laboratory/ward based training/community	
What are the issues facing the department?	Funding/staffing/accommodation	
What is the feedback from the delegates?	Evaluations	
What conference/meetings do the staff attend?	ASMEE/local clinical skills meetings	
Are there links to other departments within the locality?	NHSU/other hospitals/community/University	
Any other points of interest/information?		
Vision for the future	Clinical skills passports/networks	

Acute Trust	Clinical Skills Co-ordinator employed in the Trust	Clinical educator/teacher practitioner delivering clinical skills	Simulators available for use in the Trust	Clinical Skills Laboratory status Managed by:
Doncaster & Bassetlaw NHS Foundation Trust	Yes - 2 WTE, 1 hospital based, 1 peripatetic	Yes - ward based clinical educators	Montagu Clinical Simulation Centre (MCSC) - high fidelity simulators, Human Patient Simulator, Emergency Care Simulator, BabySIM, SimMan, pediaSim	2 laboratories, 1 at each site (Doncaster & Bassetlaw) Clinical Skills Co-ordinator
Barnsley Hospital NHS Foundation Trust	Yes - 1.6 WTE	Yes	Use MCSC facilities	Yes - Clinical Skills Officers
Rotherham NHS Foundation Trust	Yes - 1 WTE & support	No	Use MCSC facilities	Yes - Clinical Skills Facilitator
Sheffield Teaching Hospitals NHS Foundation Trust	Medical school & Acute Trust	Yes - for Medical Students & ward based clinical educators	Use MCSC facilities - 2 SimMen, 1 for Medical Students at NGH & 1 for postgraduate at RHH. Baby simulator at Jessops Wing	Yes, Northern General Hospital (NGH) - Medical Students only Yes, Royal Hallamshire Hospital (RHH)
Sheffield Children's NHS Foundation Trust	No	Yes	Use MCSC facilities	No
Leeds Teaching Hospital Trust	No	Yes - Clinical Educators	SimMan for Medical Students, BabySIM for paediatrics, LISTA (Leeds Institute for Skills Training and Assessment) Suite	Yes - for Medical Students mostly
Mid Yorkshire Hospitals NHS Trust	No	Yes - Clinical Teacher for Medical Students	SimMan (anaesthetists), Phantom heads	2 laboratories, 1 at each site in Postgraduate Medical Education (PGME) (Dewsbury & Pinderfields)
Calderdale and Huddersfield NHS Foundation Trust	No	Some specialist trainers	Noelle	Yes - Learning & Development Centre in Calderdale
Bradford Teaching Hospitals NHS Foundation Trust	No	Yes	SimMan (anaesthetists)	Yes - Medical & Nursing Education & Training Department
Airedale NHS Trust	Yes	Ward based clinical educators	Noelle, Advanced Skills Man	Yes - Medical & Nursing
York Hospitals NHS Foundation Trust	Yes - HYMS & Trust	Yes	2 SimMen	Yes - Medical & Nursing Hull York Medical School (HYMS)
Scarborough & N E Yorkshire Healthcare NHS Trust	Yes - HYMS & Trust (0.4WTE)	No	Paediatric simulators for children's wards	Yes - HYMS, Post Graduate Medical School (PGME) has lecture theatre, seminar & discussion rooms
Hull & East Yorkshire Hospitals NHS Trust	Yes - HYMS & Trust	Yes - teacher practitioners	SimMan	Yes - HYMS & Post Graduate Medical Education
North Lincolnshire & Goole Hospitals NHS Foundation Trust	Yes - HYMS & Trust	Some specialist trainers	SimMan	2 laboratories, 1 at each site (Grimsby & Scunthorpe) HYMS
Harrogate & District Foundation Trust	Yes	Yes - practice development Nurses, ITU, maternity & theatres	No	No - Education Centre, classrooms, discussion & seminar rooms only

# Appendix 3

## Resources across the region

All clinical skills laboratories are of a standard size, allowing approximately two bed spaces, work surfaces and seating areas for Students, unless otherwise stated.

Delegates is the term used for Students, trainees or candidates.

## Nursing and Medical staff

Each local Trust with a clinical skills laboratory is accessible by the Medical staff; all Trusts also have post-graduate centres for Medical staff training. The Medical personnel do not have exclusive use of the facilities.

The following is a comprehensive review of the facilities and training accommodation of the clinical skills departments at the Acute Trusts within the Yorkshire and Humber region, separated into South Yorkshire, West Yorkshire and North Yorkshire, the Humber, North and North East Lincolnshire.

### **SOUTH YORKSHIRE Doncaster and Bassetlaw Hospitals NHS Foundation Trust**

- Doncaster Royal Infirmary
- Bassetlaw Hospital
- Montagu Hospital

## Staffing

- One whole time equivalent (WTE) Clinical Skills Co-ordinator manages the clinical skills facilities.
- One WTE Peripatetic Clinical Skills Co-ordinator, employed by the Acute Trust with funding from NHS Doncaster (Primary Care Trust) and RDASH (Rotherham Doncaster and South Humber Mental Health Trust), has an office at the Acute Trust.

## Clinical skills laboratory/equipment

- Two fully equipped Clinical Skills Laboratories in Doncaster and Bassetlaw, available for all clinical staff, regularly used by Physiotherapy, Clinical Educators and Montagu Clinical Simulation Centre.
- Equipment shared with the acute and Peripatetic Clinical Skills Co-ordinator.
- Simulation Centre details in Appendix 9.

## Delegates

- Training is available from the acute Clinical Skills Co-ordinator for any healthcare professional, including Medical staff, Nurses, Allied Health Professionals (AHPs) and Medical Students (University of Sheffield), from all the Hospitals, except Student Nurses.

- The Peripatetic Clinical Skills Co-ordinator trains anyone from NHS Doncaster, including District Nurses/Practice Nurses/GPs/Medical Students/Pharmacists, RDASH (Rotherham Doncaster and South Humber Mental Health Trust), RDASH includes acute and chronic Psychiatry and Learning Disabilities, staff from the drugs and alcohol teams which include a satellite service in Manchester. This training is done in the community (own workplace) unless specialist Nurses/Doctors from the hospital facilitate any training, this is then performed in the Clinical Skills Laboratory at Doncaster.

## Issues

- The Peripatetic Clinical Skills Co-ordinator has issues with equipment movement/heavy goods, access to equipment and lack of administrative support.
- Career stability, lack of direction, inability to plan, no cohort (due to the nature of the delegates and organisations served) and delivering very reactionary training, are issues of the Peripatetic Clinical Skills Co-ordinator, with career progression highlighted by the Acute Clinical Skills Co-ordinator.

## Additional information

- The Trust employs Clinical Educators, based in the clinical environment, these deliver some training including venepuncture, cannulation, tracheostomy care and fine bore NG (naso-gastric) tube insertion, depending on the clinical area and need.
- The Peripatetic Clinical Skills Co-ordinator is instrumental in assisting with policy decisions and training packages for the Primary Care Trust (PCT).
- Both Co-ordinators facilitate a wide range of courses; some are infrequently accessed, depending on the need of the organisation.
- The Clinical Skills Co-ordinators use the Royal Marsden Clinical Standards 7th Edition for reference and quality assurance.

## Training

Arterial blood sampling; bowel preparation awareness; cannulation; communication skills; intra muscular and sub-cutaneous injection techniques; manual BP skills; patient observations (Pulse, blood pressure (BP) etc); PEG (percutaneous endoscopic gastrostomy) awareness; suturing skills; surgical knot tying trainer; oxygen therapy; venepuncture; passing an NG tube; male and female catheterisation; aseptic preparation of medicine for injection/infusion; OSCE (Objective Structured Clinical Examination) revision; aseptic technique; lumbar punctures; central line insertion; oral drugs administration; pulse oximetry; urine testing; peak flow monitoring;

# Appendix 3

Cricothyrotomy Training; Pneumothorax Training; Scenario training for Accident & Emergency staff; SHEWS (Sheffield Hospital Early Warning System); Insertion of a chest drain.

The following sessions could be taught with the equipment available; Identify diseases of the retina; Identify diseases of the Ear; Intubation techniques; Laproscopic Training; Minor ops (removal of cysts); Infant crisis management (15 procedures); Interactive muscle trainer, anatomy trainer, histopathology trainer (all CD Roms); Administration of enema; Prostate examination trainer; Ostomy care training; Oral and nasal suctioning; Oral hygiene techniques; Eye, nose, ear care; Bed bathing techniques; Blood glucose monitoring; Age simulator; History taking; Arthroscopy techniques; Joint Injection – shoulder, knee, hand; Episiotomy trainer; Breast examination; Tracheostomy care; Auscultation Trainer – Heart/Lungs; Recording an ECG (echocardiogram); Last Offices.

Frequently accessed courses are venepuncture, cannulation and catheter insertion.

The Peripatetic Clinical Skills Co-ordinator delivers a variety of courses with some taught infrequently as the care delivered in this area changes:

Arterial blood gases; autonomic dysreflexia; bowel care for spinal injuries; cannulation; chaperone skills; tracheostomy for special needs schools; chest auscultation; intra-venous (IV) drug administration update; manual BP; tracheostomy care for spinal injuries / ventilation / humidification / nebulisers / suction; basic observations; PEG feeding update; recording an ECG; rectal diazepam – annual update; suture removal for podiatry – one only session; oxygen therapy – re-vamping in line with current guidelines; venepuncture; passing an NG tube; injection technique; Hickman line care; mastectomy day case – Wound drains.

## Barnsley Hospital NHS Foundation Trust

### Staffing

- The clinical skills department employs 1.6 WTE Clinical Skills Officers. One Senior Clinical Skills Officer, one Clinical Skills Officer and one WTE administrator to work with both clinical skills and resus trainers.

### Clinical skills laboratory/equipment

- One fully equipped clinical skills laboratory; resus trainers, Urology Nurse specialists and others including infection control utilise the Clinical Skills Laboratory.

### Delegates

- The delegates are mostly Medical Students, (approx 75% time spent teaching these) and Nurses from within the Trust.

- Allied Health Professionals such as Physiotherapists or Radiographers can access the training, department and equipment.

### Additional information

- The Clinical Skills Officers provide a predicted learning needs analysis for management within the Trust to determine funding for the forthcoming year, followed by an actual analysis at the end of the financial year, with control of her own budget and ordering supplies.

### Training

The training offered includes; all the Medical Students handbook; female catheterisation, venepuncture and cannulation.

Training is theory based then practical, with CDs available for the theory to post registered delegates. Evaluations lead to innovations, such as bridging the skills gap in the clinical area for Medical Students. Venepuncture and cannulation are the most popular courses.

The Clinical Skills Officers work with Medical Students in the clinical area if they need assistance gaining clinical experience. This is on an ad hoc basis and some groups utilise this more than others.

## Rotherham NHS Foundation Trust

### Staffing

- One WTE Clinical Skills Facilitator teaches and facilitates clinical skills within the Hospital environment, both in the laboratory and clinical setting.
- One WTE, 50% clinical skills support, including technical support and care for equipment and manikins and administration, 50% undergraduate support.

### Clinical skills laboratory/equipment

- One fully equipped laboratory shared with other disciplines such as the Vascular Access Team.
- The Clinical Skills Centre is in Post Graduate Medical Education (PGME).

### Delegates

- Delegates include; Medical Students; Student Nurses; F1 and F2 doctors on rotation; other healthcare professionals on an ad hoc basis, such as Physiotherapists, Dietitians, depending upon need.
- The Clinical Skills Facilitator provides some of the training within the Hospital, with Community Staff included as need arises. There are a broad spectrum of professionals involved in the teaching, including Physiotherapists, Nurse Specialists and Medics.

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## Additional information

- The department utilises standards set by the Trust and the University for undergraduates, these are based on the Royal Marsden Standards 7th Edition, tailored to the needs of the Trust.
- The department carried out a needs assessment to identify the training requirements of the locality and now tailors training to suit these, therefore the training programme is constantly changing and evolving.
- The Vascular Access training is particularly successful as the Vascular Access Team provide their training in the clinical skills laboratory, and follow up in the clinical environment. This allows trainees to complete their competencies successfully in this area.
- The Clinical Skills Facilitator suggests that any training provided in the ward/clinical setting, covering all shift patterns, is particularly successful as staff do not have to leave the clinical area, thus encouraging attendance.

## Training

- A selection of the training currently available within the Trust is detailed below, although this is by no means exhaustive, further details of an up-to-date programme are available on their website.

Arterial blood gases; central line insertion; cannulation; infusion pumps – ad hoc as required; IV drug administration – regular programme; manual BP – ad hoc as required; recording an ECG – ad hoc as required; venepuncture – regular programme; passing an NG tube – ad hoc as required; epidural catheter care – ward based training; stapling of wounds – ad hoc as required; patient controlled analgesia – ward based training; male and female catheterisation; PACES (Patient Assessment and Clinical Examination); ophthalmologist training.

## Sheffield Children's NHS Foundation Trust (SCH)

See appendix 6 for details of paediatric facilities.

## Sheffield Teaching Hospitals NHS Foundation Trust (STHT)

- The Northern General Hospital (NGH)
- The Royal Hallamshire Hospital (RHH)
- Weston Park Hospital
- The Jessop Wing
- Charles Clifford Dental Hospital

The following provides an overview of facilities available for postgraduate staff, for undergraduate Medics see Appendix 12.

## Northern General Hospital

### Staffing

- The Practice Development Co-ordinator (PDC) (1 WTE), employed and funded by the Sheffield Teaching Hospitals Trust, co-ordinates post-registration training on clinical skills for staff based at NGH.

The structure of the team is:

- Practice Development Co-ordinator (PDC).
- Clinical Skills Co-ordinators (previously known as Master Trainers); these practitioners must have a teaching qualification in order to fulfil this role and be capable of failing delegates if necessary despite the grade of the delegate.
- Sign off Mentors.
- Mentors.

### Clinical skills laboratory/equipment

- STHT require bids for funding for the equipment; these can be from the education department or from the Clinical Skills Co-ordinators on the wards.
- Body parts are available for specific training such as limbs.
- The Clinical Skills Laboratory at the Royal Hallamshire Hospital is used by some of the Clinical Educators, however much of the training is ward based and the mentors ensure that the transference of skills to patients is timely and follows the correct policy.

### Delegates

- Nurses, Support Workers, Doctors, Phlebotomists, Radiographers and Operating Department Practitioners, employed by Sheffield Teaching Hospital NHS Foundation Trust.

### Additional information

- The PDC works with the team of Clinical Skills Co-ordinators/Clinical Educators to formulate teaching packages using evidence based research within the training manuals for the practitioners and mentors to use, these are updated every two years.
- The department use nine care groupings to identify the training needs of the delegates.
- The department use the NMC (Nursing and Midwifery Council) Mentor Model when training the mentors.
- The department also has links to the Primary Care Trust, with Clinical Skills Co-ordinators working in this area.

# Appendix 3

## Training

- The training offered and equipment list is by no means exhaustive as the Clinical Skills Co-ordinators/Clinical Educators deliver training in their own departments. It is difficult to measure and identify all training sessions.

The most frequently accessed training sessions include:

- Cannulation
- Venepuncture
- Management of Intravenous Medicines
- Injection techniques
- 12 Lead ECGs
- Naso-gastric tubes
- Catheterisation

## Royal Hallamshire Hospital

### Staffing

- The Clinical Skills Co-ordinator post sits within the Medical Education Department and has the Medical Director as manager.
- It is 1 WTE post with responsibility for all administration and room bookings. The Trust Clinical Educators are able to book the equipment from the Clinical Skills Laboratory.

### Clinical skills laboratory/equipment

- The department is situated in the basement of the RHH A floor, this is set to move to R floor in June 2009.
- The department has a large Clinical Skills Laboratory with five curtained bed spaces and two beds with cupboards around the edges acting as desk spaces for Students.

### Delegates

- The delegates are mostly Medical Students with some Nursing, Medical and Dental Students, postgraduate Nurses and Doctors.

### Training

- The training offered includes; venepuncture; cannulation; ECG; injection techniques; intravenous infusions; arterial blood gases; observations; vital signs; male and female catheterisation; nasogastric tube placements; chest drain insertion; lumbar puncture; vaginal surgery; PACES examination (Practical Assessment of Clinical Examination Skills); anaphylaxis using SimMan; SimMan is also used by the anaesthetic department; OSCE (Objective Structured Clinical Examination) – phase 2 clinical assessment, phase 4 DOCSS (Direct Observation of Clinical Skills in Simulation).

## Weston Park Hospital

### Staffing

- Most skills training is undertaken or co-ordinated by the Clinical Educator and/or Practice Development Sister (PDS).

### Clinical skills laboratory/equipment

- There is no Clinical Skills laboratory at Weston Park.

### Delegates

- All Clinical Staff

### Additional information

- Cannulation and venepuncture training in the inpatient wards is delivered by the Clinical Educator/Clinical Skills Co-ordinator. In the Day Case Chemotherapy Unit (DCCU) it is delivered by senior Nurses from within the unit.
- Central line training is delivered by the central line sisters.
- Intrathecal chemotherapy training for oncology and haematology is co-ordinated by the PDS.

### Training

Includes: cannulation; venepuncture; central lines; intravenous drug administration, infusional chemotherapy, bolus chemotherapy, intrathecal chemotherapy, brachytherapy, radiotherapy, medical equipment (eg. alaris asena, graesby volumetric, graesby MS16A, humidified oxygen, flocare feedpump), management of extravasation, management of anaphylaxis, cancer pain management, neutropaenic sepsis and oncology emergencies.

## Charles Clifford Hospital

- This Dental Hospital houses a Clinical Skills Laboratory for the Dental Students, who also use the Clinical Skills Laboratory at the Northern General Hospital, designated for the Medical and Dental Students.
- Details of the dental institute facilities can be found in Appendix 11.

# Appendix 3

## West Yorkshire

### Leeds Teaching Hospitals Trust (LTHT)

- Leeds General Infirmary (LGI)
- St James University Hospital (SJUH)
- Wharfedale
- Seacroft Hospital
- Chapel Allerton

#### Staffing

- Leeds Teaching Hospital Trust do not employ Clinical Skills Co-ordinators.
- There are Clinical Educators (CEs), in dual roles, Clinical Educators/Clinicians. There are approximately 30 CEs at Leeds Teaching Hospital Trust, with six in paediatrics and the rest in adult care, they meet regularly to discuss issues.

#### Clinical skills laboratory/equipment

- Leeds Teaching Hospital Trust does not have a designated Clinical Skills Laboratory for the Nursing staff or Allied Health Professionals (AHPs).
- Study days are delivered off the ward area and all updates are delivered on one day of training.

#### Delegates

- Nursing and paediatric departmental staff.

#### Training

- The Clinical Educators provide resuscitation and manual handling training for all staff in their division.
- Paediatric training is ad hoc, one-to-one in the clinical area.
- The IV study day is a taught study session provided by the Clinical Educators for medicines management. There is a competency package which is completed with assessors in the clinical area after the study day, along with several related e-learning packages, including medicine calculations. All registered Nurses new to intravenous (IV) administration are expected to complete this work prior to any IV medicines administration.
- Training offered is dependent on Government initiatives, issues and targets and includes; Meticillin Resistant Staphylococcus Aureus (MRSA); Clostridium Difficile (C Diff); hand hygiene; child protection; fire.

#### Medical staff

- The Medical staff have access to the LISTA Suite (Leeds Institute for Skills Training and Assessment Suite), part of the Postgraduate Medical Education Department. See Appendix 9 for full details of the LISTA Suite.

## Mid Yorkshire Hospitals NHS Trust

- Dewsbury and District Hospitals
- Pontefract General Infirmary
- Pinderfields General Hospital
- Clayton Hospital

#### Staffing

- There are no designated Clinical Skills Co-ordinators at the Trust. Pinderfields acquired funding from Service Increment for Training (SIFT) for the post of Clinical Teacher (known as Ward Based Teachers elsewhere). This was a development driven by the undergraduate tutor at the Pinderfields Hospital.

#### Clinical skills laboratory/equipment

- Mid Yorkshire Trust houses two Clinical Skills Laboratories, at Pinderfields and Dewsbury, these are well equipped for multi-professional use including 'phantom heads' for the Dental Students.
- 'Clinical skills' is in the business plan for Pinderfields General Hospital, this organisation currently houses 2 large rooms for training purposes and a lecture theatre, (the new site will house a lecture theatre holding 200 delegates, an information technology room and Clinical Skills Laboratory).
- Dewsbury has three skills training rooms, one of which is a lecture theatre.

#### Delegates

- Mostly Medical staff, including undergraduate and postgraduate Medical Students are from Leeds University, with approximately nine Students from The University of Sheffield.
- All disciplines within the Hospital can use the facilities and equipment.
- GPs and Practice Nurses attend for specific training courses.
- Training for Nurses is delivered in the clinical area and is managed by clinical staff in the clinical setting.

#### Training offered

- Laparoscopy training facilitated by Surgeons in the Urology Department and General Surgery Department.
- Obstetrics and Gynaecology have their own equipment and training, such as management of 'shoulder dystocia.'
- The 'SimMan' is used by the Anaesthetists for scenario based education.
- Cannulation.
- Dental focussed training use the 'phantom heads.'
- Minor Surgery training.

# Appendix 3

## Calderdale and Huddersfield NHS Foundation Trust

- Calderdale Royal Hospital
- Huddersfield Royal Infirmary
- St Luke's Hospital

### Staffing

- There are no designated Clinical Skills Co-ordinators at this Trust, with much of the clinical skills teaching done at the ward level by clinicians.

### Clinical skills laboratory/equipment

- The resus team are based at Calderdale Royal Hospital in a shared office, delivering training in a Clinical Skills Laboratory within the Learning and Development Centre.
- There is a newly created clinical skills room in the Learning and Development Centre at Calderdale Royal Hospital site, approximately the size of a single side ward, with the capacity to teach approximately four Students. The Trust has recently appointed a Trust Lead for Medical Student Teaching who will develop and promote the use of the room and facilities.
- There is no clinical skills laboratory at Huddersfield Royal Infirmary, there are meeting and training rooms.
- The Leeds Paediatric Critical Care Network Educator trains staff involved in paediatric care using the BabySIM.

### Delegates

- Delegates include 3rd – 5th year Medical Students from Leeds University, 4th year Medical Students from Sheffield University. Pharmacy and Physiotherapists attend in small groups for communication skills training.
- The University of Huddersfield provide Student Nurses and Paramedics. Training takes place in small groups (20) in the form of workshops at the Learning and Development Centre in Calderdale Royal Hospital.

### Additional information

- The departments use their own protocols for training and each department has a link tutor to the University.
- Regular audits identify learning needs, with evaluations from the Medical Students from Leeds University.
- The venepuncture and cannulation trainers plan to use the newly transformed clinical skills laboratory and equipment.
- There is a free shuttle bus between Huddersfield and Calderdale Hospitals.

### Training

- Training includes; communication; simulated patients, where the reality of caring with individuals from different cultures can highlight communication issues.

## Bradford Teaching Hospitals NHS Foundation Trust

- Bradford Royal Infirmary (BRI)
- St Luke's Hospital

### Staffing

- The General Manager for Education (and Cancer Services) manages the Clinical Education Team, in addition to undergraduate and postgraduate medical education; non-medical education; resuscitation training – primary care and trust based; first aid at work; e-learning; NVQ centre and the health library.
- The Clinical Education Team comprise eight WTE staff to deliver training to Medical Students (primarily) at the Field House site within BRI, including one sessional Midwife Educator teaching 4th year Medical Students on their Obstetric and Gynaecology placements. The Clinical Educators also teach/competence assess postgraduate trainees, non-medical staff and work experience Students.

### Clinical skills laboratory/equipment

- The recently opened £2.9m Sovereign Lecture Theatre, concluded Stage 2 of a five year development plan to invest in the education facilities – initially from the undergraduate expansion capital, charitable donations and Trust capital. Stage 3 consists of developing conference and exam facilities as well as a clinical skills suite, to allow the education service to be centralised onto one site.
- Within the Field House Education Centre development there will be four Clinical Skills Laboratories. All are multi-disciplinary and each has a different focus.

**Clinical Skills Lab 1** concentrates on the needs of undergraduate Students and holds up to a maximum of 20 people comfortably. Examination Couch, Flip Chart, Smart board and TV DVD available. All Manikins available at Students request, from sensitive manikins (such as breast, rectal and testicles) to more advanced equipment (such as BLS (Basic Life Support) and airway management). Available at all times: phlebotomy, cannulation and injection technique equipment. Blood pressure measurement and stethoscopes. ECG machines, funduscopy heads and lamps, neurology exam equipment and doppler. Self directed study equipment available such as CD players with heart and breath sound CD.

# Appendix 3

## SimMan Room

Holds up to a maximum of 10 people. Projector and laptop available on request. SimMan manikin and associated equipment, BLS manikin and anaesthetic machine available.

The Trust would like to develop three other laboratories.

**Clinical Skills Lab 2:** A simulated 4 bedded bay; operating theatre/anaesthetic room; examination room and a simulated home environment. This facility will allow a wide range of healthcare staff across the district to receive skills training including communication and teamwork. Video capability will support feedback. This environment will also be a platform for the national testing of information technology devices prior to introduction into clinical practice (Model Community). This will include working with clinical teams to assess how new technologies change patterns of work.

**Clinical Skills Lab 3:** Dedicated to practical skills and laparoscopic training mainly for post registration Students and trainees. These will range from simple clinical procedures to the use of complex medical equipment.

**Clinical Skills Lab 4:** A purpose built facility dedicated to the use of animal and human tissue in medical training. This will include training in advanced surgical techniques across a range of surgical specialties.

## Delegates

- The department provides training and education for all staff including Nurses, Midwives, Medical and Allied Health Professionals as well as non-registered staff within and outside the Trust.
- The department supports the placement of pre-registration Nursing/Midwifery Students from Bradford and Leeds Universities, placements for the Open University pre-registered programme and secondments for healthcare assistants into nurse training. Work experience placements and preparation schemes for nursing, midwifery, medicine and health scientists have been run for the past five years.

## Training

- Safer administration of medicines – prescribing workshops
- Venepuncture and cannulation
- Conflict resolution
- Non-medical consent
- Clinical supervision
- Blood track training
- Escort following intervention

- Aseptic techniques, medicines updates and blood safety.
- Health measurements course for Health Care Assistants (HCAs), (basic observations of TPR, BP, urinalysis and BMs).
- Simple wound care for HCAs.
- Some training is available via e-learning such as the Trust Induction.

## Airedale NHS Trust

### Staffing

- The new Clinical Skills Centre is managed by the Head of Medical Education.
- One Clinical Skills Educator has recently been appointed from Service Increment for Training (SIFT) with the possibility of a Clinical Tutor – these posts are primarily to train Medical Students and Foundation Doctors in the clinical area and the Clinical Skills Centre.
- The Trust employ three Clinical Educators who are ward based clinicians in the A&E department, Maternity and Intensive Care Unit, these staff members are able to access the Education Department to deliver training as well as educating in the clinical area.

### Clinical skills laboratory/equipment

- The department has recently been refurbished with new accommodation and equipment; the funding came from the NHS Yorkshire and the Humber.
- The department has five rooms, two for manual handling and two for resus, (two teaching rooms, and two small ward type areas with 4 beds in each and curtains to cordon off). There is resuscitation equipment including a resuscitaire for maternity staff. The Clinical Skills Laboratory is the same size as the four bedded area, and all training rooms have audiovisual (AV) equipment, with video recording equipment to be added.

### Delegates

- The delegates include; Nurses; Allied Health Professionals; 3rd, 4th and 5th year Medical Students; Medics; Midwives; Paramedics and Paediatrics. The Medical Students are from Leeds University. The Student Nurses, Physiotherapists and Occupational Therapists come from Bradford University, and some Physiotherapists are from York University.

# Appendix 3

## Additional information

- Courses are funded by the delegates, medics use their study grants, Medical Students are funded by Service Increment for Training (SIFT), Primary Care Trusts (PCTs) pay for courses as do GPs. Nursing staff from the ward area are educated free of charge but the cost is traced and monitored through the financial system.
- Training is delivered using a variety of methods including e-learning, simulation, lectures and demonstrations.

## Training

A wide variety of training includes:

- MOET – Managing obstetric and emergency trauma
- ATLS – Advanced trauma life support
- APES – Advanced paediatric emergency situation
- ALERT – Acute life threatening events recognition and treatment
- ILS – Intermediate life support
- GIN – Gastrointestinal for Nurses
- JET – Gastrointestinal for doctors – 3 day course
- Musculo-skeletal course for GPs – pain relief and sports medicine, 5 day course
- PROMPT – Practical obstetric multi-professional training, with computerised birthing manikins for Midwives & YMET (Yorkshire Maternity Emergency Training).

## **NORTH YORKSHIRE, THE HUMBER, NORTH AND NORTH EAST LINCOLNSHIRE**

### **Harrogate and District NHS Foundation Trust**

#### Staffing

- Newly appointed Clinical Skills Co-ordinator post at the Trust, however the Practice Learning Facilitator supports all non-Medical Students placed at the Trust.
- The Clinical Skills Co-ordinator (six-month contract), will be managed by the Workforce Development Department and will be professionally accountable to the Chief Nurse.
- The Medical Devices Training Nurse and Resus Training Officer, Haematology Nurse and Phlebotomist deliver some training.
- The Clinical Skills Co-ordinator will pick up drug administration and cannulation training amongst other things.

- The Medics do not have a Clinical Skills Co-ordinator. The training of medical staff is to be picked up by the Clinical Skills Co-ordinator.

#### Clinical skills laboratory/equipment

- There is no clinical skills laboratory at the Trust, but there are good training facilities in the Education Centre, available for all staff to use, although this is quite small with only two classrooms and one lecture theatre and one meeting room.
- Resus have a clinical skills type room for their use mainly; there is also a further room that is used for Moving and Handling training, which is appropriately equipped for this purpose.
- The equipment is very basic, several venepuncture arms available and there is an equipment library for medical devices.

#### Delegates

- All staff, including Allied Health Professionals (AHPs); as the role is new, this is not clear.
- Students including, Nurses, Medics, AHP, Podiatry, Midwives, Radiographers, Dietitians.

#### Additional information

- There are issues around a lack of dedicated staff to deliver the training, limited resources, funding issues and staff attendance.
- Current courses are arranged through the Workforce Development Department on an ad hoc basis and delivered by clinical staff. Senior staff in the organisation have been trying to develop a solution to this for some time.
- The lack of equipment is an issue to be addressed.

#### Training

- Mandatory training, resus etc.
- Available courses are on line in the training manual.
- There is no structure to the clinical skills training currently.
- Blood transfusion training.
- Venepuncture

# Appendix 3

## York Hospitals NHS Foundation Trust

### Staffing

- The Associate Director, Corporate Development, heads the learning and development of the Acute Trust including the Medical Students from Hull York Medical School (HYMS).
- The HYMS Clinical Skills Facilitators (1.5 WTE), employed by the Acute Trust have funding from the University.
- The Clinical Development Team (CDT) provide training and education for the rest of the Acute Trust staff, Nurses and Allied Health Professionals and Primary Care Trust (PCT) staff, external independent organisations and the University of York.
- The team comprise of a Clinical Development Team Leader, 2.5 (WTE) Nurses as educators and two administrative staff.

### Clinical skills laboratory/equipment

- The Clinical Development Team are working in conjunction with HYMS to develop a specialised clinical skills training environment, available for all staff.
- The department in Medical Education comprises of a conference room and 2 seminar rooms. These can join to become a large conference room holding 60-80 delegates. One skills laboratory, two IT (information technology) training suites (accessible to Students 24 hours a day), three teaching wards with four beds in each, one houses the two 'SimMen' and are used for assessments (OSCEs – Objective Structured Clinical Examination), the 1st and 2nd year Students each use the room one day per week with patients and consultants. There are five outpatient rooms, one with audiovisual (AV) access for Students to watch the consultation live, with a paediatric room for outpatients also. Plus, one store room where all equipment is stored and can be shared with anyone in the Trust including GPs. The HYMS Clinical Skills Facilitator keeps a log of where the equipment is.
- There is a combined focus, with the clinical development team and HYMS, to share the facilities and provide support.
- Rooms are available for reservation by anybody delivering training, however HYMS get first choice of dates with these released only when the schedule for the Medical Students is available.

### Delegates

- HYMS train the Medical Students placed in the acute and primary care settings, using the Clinical Skills Facilitator and Medical faculty.

- The Clinical Development Team support training for Nurses, Midwives, Allied Health Professionals and work with Medics and pharmacy to provide the training.
- All York District Hospital staff can utilise the facilities, including F1 and F2 doctors.
- Delegates from outside the organisation pay a fee, whether the training is delivered in the Acute Trust site or in the community setting.

### Additional information

- The Clinical Development Team are working on standards and performance criteria to outline the local procedures, providing assessments of clinical skills where delegates are trained by the clinical development team, these are evidence based providing an element of quality assurance.
- HYMS follow the Queens University Belfast for Medical student criteria.
- The HYMS staff and Clinical Development Team work well together sharing equipment, accommodation, and training sessions.

### Training

- Includes; theory and practice in the clinical setting, dependant on the mentors in practice. Medicines administration, theory and compliance is delivered by the pharmacy department to Medics and Nursing staff, F1 and F2 doctors have additional sessions with the pharmacist.
- 'SimMan' enables the Anaesthetists to train airway management, ECG recognition, fluid management and arterial blood gases in scenario sessions for the HYMS Students. This developed following the evaluation from the 5th year Medical Students and Anaesthetists who requested a more structured placement and worked with HYMS to develop the new training session.
- A scrub sink enables scrub training to occur.
- 'SimMan' is used for injection IM and SC techniques, the Medical Students are also taught BM testing.

Infusion devices; venepuncture and cannulation; infusion therapy and IV drug awareness; pronouncement of expected death; consent; ECG practice.

- Learning events 2009 – incorporates specialist training facilitated by the clinical development team.

Simulation training includes; CRISP (critically ill surgical patients) for F2 doctors; HAIRT (HYMS acute illness recognition training) for 5th year Students looking at resus training and difficult emergencies.

# Appendix 3

## Scarborough and North East Yorkshire Healthcare NHS Trust

- Scarborough General Hospital
- Bridlington and District Hospital

### Staffing

- The Clinical Skills Facilitator (0.4 WTE) and Transfusion Practitioner (0.4 WTE) are based at Scarborough Foundation Trust (0.8 WTE in total), covers Bridlington Hospital Nursing Directorate and sits in the Clinical Support Services Directorate, although the Deputy Chief Nurse co-ordinates training for Nurses, the post has the Pathology Manager as the line manager.
- Hull York Medical School (HYMS) provide one full time member of staff, Clinical Skills Facilitator with a technical support, also full time.

### Clinical skills laboratory/equipment

- There is no Clinical Skills Laboratory except the HYMS facility, the Clinical Skills Facilitator has access to two classrooms and the resus room managed by Postgraduate Medical Education (PGME).
- There is no dedicated equipment for the Nursing Clinical Skills Facilitator, there is access to the HYMS facilities.
- HYMS fund a fully equipped Clinical Skills Laboratory for Medical Students.

### Delegates

- The delegates are mainly post registered Nurses, but all clinical skills training for any staff including all Allied Health Professionals (AHP's) and doctors is facilitated, including cannulation training for Radiography.
- The F1 and F2 doctors follow a teaching regime with clinicians delivering the training in-house with financial support from the Deanery, utilising HYMS facilities.
- The HYMS Clinical Skills Facilitator trains the Medical Students.

### Additional information

- The Trust has increased its interest in training following CNST (Clinical Negligence Scheme for Trusts).

### Training

- The training offered includes; venepuncture and cannulation; ECG and catheterisation; catheterisation and other clinical skills training is delivered using clinical nurse specialist from the appropriate departments, such as male catheterisation from urology, naso-gastric tube placement from the Nutrition Nurse.

- For updates using pumps, the Company Representatives deliver this training.
- The HYMS training for the Medical Students is in line with the Medical Student curriculum.

## Hull and East Yorkshire Hospitals NHS Trust

- Hull Royal Infirmary (HRI)
- Castle Hill Hospital
- Princess Royal Hospital

### Staffing

- The Clinical Skills Facilitator, employed by Hull Royal Infirmary, sits within the Corporate Nursing (directorate), and has access to some administrative support.
- Each business unit has a Teacher Practitioner who oversees all training in the clinical area and works closely with the Clinical Skills Facilitator.
- Hull York Medical School (HYMS) provide a Clinical Skills Facilitator.

### East Riding Medical Education Centre (ERMEC)

- ERMEC is funded by the Trust with one Centre Manager and one Clinical Educator and Administrative Staff.
- Medical support comes from 3 Programme Directors for Foundation Trainees, each Director supports 30 - 40 trainees per year.

### Clinical skills laboratory/equipment

- There is full use of Hull York Medical School (HYMS) facilities within the Hospital sites of Hull Royal Infirmary (HRI) and Castle Hill Hospital and access to the Education and Development Departments training rooms within both sites, these include six training (non clinical) rooms at HRI and two training rooms at Castle Hill.
- The Trust Clinical Skills Facilitator does not have access to any budgets and does not have a dedicated Clinical Skills Laboratory, training room, or their own equipment; all are shared with HYMS, Hull University and ERMEC.
- ERMEC is specifically for Medical staff training and has three large training rooms and a lecture theatre holding 100 delegates at HRI, and a further lecture theatre holding 60 delegates at Castle Hill Hospital.

### Delegates

- All Trust staff are able to access all training relevant to their specialist role, with a 'train the trainers' package for intravenous (IV) therapy, this training is cascaded down to clinical staff with training provided in the clinical area.

# Appendix 3

## ERMEC

- F1 and F2 Doctors
- Doctors identified as in difficulty by other Clinicians or Nurses.
- New medical staff needing updating/orienting to the Trust.
- HYMS train undergraduate medical students.

## Additional information

- Teaching sessions are provided for all departments, the arrangement is cost free.
- A training needs analysis links to the Personal Development Review (PDR) and following discussions with the Clinical Skills Facilitator appropriate training is arranged, this is then open for all staff with an interest to attend.

## ERMEC

- The accommodation in HYMS is more suitable for clinical skills training than the dated ERMEC building. The ERMEC training for postgraduate staff is booked a year in advance, whereas HYMS rooms need to be available for their own Medical Students whose timetables are worked out on a shorter timescale.
- The rooms in ERMEC are multipurpose and therefore equipment is stored away at the end of each session adding to the time and storage issues.
- The models used for clinical skills are usable but are old and not up to date.
- The department rely on the Trust Clinical Skills Facilitator to deliver training yet this post is not part of their department and has her own training responsibilities.
- ERMEC would like to improve facilities using up to date equipment with funding to re-new and maintain.
- The current facilities are not suitable for maximising the training potential, neither physical nor capital on the ERMEC site.
- Working with HYMS and increasing the trainers, including a technician to assist the Clinical Educator in preparing for the courses and maintaining the equipment would be beneficial. A Clinical Skills Facilitator would benefit the overall facilities.

## Training

- Devices companies provide some training through tendered agreements, including tympanic temperature devices, blood glucose analysers and infusion and enteral feeding devices.

- The IV workshops are always well attended and there is a waiting list so extra sessions are often put on, the sessions teach 25 staff at a time, including Nurses, Midwives, Doctors, Radiographers and Physiotherapists.
- Training is simulation based, demonstration, theory, practical and some e-learning packages are being introduced in the clinical area to assess and sign off the competency in the clinical area.
- Training offered includes; IV administration; cannulation and IV therapy workshops, done by the Clinical Skills Facilitator; devices training; male and female catheterisation training; Clinical Support Workers induction package, formal training over a year period, National Vocational Qualification (NVQ) linked; naso-gastric (NG) training ward based.

## ERMEC

- The F1 and F2 doctors attend 5 mandatory training days covering risk management, governance, ethics and prescribing, with acute skills in the clinical area.
- F1 – attend Intermediate Life Support (ILS), and 5 clinical skills days, where trust policies are covered, also venepuncture and cannulation are re-visited.
- F2 – attend Advanced Life Support (ALS) or equivalent. The doctors re-visit skills such as suturing, joint aspiration in stations where they have 15-20 minutes on each skill, the Clinical Educator, Clinicians and Specialist Nurses assist with the training. The mandatory training is 6 days and 2 for ALS, they also re-visit the skills taught in the F1 year.
- Trainees in difficulty are taught communication skills, these are tailored to the needs of the trainees.
- Anaesthetists use the simulation room that houses a SimMan, this is 8 years old and is well used for A&E, Anaesthetic Trainees, Operating Department Practitioners and Foundation Doctors. SimMan is used for commercial training, HYMS, Anaesthetists and ERMEC.
- IMPACT, CCRISP, HAIRRT, ALS, ILS, mock PACES and PACES examinations are held in the Centre using classrooms that have to be set up to simulate ward areas. Both ERMEC and HYMS staff facilitate PACES activity.

# Appendix 3

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## Northern Lincolnshire and Goole Hospitals NHS Foundation Trust

- Scunthorpe General Hospital
- Diana, Princess of Wales Hospital
- Goole and District Hospital

### Staffing

- The Continual Professional Development (CPD) Co-ordinator, employed by Scunthorpe District Hospital for 30 hours, covers Scunthorpe, Grimsby and Goole Hospitals and 7.5 hours as an Operating Department Practitioner (ODP) at Scunthorpe theatres, incorporating theatre staff annual development reviews into these 7.5 hours.
- The Trust have recently employed two WTE Nurses for medicines management, these will deliver some of the IV drug update training.
- The Tissue Viability Nurse delivers some of the tissue viability training.
- Hull York Medical School (HYMS) fund a Clinical Skills Facilitator, employed by the Acute Trust, the post is 1 WTE but is split over the two sites of Grimsby and Scunthorpe.
- Goole Hospital provide training on their training ward, the ward staff are all active in educating the undergraduate Medical, Nursing and Allied Health Professionals.

### Clinical skills laboratory/equipment

- The training takes place in either the clinical environment, the CPD Co-ordinators office, or training rooms in either Grimsby Hospital or Butterwick House, the Medical Education Centre for the Trust, or any available space in the Trust.
- The Postgraduate Medical Education (PGME) department houses two consulting rooms with couches available to teach up to six Students and is used by the tutors and real patients (two on each site). Seminar rooms for clinical skills training are in the clinical areas.
- Butterwick House (PGME) houses four lecture rooms with classroom layouts and one lecture theatre for up to 90 people.
- Training and Development Suite in Grimsby has five available rooms.
- HYMS fund two clinical skills rooms at Scunthorpe and Grimsby, used by the HYMS Clinical Skills Facilitator and the University tutors, with other staff able to book the rooms, however, they are also available to Medical Students ad hoc for 'drop in' sessions.

- The Post Graduate Medical Education centre buys equipment for the medical staff training; this is also used by HYMS and other professionals enhancing Inter-professional learning (IPL).
- Goole Training Ward provides the Students with a learning environment using real patients in a rehabilitation ward at the end of their training, years 5 for Medical Students and 3 for Nursing Students.

### Delegates

- The CPD department have close links with HYMS, Sheffield Hallam University (SHU), York St Johns and Hull Universities for student placement and training.
- Medical Students – HYMS, years 3, 4 (phase 2) and 5 (phase 3)
- Nursing Students – Hull University
- Occupational Therapists – York St Johns
- Physiotherapists – University of Sheffield
- Return to Practice Nurses and Midwives – Nottingham
- Operating Department Practitioners – SHU and Hull University.
- Post registration Nursing, Midwifery and Allied Health Professionals (AHPs) and include Health Care Assistants (HCAs).
- Student Operating Department Practitioners.
- Primary Care staff, with the PCT paying the hospital Trust for any training delivered.
- Goole Training Ward – final year Medical, Nursing and Allied Health Professional Students.

# Appendix 3

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## Additional information

- The courses are theory based, with demonstrations and practice in the educative setting. The delegates have a responsibility to continue with their assessment of competence in the clinical setting.
- The Clinical Governance Nurses work closely together when new policies are implemented, they deliver and organise some training, keeping their own skills up to date by working in the clinical area. Outside speakers such as company representatives often deliver training. The training is often reactive to critical incidents.
- Funding often comes through donations, particularly for the paediatric staff, this is used to fund conference and study days, staff apply for funding rationalising the benefits of skills learnt.
- All interested staff are invited to attend appropriate training, encouraging inter-professional learning (IPL). Staff release from the Clinical area for training is difficult to achieve.
- The training directory does not include mandatory training.
- Ad hoc training is delivered in the clinical setting with no quality control by the Clinical Governance Team.
- The Goole training ward offers Students a training experience like no other in the region, where Students can work and learn together and where the emphasis is on inter-professional learning and sharing experiences with other disciplines. Dedicated time is available for daily teaching, alongside the clinical skills that are patient led by their actual clinical need.
- A working party to assess the current availability is currently active.

## Training

- The training offered includes; venepuncture and IV drug updates, tissue viability and infection control. Manual handling, preceptorship for newly qualified staff, including AHPs, Nurses and Midwives, team building and policy updates as examples of non-clinical skill training.
- **HYMS** – A range of clinical skills training for HYMS Medical Students.

# Appendix 4

## Equipment Lists

Equipment lists for all acute Trusts, including clinical skills laboratories, maternity and paediatric units.

Barnsley Hospital NHS Foundation Trust	1
Doncaster & Bassetlaw Hospitals NHS Foundation Trust, Montagu Clinical Simulation Centre (MCSC)	2
Rotherham NHS Foundation Trust	3
Sheffield Teaching Hospitals NHS Foundation Trust, Northern General Hospital (NGH) Royal Hallamshire Hospital (RHH)	4
Sheffield Children's NHS Foundation Trust	5
Leeds Teaching Hospital Trust, Leeds General Infirmary (LGI) St James University Hospital (SJUH)	6
Bradford Teaching Hospital NHS Foundation Trust	7

Airedale NHS Trust	8
Calderdale & Huddersfield NHS Foundation Trust	9
Mid Yorkshire NHS Hospital Trust - Dewsbury, Pinderfields and Pontefract	10
Harrogate and District Foundation Trust	11
Hull and East Yorkshire Hospitals NHS Trust	12
Northern Lincolnshire and Goole Hospital NHS Foundation Trust	13
York Hospitals NHS Foundation Trust	14
Scarborough & North East Yorkshire Healthcare NHS Trust – <b>NO equipment outside the HYMS facilities</b>	15

Acute Trusts	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Abdominal Examination			1			Bench top, 11 LISTA						2		
Abdominal Jigs						13 LISTA								
Advanced Female Pelvis Surgical Trainer						1 LISTA								
Advanced Skills Manikin								2						
Airway Manager Trainers				2			1 manikin					3 Airway Cricot Trainers 4		
Arterial Puncture Arm	3	3	2	2 RHH 3 NGH			4			1		4		
Bendy Baby and Pelvis		Yes, maternity	Yes, maternity	1 Jessops										
Breast Cancer Training Model				1			1	1						
Breast Examination	1	2	1	2 RHH 1 NGH			2							
Broadcast Facilities From all Clinical Areas						LISTA								
Bronchoscopy Trainer			1											
Cannulation Arm				2 radiology			6 & 4 pads						3	2 maternity
Central Line Manikin	1		2					1		1 Dewsbury		2 central artery & catheterisa- tion trainers		
Chest Drain Simulator	1		1						1			4		
Chest/respiratory Sound			1	1 RHH			1							
Chester Chest			1											
Child Crisis Manikin										1 Dewsbury				

Acute Trusts	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Clicky Hip Baby/Baby Hippy				1 RHH 4 NGH								1		
Clinical Female Pelvic Trainer	4	1	2	3 RHH 4 NGH			1		2					
Clinical Male Pelvic Trainer			2											
Dental Phantom Heads										Frequent use				
Diabetic Retinopathy Training Heads	2	2	1	10 RHH			6							
Diagnostic Full Face with Lesions										1 Dewsbury				
Doppler Machines							5							
Ear Diagnostic Trainers	2	2	1	3 RHH					1	1 syringe trainer Dewsbury				
ECG Machine			1	1 RHH			2							
Elbow Trainer										1 at each site Dewsbury/Pinderfields				
Embryonic Development Model				1										
Emergency Care Simulator (ECS)		1 MCSC												
Endoscopy Trainer			1			Stacks & scopes 3 LISTA								
Episiotomy Jig						5 LISTA								
Eye, Retinopathy				2			4 balls on stalks	2	1	1 at each site Dewsbury Pinderfields & 1 eyeball with part orbit				
Family Planning Coil Trainers								1						
Female Catheterisation	2	3	2	2 RHH 2 NGH			2	1		1 Pinderfields		1	2	
Foot												2		
Force Monitoring Baby						5 LISTA								
Gynaecology Training Model										1 Dewsbury				
Hand and Wrist Injection Model	1	1	1					1						
Harvey				1 NGH										
Head												1		

Acute Trusts	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Head Lung Manikin						2 LISTA								
HeartSim												1		
High Fidelity Patient Simulator		1 MCSC												
Hysteroscope Jig						5 LISTA								
IM Injection Buttock	1			3			4							
Infusion Arm Trainer	3	10	3 infusion/ injection arm				2	2	4	3 infusion/ injection arm				
Injection Arm Trainer	3							2	1			6 & 1 newborn		
Intraosseous Infusion Legs												4		
Knee/joint for Injections/aspiration		1	1	1 RHH				1		1 Dewsbury/ Pinderfield		1		
Knot Tying Jigs						30 LISTA								
Laparoscopic Stacks						6 LISTA								
Laparoscopic Simulator i-sim									1					
Life Size Multipurpose Manikin		3, 1 maternity	2	1 RHH									1 maternity	
Lucy & Baby						2 LISTA								
Lumber Puncture			2	2 RHH					1			1		
Male Catheterisation	1	2	2	2RHH 2GH			5	1		1 each site Dewsbury/ Pinderfields		1	2	
Megacode Kelly								2						
Megacode Kid					2				4					
Megacode Man									4					
Minimum Access Simulator												1		
Multipurpose Keri Manikin				1										
Neonatal Intubation Training								1						
Neuro Kits							5			Yes				
NG Tube Trainer	2			1 RHH										
Otoscopy Trainer Head				2										
PACs Workstations						Yes radiology								
Paed Sim		1 MCSC			1									

Acute Trusts	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Paediatric Intubation Training								1						
Paediatric Valve												1		
Pelvic Exam SIM	3													
Perineum Suture		2, maternity one at each site		several jessops		several maternity				1 maternity & 1 episiotomy trainer	several maternity			Yes maternity
Peritoneal Lavage Trainer						1 LISTA						1		
Phaco Emulsification Wet Lab			1											
Phantom Foot				1 radiology										
Phantom Gastro Manikins								2						
Phlebotomy Pads							4							
Pregnant Manikin (eg. Noelle/PROMPT birth trainer)		1 maternity		1 Jessops		2 LGI & SJUH	2	1 maternity	1 maternity	1 maternity	1 maternity	1 maternity		Yes maternity
Projector		1	Yes	1		Yes	Yes	Yes	Yes					
Prostrate Examination Model		1		4 NGH & 1 RHH			3	1	1	1 at each site Dewsbury/Pinderfields		1	1	2
Removal of Toenail Simulator										1 Pinderfields				
Screen		1	Yes	1		Yes	Yes	Yes	Yes	1 Dewsbury				
Shoulder Injection Model		1	1	1 RHH						1 at each site Dewsbury/Pinderfields				
Shoulder Joint			1											
SimBaby/BabySim		1 MSCS		1 Jessops		1 PICU								
SimMan		1		1 RHH 1 NGH		1, 1 LISTA	1 anaesthetics			1 Dewsbury		1		
SimNewB				1 Jessops		Yes								
Simulaid							1							
Simulated Operating Theatre with Links to Clinical Areas						LISTA								
Skeleton	1		1	1 radiology 1 RHH			1	1						
Sonography Equipment						2 radiology								
Sonosite Ultrasound														

Acute Trusts	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Speaker		1	Yes			Yes	Yes	Yes						
Spinal Practice		2		1						1 Dewsbury				
Standard Babies								1 shared with paediatrics						
Strap on Breast				1						1				
Supra-pubic Catheterisation														
Surgical Female Pelvic Floor Trainer														
Surgical SIM LTS Laparoscopic Simulator		1								4 laparoscopic training devices Pinderfields				
Suture Practice	4		18	5 RHH		2 LISTA 30 skin pads	8 pads	1 arm 1 leg	1	Numerous Dewsbury		various		
Tendon Repair Jigs						12 LISTA								
Testicular Exam Model			1				4							
Torso	1 maternity	1 lower body maternity	1 lower body maternity	1 radiology		1 IV torso LISTA				2-3 maternity		1 maternity 2 laerdal IV	1 maternity	Yes maternity
Tracheostomy Trainer								1				2		
Training Defibrillator		1 MCSC	1											
Ultrascopy Trainer						1 LISTA								
Uterus for Bi-manual Compression														Yes maternity
Vascular Cuff Jigs						10 LISTA								
Vascular Simulator (procadius VIST simulator, VIST - vascular intervention simulation trainer)						1 radiology								
V -Brick System		MCSC												
Venepuncture Arm				6 & 1 jessops		1 maternity			2	1 maternity 3 pinderfields	several			
Video Conferencing						Yes radiology								
Video Recording Equipment		1	Yes			Yes LISTA	Yes	Yes	Yes	Yes Pinderfields			Yes	
Vital SIM								1	4					
Wet Laboratory						LISTA								
Wrist Joint			1											
Xray Boxes							2	1						

PCT equipment	NHS Barnsley	NHS Rotherham	NHS Sheffield	Sheffield Health and Social Care NHS Foundation Trust	NHS Leeds	NHS Wakefield District	NHS Bradford & Airedale	Humber Mental Health Teaching NHS Trust	NHS North Lincolnshire	NHS Hull
Advanced Injection Arm							1			
Anatomical Half torso				1 used by service users						
BP Simulator							1			
Breast Examination				3 used by service users						4
Central Line Manikin for Hickman Lines						1				
Chester Chest							1			
Child Nursing Doll					2					
Choking Charlie				2						
Defibrillators			numbers unsure	2 training						
Doppler Machines					6					
Ear Diagnostic Trainers /Exam Simulator/Slides					1		1		1	
Ear Equipment									2 sets	
ECGs										5
Examining Gynaecology Patient							1			
Female Catheterisation					3		2, 1 urinary 1 supra-pubic		1	
Flexible Vertebral Colum							1			
Heart							1			
Hungry Manikin							1			
Stan										1 new
IM Injection Buttock								2		
Infusion Arm									1	
Injection Arm									1	2
Life Size Multipurpose Manikin				1	1					
Male Catheterisation					4		2, 1 urinary 1 supra-pubic		1	1

PCT equipment	NHS Barnsley	NHS Rotherham	NHS Sheffield	Sheffield Health and Social Care NHS Foundation Trust	NHS Leeds	NHS Wakefield District	NHS Bradford & Airedale	Humber Mental Health Teaching NHS Trust	NHS North Lincolnshire	NHS Hull
Median Section of Pelvis/Male & Female							2, 1 male 1 female			
Model Head for Ear Irrigation Practice									2 & 2 propulse ear irrigators	
Model of Brain							1			
Paediatric Crying Baby										5
Penis for Condom Demonstrations										4
Rectal Examination Model										
Respiratory/Heart Training Model					1					
Shoulder Joint										
Skeleton										
Skin Pad & Muscle Block for Injection					3					
Supra-pubic Urinary Catheterisation					1					
Teeth				1 used by service users						
Testicular Examination Model				1 used by service users					1	4
Tracheostomy Trainer					1	1 used in cash				
Vagina										
Venepuncture Arm	4	1			1					
Video Recording Equipment/ Camcorder/ Speakers/Projector					Yes		Yes	Yes bid being developed	Yes	Yes

Organisations with no equipment

NHS Calderdale
Leeds Partnership NHS Foundation Trust
NHS Kirklees
South West Yorkshire Partnership NHS Foundation Trust
Rotherham, Doncaster and South Humber Mental Health NHS Foundation Trust – Use Peripatetic Clinical Skills Co-ordinator and equipment from Doncaster Acute Trust

NHS Doncaster – Use Peripatetic Clinical Skills Co-ordinator and equipment from Doncaster Acute Trust
NHS East Riding of Yorkshire
NHS North Yorkshire and York
North East Lincolnshire Care Trust Plus

Higher Education Institutions Key

University of Sheffield	1
Sheffield Hallam University	2
University of Leeds (Medical)	3
University of Leeds (Healthcare)	4
University of Huddersfield	5
University of York	6

University of Hull	7
University of Bradford	8
Leeds Metropolitan University	9
Hull York Medical School	10
York St John University	11

Higher Education Institutions	1	2	3	4	5	6	7	8	9	10	11
Abdominal Examination	1 surgical sally				3			Yes midwifery		2	
AED Plus Simulator			3								
Airway Management Trainer (crico)	2		5			2	1		2	3 (4)	
Anatomical Models									Yes		Yes
Anticubital Fossa and 3-vein Pad									1		
Arterial Puncture Arm	3									7	
Baby Ann						4					
Baby in a Bag							1				
BabySIM		1			1	1					
Balance Master System/Performance Monitors									1 each		Yes
Birthing Manikin (Noelle) (Prompt)	1	1			1	1 Noelle 2 birthing simulators	1			1	
Blood Gas Arm			12								
Blood Gas Pump Arm			7								
Blood Pressure Simulator	1										
Body Parts Model							4				
Breast Examination	4	2	5	1	2	1	2		1 pair strap on	1	
Breech Trainer							1				

Higher Education Institutions	1	2	3	4	5	6	7	8	9	10	11
Bronchoscopy Trainer					1						
Cardiac Simulator (Harvey) (Mr K)	1								1		
Cardiac Artery & Venous Central Line Trainer										2	
Central Line Manikin	1	2	2		1						
Chest Drain Simulator					1					4	
Chest/Respiratory Sound/Chest		1			2		1				
Chester Chest					1	1				1	
Choking Charlie			2			2					
Clicky Hip Baby	4	2			1					3	
Clinical Female Pelvic Trainer	9	2		1	2				1	3	
Condom Trainer							1				
Chrichocoidotomy Trainer		1									
Defibrillators		4		1		1	2				
Diabetic Retinopathy Training Heads	3				2				1		
Doppler			4						1		
Draegar Child						1					
Dummy Toes					Yes						
Ear Diagnostic Trainers	2		1 anatomcal model, 4 slide manikins, 2 interchangeable ears			2	1	4	1	3	
ECG Machine	1	1	2	1	3	1			1	4	
ECS Emergency Care Simulator		1			3						
Elbow							1				
Embryonic Development Model	1										
Enema Administration Simulator						1					

Higher Education Institutions	1	2	3	4	5	6	7	8	9	10	11
Epidural Injection Trainer										1	
Episiotomy Suture Model						6	1 trainer with clamps			1	
Exercise Equipment									Various		
Eye		1	7 eyes on stalks 2 large anatomical eyeballs		4	1	1			3	
Female Catheterisation	2	4	4	1	5	3		Yes	1	7 & 2 interchangeable male & female	
First Aid Simulator						4	1				
Foetal Dolls						32					
Foetal Monitoring Kits						2					
Fundoscopy Manikins, Slide Type			10								
General Manikin							1				
Gynaecology Simulator			6								
Hand and Wrist Injection Model							1 & finger joints			4	
Head Manikin							3 skull half mounted 1 sliced numbered		1	1	
Health Educator with Removable Organs	1										
Heart Sim							1			1	
Heat Equipment									Various		Various
Hip Joint							1				
HPS Human Patient Simulator					1						
Huddersfield Ankle					Yes						
Huddersfield Chair (patented)					Yes						
Hungry Manikin	1							1		2	
IM Injection Buttock	6	6		1	5		3			1	
Infant Airway Training						1					

Higher Education Institutions	1	2	3	4	5	6	7	8	9	10	11
Infusion Arm Trainer		4		4	5						
Infusion Simulator/Devices						Various	1				
Injection Arm Trainer										12	
Injection Pads			13				16				
Intraosseous Infusion Legs/Arm						1				4	
IV Foot										2	
IV Torso										2	
Knee		1	1				1			1 aspirator	
Life Size Multipurpose Manikin	4	6				3				2	
Lumber Epidural Injection Trainer										1	
Lumber Puncture			2		1					1	
Lung Sound Simulator									1		
Male Catheterisation	5	2	8	1	4	6		Yes	1	7	
Male Pelvic Trainer		2							1		
Metacode Kelly										4	
Metacode Kid		2			1	1					
Minimal Access Therapy Simulator										1	
Nebulisers			1			2			1		
Neonatal Intubation Head	2										
NG Tube Trainer	2	2			1	1				2	
Nurse Baby Trainer							3				
Nursing Ann/Baby & Kid				1 of each						3	
PACs/Xray Simulator Room		1						1			
PaediaSIM HPS & ECS					1						
Paediatric Valve										1	
Pelvic ExamSIM		1			2						
Pelvis & Baby			1			35 pelvis	27 various	Yes			
Perineal Suture							1				

Peritoneal Lavage Trainer									1	
Phaco Emulsification Wet Lab					2					
Projector	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes
Prostate Examination Model	4		2		2			1	1	
Radiography Man		Yes			1					
Rectal Trainer			7						2	
Respiratory Equipment								Various		Various
Screen	Yes	Yes		Yes	Yes	Yes		Yes	Yes	Yes
Shoulder Joint					1			1	2	
Sim Man	1	4			1	2	Yes		2	
Simulaid					2					
Skeleton		1			5	1	1	Yes		1
Skin Simulator							5			
Sonosite Ultrasound		1								
Spinal Practice	1					2	various spinal cord parts			
Surgical Sally (abdominal examination)	1									
Suture Knotting Jigs	3									
Suture Practice	6	40	14		10	40			Various	
Suture Tutor CD Rom	2									
Testicular Exam Model	1	1	6		2	1	1			
Toddler Manikin							2			
Tongue							1			
Tracheostomy Trainer		1			2	1		1 trachea	2	
TV/DVD/Video/Speakers			Yes		Yes	Yes		Yes	Yes	
Twin Axis Foot Plate								Yes		
Vaginal Simulator							2			
Venepuncture Arm	9		22			4 & 1 paediatric	4	3	11	
Video Recording Equipment	Yes	Yes		Yes	Yes	Yes		Yes	Yes	
Walking Aids								Various		Various
Wound Care Packs/Simulator							1	Yes	8	
Wrist Joints		1			1					

The table below highlights the maternity unit training facilities; training is delivered by Midwives and Consultant Obstetricians for the Multi Disciplinary Team (MDT).

Maternity Units	Midwife Trainers Whole time equivalents (WTE)	Trust own Skills & Drills training	Yorkshire Maternity Emergency training	Professionals attending the training: Midwives, Obstetricians (including junior doctors) & HCAs	Units where Anaesthetists regularly attend YMET or Skills & Drills training with the MDT	Units where Operating Department Practitioners regularly attend this training	Training Rooms within maternity	Units where this training is delivered in Labour Ward setting	Use of Trust Clinical Skills laboratory or facilities	Units attending training at Montagu Clinical Simulation Centre
Barnsley	Band 7 Midwives	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Doncaster & Bassetlaw	Senior Midwives band 7	Yes	No	Yes	No	No	Yes	Yes	No	Yes
Rotherham	Lecturer/senior midwife	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Jessops Wing	3 planned	Yes	No	Yes	Yes	No	Yes	Yes	No	Yes
Bradford	Senior Midwives band 6 & 7	Yes	No	Yes	No	No	Yes	Yes	Yes	No
Calderdale & Huddersfield	Band 7 Midwife co-ordinators	No	Yes	Yes	Yes	Yes	Antenatal Clinic	No	No	No
Mid Yorkshire	Band 7 Midwives	No	Yes	Yes	Yes	Yes	Resource Room	Yes	Yes	No
Leeds	Midwives band 6 & 7	No	Yes	Yes	Yes	Yes	No	Yes	No	No
Airedale	Labour Ward Midwives band 6 & 7	No	Yes	Yes	Yes	No	No	No	Yes	No
Harrogate	2 Midwives band 7	No	Yes	Yes	Yes	No	Yes	Yes	No	No
Scarborough	2 Midwives band 6 & 7	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No
Scunthorpe	Senior Midwives, labour ward co-ordinators band 7	Yes	No	Yes	No	No	Yes	Yes	HYMS facilities available-priority given to Medical Students	No
York	1 (WTE) Midwife co-ordinators & 1 Clinical Skills Midwife covered by 2 Midwives	No	Yes	Yes	Yes	Yes	Antenatal Clinic	No	Yes	No
Hull	Senior Midwives band 6 & 7	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No

# Appendix 6

## Paediatrics

Across the Yorkshire and Humber region, paediatric departments deliver some clinical skills training, with St James University Hospital recently purchasing a neonatal simulator for the Neonatal Unit Medical and Nursing staff, and York District General Hospital using a low-fidelity paediatric simulator for resus training purposes and other simulated scenarios.

### Sheffield Children's NHS Foundation Trust

#### Staffing

- There are no Clinical Skills Co-ordinators at Sheffield Children's Hospital.
- The Trust employ two North Trent Paediatric Resuscitation and Stabilisation Training Officers, 1.4 (WTE), with one remaining in clinical practice 2 days a week.
- Posts were funded regionally, initially by Critical Care and now by Sheffield Children's Hospital (SCH).
- A dedicated team of faculty including paediatricians and appropriate equipment support the training officers.

#### Clinical skills laboratory/equipment

- There is no clinical skills accommodation at Sheffield Children's Hospital, resulting in cost implications for training venues at the neighbouring Acute Trust.
- Sheffield Children's Hospital make full use of the facilities at Montagu Clinical Simulation Centre with several courses available throughout the year, training the local Acute Trusts.

#### Delegates

- Delegates include; postgraduate Doctors, Nurses, Operating Department Practitioners and Physiotherapists and anyone involved in paediatrics.

#### Additional information

- The training is free to the local Acute Trusts and centres around resus and stabilisation of the critically ill infant, and children requiring retrieval/transfer to SCH.
- The team plan to increase the numbers of low fidelity scenario based education as outreach work.
- Outreach work takes place at Chesterfield, Barnsley, Rotherham, Doncaster and Bassetlaw, Goole, Scunthorpe and Grimsby Acute Trusts.
- Transporting equipment to outreach locations is problematic as the equipment is large and heavy.

#### Training

- PSTAC (paediatric stabilisation, transfer and communication course).

- Care of the critically ill child at Sheffield Children's Hospital, available to internal and external candidates.
- Standards include APLS (Advanced Paediatric Life Support) guidelines with Resus Council guidelines alongside this.

### Leeds Teaching Hospital Trust

#### Staffing

- A paediatric Critical Care Network Educator is employed by Leeds Teaching Hospitals Trust, as 1 WTE, with time divided into 23 hours per week educating the network, and the remaining time spent in the Paediatric Intensive Care Unit in Leeds, with 1 day per month working in Hull in the Paediatric High Dependency Unit.

#### Delegates

- Any staff in contact with paediatrics such as children's wards, A&E, Intensive Care Units, Paediatric Intensive Care Units, Outpatient staff and Operating Department Practitioners.
- The Paediatric Critical Care Network area covers the whole of West and North Yorkshire and parts of the Humber, including Scarborough, Hull, Mid Yorkshire Hospitals, Huddersfield and Halifax, Bradford, Airedale, Harrogate, York and Leeds.

#### Clinical skills laboratory/equipment

- Training is free to delegates and delivered in the clinical area, this is easier as the training takes place in their own department, although some delegates travel to other venues.
- The educators use BabySim to deliver training.

#### Additional information

- The issues include staff release from the clinical area, limited storage, as there is no dedicated accommodation, and little administrative support, with the Primary Care Trust (PCT) providing a hot desk and some administrative support.
- There are issues around career stability.

#### Training

- Training involves taking the BabySIM, purchased by the PCT, to the wards/departments to offer simulation and scenario based training.

# Appendix 7

## Endoscopy training facilities across the region

Joint Advisory Group (JAG) accredits individuals and units to provide endoscopy training. The JAG unit visit is used as a benchmark assessment for units wishing to undertake Bowel Cancer Screening colonoscopy. If a unit has passed its JAG visit, it has to provide a certain level of training - see [www.grs.nhs.uk](http://www.grs.nhs.uk) then access training domain.

Unit	Trainers	Equipment	Training Rooms	Use of Regional Training Facilities	In-house Training	Nurse Endoscopists	Other
Sheffield Teaching Hospitals Foundation Trust	Yes	Upper & lower GI models. Computerised Virtual training model	Yes	Sheffield is a regional training facility	Yes	Yes	<ul style="list-style-type: none"> <li>• JAG (Joint Advisory Group) accredited courses</li> <li>• JAG accredited unit</li> <li>• Bowel Cancer Screening</li> <li>• 24hr on call</li> </ul>
Hull & East Yorkshire Hospitals NHS Trust	Yes	Upper & lower GI training models. Computerised Virtual Endoscopy simulator	Yes	Hull is a regional training facility	Yes	Yes	<ul style="list-style-type: none"> <li>• JAG accredited courses</li> <li>• JAG accredited unit</li> <li>• Bowel Cancer Screening</li> <li>• 24hr on call</li> </ul>
Airedale NHS Trust	Yes	Upper & lower GI training models	Yes	Airedale provides an outreach training facility from the regional centre	Yes	Yes	<ul style="list-style-type: none"> <li>• JAG accredited courses</li> <li>• JAG accredited unit</li> <li>• Bowel Cancer Screening</li> <li>• 24hr on call</li> </ul>
Barsley Hospital NHS Foundation Trust	Yes	No	No	Yes	Yes	Yes. Endoscopy co-ordinator	<ul style="list-style-type: none"> <li>• JAG accredited unit</li> <li>• Bowel Cancer Screening</li> <li>• 24hr on call</li> </ul>
Doncaster & Bassetlaw Hospitals NHS Foundation Trust	Yes	Endoscopic simulator	No	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• Doncaster - JAG accredited unit</li> <li>• Bowel Cancer Screening</li> <li>• Bassetlaw - applied for JAG accreditation</li> </ul>
Rotherham NHS Foundation Trust	Yes	Upper & lower models. Bronchoscopy model	No	Yes	Yes Medics	<ul style="list-style-type: none"> <li>• Yes</li> <li>• Nurse endoscopy consultant</li> <li>• Colposcopy Nurse consultant</li> <li>• Nurse specialist for hysteroscopy</li> </ul>	<ul style="list-style-type: none"> <li>• Applying for JAG accreditation</li> <li>• 24hr on call</li> </ul>
Mid Yorkshire Hospitals NHS Trust	Yes	Loan equipment as necessary from companies	No	Yes	Yes	<ul style="list-style-type: none"> <li>• Yes</li> <li>• Endoscopic radiographer advanced practitioner</li> </ul>	<ul style="list-style-type: none"> <li>• Pinderfields - 24hr on call</li> <li>• Applying for JAG accreditation</li> </ul>
Calderdale & Huddersfield NHS Foundation Trust	Yes	No	No	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• Calderdale - JAG accredited unit</li> <li>• Planning Bowel Cancer Screening</li> <li>• Huddersfield - awaiting JAG accreditation</li> <li>• Both - 24hr on call</li> </ul>
Bradford Teaching Hospitals NHS Foundation Trust	Yes	Endoscopic simulators	No	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• JAG accredited unit</li> <li>• Bowel Cancer Screening</li> </ul>
Leeds Teaching Hospital Trust	Yes	No	Yes	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• JAG accredited unit</li> <li>• 24hr on call</li> </ul>
Harrogate & District Foundation Trust	Yes	No	No	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• JAG accredited unit</li> <li>• Commencing bowel cancer screening</li> </ul>
York Hospitals NHS Foundation Trust	Yes	No	No	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• Awaiting JAG accreditation</li> <li>• On call through theatres</li> </ul>
Scarborough & North East Yorkshire Healthcare NHS Trust	Yes	Lower model	No	Yes - staff can access courses, but there isn't an agreement for them to use models etc or be trained in-house by Hull or Sheffield	Yes	<ul style="list-style-type: none"> <li>• Yes</li> <li>• 2 endoscopy co-ordinators</li> <li>• Endoscopy practitioner (flexy sig)</li> </ul>	<ul style="list-style-type: none"> <li>• Department relocated to new premises</li> <li>• Awaiting JAG accreditation</li> <li>• 24hr on call</li> </ul>
Northern Lincolnshire & Goole Hospitals NHS Foundation Trust	Yes	<ul style="list-style-type: none"> <li>• Scunthorpe - No</li> <li>• Grimsby - Yes</li> </ul> lower model	No	Yes - staff can access courses, but there isn't an agreement for them to use models etc or be trained in-house by Hull or Sheffield	Yes	Yes - Scunthorpe & Grimsby	<ul style="list-style-type: none"> <li>• Scunthorpe - JAG accreditation applied for</li> <li>• Grimsby - JAG accredited unit. Bowel Cancer Screening Unit</li> </ul>

# Appendix 8

## Radiography and radiology

### Radiography

#### Background

- Training is required for diagnostic Radiographers, Radiologists and Students.
- New NICE (National Institute of Clinical Excellence) guidelines for Stroke and The Early Management of Head Injuries have increased workloads.
- Sheffield is the regional centre for Strokes and Trauma. The consequences of this are that the departments are much busier and have thus increased the numbers of CT and MRI scanners to cope with demand.
- The departments across the region provide placements for Students training at local Universities.
- Issues within the region include; the new government targets including 'Imaging on demand,' the '18 week patient pathway,' and '31-62' are all designed to reduce waiting times for patients, but puts increasing pressure on the departments.
- Imaging on demand, allows patients to see their doctor and come directly to the department for diagnosis.
- 18 week patient pathway, is aimed to reduce patient waiting times.
- 31-62, refers to the maximum number of days it should take from diagnosis to treatment, depending on where the patient is seen initially.
- The need for new equipment to allow training to take place on models, and not patients, would be valuable.
- Training is a priority for new staff, with regular updates.
- Training equipment is portable but heavy.

#### Training offered includes:

- Venepuncture and cannulation.
- CT and MRI training.

### Leeds Radiology Academy

#### Background/staffing

- Radiology Academy, Leeds, initiated from the Department of Health/Royal College of Radiology/NHS in 2005, to increase the numbers of Radiology Consultants.
- Managed by the Radiology Academy Manager, within Leeds Teaching Hospitals Trust (LTHT), with the Department of Health, via the National Imaging Board funding the operation costs of the Academy. The doctors' salaries are funded by the Yorkshire Deanery through LTHT.
- Consultant Radiologists, and Sonographers from LTHT, Consultant Radiologists within the region, provide faculty for the Training Programme.

#### Clinical skills accommodation/equipment

- The Academy has limited space, reducing the ability to share facilities with other disciplines, the rooms are utilised on a daily basis. Despite this, the centre does aim to offer extra training to other disciplines.

#### Additional information

- There are only three academies nationally, in Leeds, Norwich and Plymouth.
- The Leeds academy previously trained approximately six doctors per year, this has increased to 13, and with 5 years to qualify, the centre has not seen any graduate Consultant Radiologists to date.
- The centre aims to link with the two academies in Norwich and Plymouth in a more cohesive manner, sharing best practice and student experiences/evaluations.
- The academy has a 5-year plan and will review training when the first cohort graduate in 2 years time when consideration will be given to the final evaluations.

#### Training offered includes

- Training for doctors from a syllabus set out by the Royal College of Radiology shared with the two other academies.
- The academy uses PACS (Picture Archiving Communications System) for supervised reporting by trainees.
- There are film viewing facilities, IT stations and video conferencing facilities.
- Extensive ultrasound training led by Consultant Sonographer.

# Appendix 9

## Simulation Facilities

### LISTA Suite, Leeds Teaching Hospitals Trust (Leeds Institute for Skills Training & Assessment) (formerly known as LIMIT)

#### Background/staffing

- LISTA Suite is headed up by the Deputy Medical Director (Education & Professional Development) and the Trust's Medical Education Manager, with a full-time manager running the Centre on a day-to-day basis. The post of Clinical Director is currently vacant.
- Initially funded by the Department of Health (DH), now self funded through income generated from course fees, room hire, video conferencing facilities etc.
- There are three technical staff, one administrator and three educators. The Centre forms part of the Department of Medical Education.

#### Facilities

- Lecture theatre and seminar room
- Skills laboratory, including 6 laparoscopic trainers
- Simulated operating theatre
- SimMan
- Video conferencing facilities, live link-up to theatres, external video conferencing and/or broadcast service to NHS and independent organisations.

#### Delegates

- The majority of users are Doctors of all grades and disciplines, although multi-disciplinary courses are available to all post registration staff. Currently, there is little or no interest in courses from Allied Health Professionals (AHPs).
- The main issue is finding sufficient faculty to teach on the courses.
- The Centre aims to formalise and develop the assessment elements of postgraduate curricula.

#### Courses offered

- Basic Surgical Skills (BSS) (2.5 day course)
- Core Skills in Laparoscopic Surgery (3 day course)
- CCrISP (Care of the Critically Ill Surgical Patient) (2.5 day course)
- Obs and Gynae (O&G) Basic Surgical Skills (3 day course)
- Metabolic/Bariatric Course for Nurses and Allied Professions (2 days)

- Practical Course in Minimal Access Surgery for Theatre Teams (2 day course)
- SBSP (Scientific Basis of Surgical Practice) 10 day programme
- Specialist Registrar Skills Course in General Surgery (4 day course)
- British Obesity Surgery Society Course for Bariatric Teams
- Minor Surgery for GPs
- Theatre Engineers' Course
- Medical and Surgical Emergencies (Foundation Doctors)
- Team training (Anaesthetists)
- Post Partum Haemorrhage Drills (O&G)
- Healthcare Acquired Infections – training and assessment (Medical Students and junior doctors)

#### Future developments

- Development of 'drop in' facilities, initially in Obstetrics & Gynaecology and General Surgery – to allow junior Doctors to practice surgical skills in a safe, simulated environment.
- Working with the Deanery and Royal College of Surgeons to develop 'Training the Trainers'.

### Montagu Clinical Simulation Centre, Doncaster

#### Background/staffing

- The Montagu Clinical Simulation Centre sits within the Human Resources Directorate of Doncaster and Bassetlaw Hospitals NHS Foundation Trust, with funding from NHS Yorkshire and the Humber.
- The Centre has a Manager, Administration staff, with Clinical Educators, Education Lead Practitioners and Consultant Anaesthetists facilitating the courses, specialist faculty are invited to provide expert knowledge.
- Specific courses are delivered in the clinical environment, such as the Dental and GP courses, Intensive Care Course and the Theatre Course.
- It offers free emergency based training to all NHS staff in the Yorkshire and Humber region.

# Appendix 9

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## Facilities

- One simulation room
- One seminar room
- AV equipment – Vbrick system, with live links, recording and archiving facilities.

## Delegates

- These include Medics, Nurses, Physiotherapists, Operating Department Practitioners, Health Care Assistants, Midwives, Anaesthetists, Paediatricians, Dental and GP practice staff and Paramedics.

## Courses offered

- The Centre offers a large number of courses with details on the website but includes;
- RAMSI – recognition and management of the seriously ill
- CARMA courses – crisis avoidance and resource management
- Cardiac anaesthesia
- First responder course
- MOSES – multi-disciplinary obstetric simulated emergency scenarios
- MPOD – managing the potential organ donor
- PaedPOD – paediatric potential organ donor
- PSTaC – paediatric stabilisation, transfer and communication course
- NAMPOP – Nursing and midwifery professional orientation programme
- Nurses ITU – intensive care unit
- Palliative care course
- Physio NIV in ARF course – non invasive ventilation in acute respiratory failure
- PICU course – paediatric intensive care course
- GP and Dental practice courses

## Future developments

- Increasing the numbers of delegates attending the Centre as agreed by the NHS Yorkshire and the Humber, including rolling out some previously tested programmes across the region by Montagu Clinical Simulation Centre trained educators using the 'hub and spoke' model.
- With the vision to deliver courses simultaneously in the Centre and in the clinical area to increase numbers of delegates.
- To develop faculty training to enable courses to be provided across the new areas of Yorkshire and the Humber where facilities have not yet been developed.

# Appendix 10

## Primary Care, Mental Health & Care Trusts

### Primary Care Trusts

#### NHS Doncaster

##### Staffing

- NHS Doncaster commission the services of the Peripatetic Clinical Skills Co-ordinator at Doncaster and Bassetlaw Hospitals NHS Foundation Trust to deliver training for community and GP staff.

##### Clinical skills accommodation/equipment

- No accommodation, the Peripatetic Clinical Skills Co-ordinator uses the equipment and Clinical Skills Laboratory of Doncaster and Bassetlaw Hospitals NHS Foundation Trust.
- The Primary Care Trust (PCT) staff are able to access the facilities at Doncaster Royal Infirmary Clinical Skills Laboratory and use the facilities of Montagu Clinical Simulation Centre.

##### Training available

See the extensive training delivered by the Peripatetic Clinical Skills Co-ordinator for all PCT staff, in Appendix 3.

#### NHS Barnsley

This Primary Care Trust (PCT) employs and manages mental health employees alongside primary care staff.

##### Staffing

- The Training & Development Department consists of administration and training staff.

##### Clinical skills accommodation/equipment

- The department has several training rooms available to all staff.

##### Delegates

- Nurses, District Nurses, Mental Health Nurses, Health Visitors, Nursery Nurses, School Nurses, Support Staff, Practice Nurses, Occupational Therapists, Physiotherapists and other Allied Health Professionals.
- The Trust educate all staff in the community with GP staff and Nursing Home staff paying for some of the training delivered by the PCT.

##### Additional information

- Delegates attending clinical skills training use a competency booklet, signed off by mentors. All mentors are qualified assessors.
- When this is completed (within 6 months), a competency certificate is issued by the Training and Development Department.

##### Training

Venepuncture and cannulation, theory and practice; wound care facilitated by Tissue Viability Nurse, and also doppler training dates; blood transfusion training; vaccinations and immunisation training – Health Visitors (HVs). The Community Practice Educators (CPEs) deliver the training using a competency booklet; catheter insertion, male and female from the Urology Nurses; naso-gastric and Percutaneous Endoscopic Gastrostomy (PEG) training is delivered by the Community Dietitians; IV additives, cannulation training, Picc and Hickman-line flushing; MacMillan Nurses deliver syringe driver training; Continence Advisors deliver bowel care (manual evacuation); care and management of chest drains; ear care training from Rotherham Ear Care Centre.

#### NHS Rotherham

##### Staffing

- Learning and Development Officer employed by the Primary Care Trust (PCT).
- No dedicated Clinical Skills Trainers, they utilise specialists within a specific area to deliver training, such as the Diabetes Nurse or Nutrition Nurse.

##### Clinical skills accommodation/equipment

- A clinical training room at Oak House houses a venepuncture arm and is available for staff to use via their booking system.
- Some of the training is outsourced to other local Acute Trusts such as the Rotherham NHS Foundation Trust.

##### Delegates

- The training is available to all members of staff, including Health Care Assistants and Physiotherapists.

##### Additional information

- The training is delivered in a variety of ways, including theoretical underpinning, practical sessions and e-learning, with an emphasis on blended learning.
- The department liaise closely with the local Universities, including Sheffield Hallam University, who have provided new, bespoke courses requested by PCT staff members.
- Funding for the courses comes from either the individual or the PCT depending on the necessity of the course; applications for courses are via the line manager.
- The Trust use a training booklet detailing all courses.
- Delegates are often assessed now using OSCE (objective structured clinical examination) type examinations.

# Appendix 10

## Primary Care, Mental Health & Care Trusts

### Training

- COPD (Chronic Obstructive Pulmonary Disease) training for multi-professional attendance.
- The Primary Care Trust (PCT) also fund the Breathing Space Training at Badsley Moore Lane in Rotherham.
- The Trust plan to continue to provide the service, and increase the amount of e-learning packages available.
- The department is now an approved centre for Open College.
- The Trust have a comprehensive training booklet available for all staff to access.

### NHS Sheffield

#### Staffing

- The Principal Education and Development Manager is employed by the Primary Care Trusts (PCT) and is part of the Human Resources Directorate.
- The PCT has recently employed new band 5 trainers.

#### Clinical skills accommodation/equipment

- There is no designated training accommodation; the training department has first access to several large rooms across the PCT including two days at Hall A at Firth Park Clinic and four days at Fairlawn's.

#### Delegates

- All PCT staff.
- Staff identify individual training needs as part of the Personal Development Review (PDR)/Knowledge and Skills Framework (KSF).

#### Additional information

- Funding for training is applied for by individuals within each department depending on need.
- The staff source their own education and attend training in various locations, this is usually within the Sheffield area, such as Sheffield Teaching Hospital NHS Foundation Trust. They can apply for funding to move outside the local area and region if necessary.
- The Principal Education and Development Manager is in the process of identifying current provision within the team and undertaking a needs assessment of the service.
- There is no central database for the trainers within each team or any centralised information, plans include rectifying this.

- Plans include identifying clinical trainers who are currently situated in commissioning, to be moved into the provider services.
- The PCT is currently in a re-structuring programme, with staff organisation a priority.

#### Training offered

Statutory and mandatory training for all staff; management staff have statutory and mandatory as well as specific management training in the induction programme.

### NHS Kirklees

#### Staffing

- Professional Development Lead and Practice Learning Facilitator, employed by Kirklees Primary Care Trust (PCT).
- There is no designated trainer for the PCT.

#### Clinical skills accommodation/equipment

- The Trust has a training department where meeting rooms also act as training rooms where necessary.

#### Delegates

- All PCT staff.

#### Additional information

- Staff request specific training such as catheterisation, the PCT then identify a Clinical Educator, within or outside the PCT to teach, supervise and sign off the learning.
- Some training including clinical skills is outsourced, for example 'Ear Care' is delivered by Rotherham Ear Care Centre, using a 'train the trainer' model, thus cascading knowledge to appropriate staff within the PCT.
- It is reported that this process works well with no issues identified thus far.

#### Training offered

Mandatory training in-house, such as manual handling.

### NHS Leeds

#### Staffing

- Education Facilitator, employed by Care Services. A second post will be recruited in the near future with a remit for the Allied Health Professionals education agenda.
- Advanced Practice Lead jointly appointed with Leeds Metropolitan – remit to deliver advanced clinical skills training.

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## Primary Care, Mental Health & Care Trusts

- Primary Care Practice Skills, employed by Primary Care.
- The providers have utilised their Community Practice Teachers to deliver clinical skills training in the clinical, community settings.
- The Trust recognise the need for guidance for peer training with reference to quality assurance, as clinical trainers are good clinicians but not necessarily always good at teaching. A clinical skills development model has been developed and 'Train the Trainers' courses are now underway. Members of staff delivering training will need to demonstrate the required level of competency and skill.

### Clinical skills accommodation/equipment

- The 5 Primary Care Trusts (PCT's) in Leeds merged approx 2 years ago and has accommodation across the city, though no dedicated training rooms. Since the merger into one PCT, a significant number of training rooms have been lost as functions have been centralised.
- NHS Leeds has prepared a business case for the development of a Learning Centre for clinical and corporate training and education. On-going partnership work is progressing to hopefully include and complement this work with a cross Leeds Education Partnership.
- Significant investment has been made to provide clinical skills training equipment which is now available to support training.
- Electronic Staff Records (ESR) and Oracle Learning Management (OLM) is part of a 6-month project to link training records with Knowledge and Skills Framework (KSF), Personal Development Reviews (PDR) and mentor registers.
- Skills audits have been completed for the District Nursing Service, Prison Service and CaSH service and plans to roll this out across other services are in place. This work is a precursor to developing a competency based framework and training package for clinical services, for example identifying the skills needed for Palliative Care Nurses.
- A competency portfolio and accredited training package for non-registered clinical staff is in use by District Nurses and Intermediate Care Teams. Further competency frameworks are being developed to roll this approach out in Practice Nursing, prison service and the domiciliary Physiotherapy service.

### Delegates

- All clinical staff working in community services including Nursing, Allied Health Professionals and non-registered staff are delegates. Includes staff working in community clinics, domiciliary settings, in-patient units and prison health care.
- General Practice Nursing staff and Dental Nursing staff.

### Additional information

- The main issues are the complexity of the 69 multi-disciplinary teams in the Trust who all have specific, different needs.
- The Trust is finding that new skills are identified in the community as patients are discharged earlier. However, these skills are often needed infrequently, such as tracheostomy care and intravenous therapy, the difficulty often lies with keeping skills up to date.
- There is no evidence of quality assurance when training is performed in the community on an ad hoc basis.
- The Trust are exploring the training needs of their staff and are considering specialist trainers who could rotate into the clinical area to maintain their skills and levels of experience. These could be experts in an area, who would be champions, to deliver training across the whole area.
- The training element of the team within commissioning has identified a need for training for General Practice Nurses, including Health Care Assistants and Dental Nurses. As the PCT merger took 18 months to complete, many of the Clinical Skills Trainers left their roles leaving both providers and commissioners without formal appropriate training.
- The PCT training booklet containing statutory and mandatory training is also linked to other providers of education.
- Some training, such as immunisations and tissue viability/wound care, is provided by PCT staff who are specialists in their field with the necessary skills and competencies.
- The Workforce Development Unit currently sits in corporate services with close matrix working with the provider arm. The education and training focus is on corporate, statutory and mandatory training.
- There are issues with a lack of control of the training delivered to the independent sector, with Company Representatives delivering training that the PCT has no quality assurance measure to monitor.

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## Primary Care, Mental Health & Care Trusts

### The visions for the future

- To provide a local 'hub' for clinical skills training for all staff in the PCT setting, prior to the city wide 'hub' for Leeds healthcare community. This will ensure more control over the quality assurance issues and competency issues mentioned above. The necessary accommodation also needs to be identified.
- The Leeds 'hub' will also be part of the wider NHS Yorkshire and the Humber regional resource for clinical skills training with open access.
- To continue to support the providers in purchasing clinical skills equipment, some equipment has now been purchased by NHS Leeds for use by all clinical teams.
- Inter-professional learning including GPs, and working together with the providers within the PCT.
- To continue working with Leeds Metropolitan University, University of Leeds and the NHS Yorkshire and Humber.
- Competencies need addressing.
- To get the skills training up and running.
- Plans – the Primary Care Professional Development Team are taking over the management of the educative side of TARGET (the dedicated training time for GPs) from April 2009, of which there are 10 per year and are currently/historically GP centred with little training available for the nursing side of General Practice or the PCT. These sessions are open to community and primary care staff with some sessions aimed specifically at Nursing and Allied Health Professional staff. This will encourage staff attendance, engagement and participation.

### Training offered

Includes statutory and mandatory training and a range of clinical skills training; a significant amount of clinical skills training is delivered on an ad hoc basis within teams, with no formal recording of this data.

- Venepuncture – 1 day training delivered by St Lukes at Bradford. This is now offered through Leeds Metropolitan University as part of their clinical skills training.
- Leeds Metropolitan University are working with the provider arm of the PCT to deliver clinical skills training which will be quality assured, this has been processed due to Continual Professional Development money.
- Training on implants for prostate cancer treatment is delivered by specialists for primary care staff only.

A full directory of training currently offered is in the process of being produced. Additional clinical skills training needs are also being identified and addressed.

## NHS Calderdale

### Staffing

- There is no Clinical Skills Co-ordinator at the Trust.
- Clinical skills training is provided in the form of planned sessions and updates and on an 'as and when' required basis by clinical staff, specialist practitioners, professional leads or external providers as appropriate.
- Practical competency is assessed and signed off within the clinical setting by key trainers and experienced competent practitioners.

### Clinical skills accommodation/equipment

- There are no dedicated clinical skills facilities within the Primary Care Trust (PCT).
- Various items of equipment, e.g. head and upper torso for suction training and catheterisation training models are available within the PCT and other training items may be loaned from Huddersfield University as required.
- Clinical skills training is performed at various venues within the PCT, in the clinical area, in meeting rooms which double as classrooms, or in the Clinical Skills Laboratory at the local Acute Trust Hospital.

### Training

- A wide range of training is offered, both generic and discipline specific mandatory clinical training (which includes record keeping, consent, infection control) and generic and discipline specific non-mandatory clinical training based on identified needs. This training is provided both in-house and from external sources, including the local Acute Trust, local authority and independent organisations.

## NHS Wakefield District

### Staffing

- Core skills for staffing work groups have been identified and each member of staff, through the Joint Development Review (JDR) process, has their individual requirements planned.
- Assessment of competence for skills is always completed by a suitably skilled member of staff. Until they are deemed to be competent the individual may not perform the task unsupervised (This is a basic requirement of the Nursing and Midwifery Council (NMC) around acknowledging your own limitations).

### Clinical skills accommodation/equipment

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## Primary Care, Mental Health & Care Trusts

- There are limited clinical skills facilities within the PCT for in-house training. Should any simulation training be a requirement of a course, the student usually accesses this from the University they are attending.
- There are designated classrooms at two sites and there is also an IT training suite for staff use.

### Additional information

- Training is identified either through the internal staff development manual or for advanced skills from the University and the staff member is encouraged to attend training.

### Training

Mandatory training is identified for each staffing group and is provided in a variety of locations across the trust.

## NHS Bradford and Airedale

### Staffing

- Practice Development Lead, employed by the Trust.
- The Professional Practice Development Unit sits in the commissioning arm of the Primary Care Trust (PCT), managed by the Head of Nursing and Professional Development. Some funding is available for training at Bradford University, this has allowed staff to be released from the clinical areas.
- There are 15 staff members including the practice development leads who are specialists in, General Adult Nurses, a Dental Nurse, Palliative Care Staff, Advance Nurse Practitioners, Child and Family Health Staff (School Nurses and Health Visitors), Practice Nurses and a Practice Learning Facilitator (funded by the NHS Yorkshire and the Humber), Palliative Care/End of Life and CAMHS (Child and Adolescent Mental Health Services).

### Clinical skills accommodation/equipment

- The PCT opened a new Learning Centre in Oct 08 and have recently purchased equipment to be used here, this Centre is part of the Learning Development Unit, where administration of bookings, recording training and reporting takes place. The PCT use OLM (Oracle Learning Management) system to capture data, this links to the Electronic Staff Records (ESR) system.
- The Learning Development Unit has a Clinical Skills Laboratory that can house two beds. There are four training rooms, with an availability for 20 delegates in each or 100 if all rooms are opened up and joined together. There are smart board facilities, an information technology (IT) suite, a library and kitchen with drink facilities but no catering facilities, (catering facilities are generally purchased via the trainers budget).

### Delegates

- District wide staff and PCT providers, include District Nurses, Intermediate Care Nurses, Health Care Assistants, Nursing Home staff (free), Dental Nurses and Practice Nurses. Also, Allied Health Professionals (AHPs), Speech and Language, Podiatry and salaried Dental Practice staff.

### Additional information

- The training delivered is in response to needs, including new documents, national policy and initiatives i.e. the National Service Frameworks (NSFs) and is therefore reactive.
- The trainers educate staff on policies, review evidence and work in practice one day per month to keep their clinical skills up to date.
- There is a Service Level Agreement in place, originating when the commissioners and providers split.
- The Professional Practice Development Unit liaise with staff to discuss issues such as funding.
- Risk management occurs through forums and the website where staff can email comments and suggestions. These include medicines management, slips, trips and falls, drug errors and document and record keeping.
- The PCT is proactive with a training needs analysis providing a training matrix. This links to PDPs (Personal Development Plans) and JDRs (Joint Development Reviews), in turn linked to Knowledge Skills Framework (KSF). Managers then theme the training needs proactively.
- The needs analysis is a work in progress, as is the corporate needs analysis, examining the overall needs of staff.
- The PCT aim to increase the inter-professional learning to include Allied Health Professionals (AHPs), including Speech and Language Therapists, Podiatrists and salaried Dental Practices, currently this happens with safeguarding adults, child protection, mental capacity and common assessment framework (CAF) training.

### Training

Training availability is through their training matrix via the PCT website. The PCT link with the local universities of Bradford and Huddersfield for Student Nurses, Leeds Metropolitan and Leeds University for Continual Professional Development. Clinical skills training includes; ear syringing, ear care study day; catheterisation, male and female, by the continence advisers; injection techniques; alcohol and drug courses. Breakaway techniques, mental capacity act, communication training, conflict resolution, dignity and respect; child protection,

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common assessment framework (CAF), clinical supervision, equity and diversity; chronic obstruction pulmonary disease (COPD) training, diabetes education and training; emergency planning; enteral feeding, food and nutrition, teeth and oral health for 0-4 year olds; vaccination and immunisation; infection control; pace – skin cancer; pace – sexual health; palliative care education and training; and tissue viability and health care, wound care course amongst many others.

### NHS East Riding of Yorkshire

#### Staffing

- The Education and Workforce Development Manager is employed by the Primary Care Trust (PCT).
- There is no designated trainer employed by the Trust for clinical skills training.
- Unscheduled Care employ Lead Practitioners such as First Contact Nurses who provide some in-house training on an informal basis.
- There is an Infection Control Nurse delivering statutory infection control training.

#### Clinical skills accommodation/equipment

- There is little equipment to deliver training.

#### Delegates

- All Trust employees can identify learning needs; another provider subsequently delivers the training such as the Intensive Care Unit (ICU) in Scarborough Hospital.

#### Additional Information

- It can be difficult outsourcing training; example, syringe driver training.

#### Training offered

Tissue viability, linking with the University; female catheterisation, model available to use by all staff; verification of death training; Humber Learning Partnerships provide blood pressure training, phlebotomy training, ear care and catheterisation by way of a Service Level Agreement for the Trust.

### NHS North Yorkshire and York

#### Staffing

- Workforce Development Lead Manager post not yet recruited to. Responsibilities will include scoping training provision for staff in the community, including professionally registered and support staff.

- 2 x 0.5 WTE Clinical Skills Co-ordinator/Facilitators appointed (fixed term contracts for 1 year – funded from NHS Yorkshire and the Humber Support Staff Learning and Development monies) to manage the clinical skills training needs of support staff.
- Currently use practicing clinicians in the workplace to deliver the training, using clinical protocols and competency assessment tools.

#### Clinical skills accommodation/equipment

- No clinical skills equipment other than for resuscitation training.

#### Delegates

- All community staff, including District Nurses, Health Visitors and School Nurses and Support Staff, Allied Health Professionals (AHP's), Community Dental Staff, Mental Health, Learning Disabilities, Medical Staff and Paediatric Audiologists.

#### Additional information

- Skills profiles currently underway to determine skill mix requirements using the Manchester Workforce Planning Tool.
- Their need is for specialist input to deliver advanced, intermediate and basic skills training.
- Clinical skills training currently purchased on ad-hoc basis from neighbouring Acute/Foundation Trusts.
- The challenging geography of North Yorkshire and York PCT (geographically the largest Primary Care Trust (PCT) in England) means staff have to travel significant distances to access training.

### NHS Hull

#### Staffing

- Within the Human Resources (HR) directorate, Training and Development has a Learning and Development Manager and a Practice Educator who provides Continual Professional Development of all the provider services.
- The Practice Educator links with all elements of the clinical staffing within the Primary Care Trust (PCT) particularly with the Practice Teachers and mentors, offering training and clinical supervision to all staff.
- The Practice Educator is the line manager for a Practice Learning Facilitator and is responsible for the educative needs of the entire PCT Clinical staff.

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### Clinical skills accommodation/equipment

- There is currently no designated clinical skills accommodation and little equipment available for the PCT staff.
- The training takes place in a variety of settings including the clinical area, meeting rooms within Health Centres and utilising the Clinical Skills Laboratories within the University of Hull. By utilising the University it is felt that an amount of quality assurance is engaged.
- An 'i-stan' manikin (a mobile high fidelity patient simulator) has been purchased for the schools in Hull to simulate health and social care issues in the soon to be built new academy in health and social care. The plan is for PCT staff to go into the school and use 'i-stan' in the room created for simulation training during their Protected Time for Learning (PTL). This is a new service for the PCT, still in its infancy.

### Delegates

- Adult – Matrons, Intermediate Care Services, Community Clinics and District Nurses.
- Child – Health Visitors, School Nurses, Nursery Nurses
- Custodial services – Nurses in police stations, Prison Nurses
- Substance misuse
- Mental Health
- Dentistry
- Health Promotion
- Practice Nurses
- Allied Health Professionals

### Additional information

- The training programmes are funded by the PCT and link directly to the local Higher Education Institutions (HEI) where funding is negotiated separately and packages of training can be bought. The Universities include York, Hull and York St John.
- The departments within the PCT are under review causing issues for the training department as the split between commissioners and providers is leading to change.
- Quality assurance is a concern for training delivered by services bought in by the Trust.
- A suggestion of the PCT is to facilitate the NHS Yorkshire and the Humber funding the Higher Education Institute training directly, perhaps with a Service Level Agreement.

- Electronic Staff Records (ESR) are currently being used to monitor training and education of staff, in the future it is felt that in-house training can also be linked to ESR as would Knowledge and Skills Framework (KSF) outlines, at different levels.
- The PCT would like to improve evaluations, suggesting a 3 – 6 month follow up from training to determine the success of the training and whether practice has changed as a result of the new knowledge. It is felt that this is particularly important for training which has been bought in at an expensive cost to the Trust.
- The preceptorship policy is new to the Trust and is currently being piloted, the training department would like this to be more formal, a 3 month rotation in the area of specialism over a 12 to 18 month period to allow the staff to experience all aspects of that specialism. The preceptorship period ends with an evaluation of the experience. A draft is awaiting clinical governance.
- Courses are delivered using a variety of teaching methods including simulation on body part manikins, practical sessions, theory, demonstrations and e-learning.
- Each staff member has a PAID review (performance and individual development) linking to the KSF, encouraging an annual review.

### Training

Training offered includes a development of 'Best Practice' training; this is role specific, such as Common Assessment Framework (CAF) training for Health Visitors. Personal supervision, this allows reflective practice with a peer or manager, encouraging quality assurance measures.

- The Mental Capacity Act 1, has encouraged Hull City Council, East Riding Council, East Riding PCT, Hull PCT and the Acute Trust to adapt the training packages to suit the new Act.
- The Practice Educator (PE) teaches skills at which she is competent such as venepuncture and blood pressure. Specialists within a field deliver training, examples include Nurse specialists such as the gastric Nurses, Tissue Viability Nurses, Solicitors delivering record keeping standards and medicines management team updating on asthma.
- The PE arranges specialist events for all community staff including GPs as part of the protected time for learning initiative.

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## Primary Care, Mental Health & Care Trusts

### North Lincolnshire PCT

#### Staffing

- Clinical Development Co-ordinator, employed by the Primary Care Trust (PCT).
- The PCT employs Practice Educators and a new post of Co-ordinator for statutory and mandatory training.

#### Clinical skills accommodation/equipment

- The PCT has recently reduced its accommodation, leaving the need for training to take place in other institutions, such as Scunthorpe District General Hospital. If the training session invites the Acute Trust staff, there is no fee for the PCT staff.
- Scunthorpe Hospital has one lecture theatre, but this has limited functions as there are no facilities for clinical skills training and there are no break-out rooms if needed.
- Hull York Medical School (HYMS) has a Clinical Skills Laboratory at Scunthorpe, with limited availability for non-Medical Students.
- Alternative spaces for training include local schools, Rotherham, Doncaster and South Humber Mental Health NHS Foundation Trust (RDASH) accommodation and Education and Development Centres, these all come at a cost.
- The Trust does not have a designated Training Department and would like to pull all the relevant departments who deliver training together to understand the structure of training in the Trust. Training is currently undertaken by the information technology (IT) department, offering E-learning opportunities.
- A mapping process is underway for training, with initial findings highlighting the good links with outside agencies and Allied Health Professionals (AHPs) within the Trust.

#### Delegates

- Delegates include all PCT staff; Nursing, Dental and General Practice Staff, Allied Health Professionals (AHPs), Occupational Therapists (OTs), Dietitians, Speech Therapists and Podiatry.

#### Additional information

- Funding for training is streamed through the PCT, with elements of funding direct from the NHS Yorkshire and the Humber. Funding for delegates arises following individual applications to the Clinical Development Department for training courses relevant to individual need.

- Money has recently been made available from the NHS Yorkshire and the Humber for statutory and mandatory training to encourage the Trust to bring all staff up to the required standard of attendance. This is a result of the Healthcare Commission Standards.
- Links with the Universities include student Nurse training and Continual Professional Development (CPD) with Hull University; Podiatry with Huddersfield University; Occupational Therapy with York University; and Dietitians with the University of Sheffield.
- The Oracle Learning Management System (OLM) monitors staff training and is used to book training sessions. This is currently being managed and developed by the statutory and mandatory training co-ordinator.
- The Practice Educators are developing a training course for the community Health Care Assistants (HCAs), concentrating on raising the skills of the HCAs, this is being developed using NHS Yorkshire and the Humber funding and is a new initiative in the planning stage.

#### Training

Training offered includes; training delivered in-house by Nurse Specialist in the community, such as; palliative care by the MacMillan Nurses; catheterisation by the Continence Nurses; infection control by the Infection Control Nurses, and safeguarding in conjunction with the local council; two District Nurses offer ear care training and training to all relevant staff in the Trust; the Practice Educators deliver venepuncture training; Hull University provide bespoke courses tailored to the needs of the PCT, and good links are seen as valuable for the PCT; Vaccinations and Immunisation training using funding from drug companies who pay for venues and refreshments.

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## Primary Care, Mental Health & Care Trusts

### Mental Health Trusts/Care Trusts

#### Humber Mental Health Teaching NHS Trust

##### Staffing

- The Head of Clinical Development manages the Clinical Development Department and Senior Training Facilitator.
- The Clinical Development Department employ two band 6 trainers (1.8 WTE, one being on secondment) and a band 5 on secondment. These staff members carry a caseload and are either Nurses or Social Workers with a teaching qualification, and major on a specific aspect of care.

##### Clinical skills laboratory/equipment

- Training takes place in the Learning Centre (the next building on site), of Humber Learning Partnership, or in practice. The Learning Centre primarily provides training and accommodation for statutory and mandatory training.

##### Delegates

- These include all PCT staff including Nurses, Medics and Allied Health Professionals (AHPs).
- The training is inter-professional (IPL) with all staff having access to the training manuals online. This allows IPL to occur naturally, as Occupational Therapists access training alongside Nurses if appropriate, with profession specific training often open to other disciplines due to interest and demand.
- Delegates apply for study leave and a panel judges whether they can attend looking at NICE (National Institute for Clinical Excellence) guidance and criteria.

##### Additional Information

- Training often follows untoward incidents and is dependant on need.
- The trainers follow an informal approach to training and ensure that it is interactive, with a variety of teaching methods including e-based learning and DVDs (they made their own training DVD for Advanced Directives and Court Craft).
- Training is provided to the Local Authority, private and independent sectors, residential homes, MIND (National Association for Mental Health) and the police and fire services. Charges for these sectors are flexible depending on the staff working in the area and whether they have Students, often the Trust will work with other agencies and provide 'skills swaps' such as physical skills and mental health training.

- Staff attendance at training is good, this is due to the trainers being aware of the issues in practice as all are caseload holders, training dates avoid holidays and training numbers are monitored and managed prior to the training sessions. Reminders are sent out and investigations of low numbers take place, e.g due to staff shortage in the clinical area. It is monitored using Electronic Staff Records (ESR).
- Geographically, the PCT covers a large area of Hull, and East Riding. This issue is addressed by taking the training out to the staff in the clinical area.
- The biggest issue for the department is the lack of space, the Learning Centre is available for them to use but this is also used for statutory and mandatory training.
- The department would like a training room available for clinical skills that resembles a clinical area.
- The department recognise the benefits of person centred 'training needs analysis' with action plans, tailored to the needs of the service.
- Evaluations follow all courses and are completed by trainees, and trainers allowing management to cross reference issues with the facilitator and delegates.
- The trainers work flexibly to meet the needs of the staff and have worked night shifts and weekend work to ensure all staff have an opportunity to be trained.

##### Training offered

- The training is separated into two levels. Level 1 being statutory training, and is linked to the job description. Level 2 is specific to individual roles, such as 'making an area safe', ECT, rapid transgression, safeguarding adults. The statutory and mandatory training is well attended due to management pressure to adhere to Government policies.
- The department use the Royal Marsden 7th Edition online for information.
- Training sessions are available online via their web page, with new policies such as the Mental Health Act also available for staff to access.
- CBT (Cognitive Behavioural Therapy), PSI (Psychosocial Intervention), record keeping, violence and aggression.
- The staff Nurse development programme.
- Training for non-medical prescribers and medicines cards is provided, working with the Pharmacists in the Trust.
- Injection techniques, venepuncture and manual blood pressure monitoring. These skills are practiced using real people.

# Appendix 10

## Primary Care, Mental Health & Care Trusts

### North East Lincolnshire Care Trust Plus

#### Staffing

- A Professional Development Manager.
- Training and Development Co-ordinator is employed by North East Lincolnshire Care Trust and organises training by request.
- No one in post to deliver clinical skills training.

#### Clinical skills accommodation/equipment

- There is no equipment or staffing for clinical skills specifically.
- Lack of equipment and funding are issues for the Trust; they currently use the local Acute Trust facilities.

#### Delegates

- All staff participate in Personal Development Reviews; identified gaps in knowledge lead to training if necessary and sourced appropriately.
- The training department organise training for all Nurses, Medics and Allied Health Professionals.

#### Additional Information

- Requests for external training courses are reviewed by the external funding panel who decide whether to fund the course.
- There is a need for new training equipment such as an intra-muscular (IM) injection buttock for injection techniques for depot injections.
- The entire training programme is being re-examined in line with the new Mental Health Bill.

#### Training

- The Training and Development Co-ordinator organises and co-ordinates the training for the clinicians in the adults and social care element of the Trust.
- There is a training programme with the courses and training calendars advertised on the website.
- Specific training, such as ear irrigation, is outsourced using other NHS Trusts or Higher Education Institutions.
- Mandatory and statutory training such as diversity and conflict resolution are provided.
- The Trust fund external courses, such as resuscitation training and defibrillation from the North Lincolnshire and Goole Hospitals NHS Foundation Trust.

- Ad hoc training on request includes simulation based training in the form of role play using a drama group of service users called 'value based training'.
- The department provide training for venepuncture using theory based learning from in-house educators, then practical based training from the North Lincolnshire and Goole Foundation Trust. Traditionally free of charge, this has altered now that the Acute Trust has become a Foundation Trust.

### Rotherham, Doncaster and South Humber Mental Health NHS Foundation Trust (RDASH)

#### Staffing

- Education Manager RDASH and RDASH Training Manager manage the training for the staff.
- No internal provision for clinical skills, the Trust utilise the Peripatetic Clinical Skills Co-ordinator and facilities of Doncaster and Bassetlaw Hospitals NHS Foundation Trust.

#### Clinical skills accommodation/equipment

- Training takes place at the RED Centre in Doncaster, Doncaster Royal Infirmary and the clinical area.
- No equipment or accommodation available, utilise the Peripatetic Clinical Skills Co-ordinator. The problems prior to this facility were greater, these have now been addressed and solved with this service.

#### Delegates

- Mental Health Staff.

#### Additional Information

- There are no immediate plans for the future, RDASH maximise the use of the service provided by the Peripatetic Clinical Skills Co-ordinator.

#### Training offered

- Training available from the Peripatetic Clinical Skills Co-ordinator, see Appendix 3 for a comprehensive list of skills available.

### Sheffield Health and Social Care Trust

#### Staffing

- Clinical Development Lead, employed by Sheffield Health and Social Care Foundation Trust.
- Several Course Leaders.

#### Clinical skills accommodation/equipment

- There is currently no space to deliver training.

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## Primary Care, Mental Health & Care Trusts

### Delegates

- Mental Health Nurses, Occupational Therapists (OT's), Social Workers, Support Workers, General Nurses, STAR workers (previously service users).

### Additional Information

- Funding comes from the LBR (Learning Beyond Registration) via Sheffield Hallam University.
- Self funding from delegates and/or their employer/organisation.
- Potential void in staffing due to IAPT (Improved Access to Psychological Therapies) training, September 2008.
- The department would like more Cognitive Behaviour Psychotherapy (CBP) training, longer courses away from the work place and capacity of workforce to access training. This potentially leaves the service short of staff.
- Following the NICE (National Institute for Clinical Excellence) guidelines a Schizophrenia course will be available in 2009, where CBP will be the intervention of choice.

### Training offered

- Essential Training (mandatory on an annual basis) offered through the older adult directorate, such as moving and handling, resus, infection control, prevention of violence and aggression.
- E-Learning, workshops, seminars, experiential practice based learning, recorded learning. (Blended Learning).
- Cognitive Behaviour Psychotherapy (CBP) (introduction to theory and practice of) (1 year duration).
- Cognitive Behaviour Psychotherapy (Postgraduate Certificate) (Oct-May duration).
- Cognitive Behaviour Psychotherapy (Postgraduate Diploma) (Oct-May duration).
- Psychosocial Interventions (Advancing Health and Social Care) (Postgraduate Certificate) (Sep-Jul duration).
- Evaluations are qualitative through the Quality Assurance System at SHU. Links to Sheffield Hallam University.
- IAPT (York University).
- Art Therapy (Leeds Metropolitan University).
- Learning Disabilities Course (St Lukes Hospice, Sheffield).
- Dementia Course (Bradford University).

## South West Yorkshire Partnership NHS Foundation Trust

### Staffing

- A Learning and Development Manager supports and manages much of the Trust Learning and Development agenda.
- Specialist advisors and external facilitators are utilised in delivering some specific clinical skills training. The Trust is in the process of progressing a physical healthcare post and support posts funded by the NHS Yorkshire and the Humber.

### Clinical skills laboratory/equipment

- There are no areas identified specifically to offer clinical skills training within the Trust ie; no dedicated skills laboratory.
- The Trust is a tenant on the site at St Lukes Hospital, Huddersfield, where a Resource Centre is provided, this area currently houses a small library and training rooms. Calderdale and Huddersfield Foundation Trust is planning to close the St Lukes site and South West Yorkshire Partnership NHS Foundation Trust services will be re-located elsewhere.
- Fieldhead site also houses training facilities including 1 computer suite, 2 conference centres (for 50–60 people), 6 training rooms (15–20 people) and a gymnasium area which can be used for training courses such as 'management of violence and aggression'.

### Delegates

- All employees.
- These include all Trust staff including Medics, Nurses, including non-registered staff and Allied Health Professionals (AHPs) including Dietitians, Physiotherapists and Occupational Therapists, ancillary and support staff.

### Additional information

- The Trust operates from various sites across South West Yorkshire and has in-patient units, across Calderdale, Kirklees and Wakefield areas.
- There are approximately 100 teams, including Community Mental Health Teams, Crisis Teams, Assertive Outreach Teams (AOT's), Community Teams Learning Disabilities.
- Issues include; a lack of dedicated resources to meet training needs specific to clinical skills, particularly physical healthcare. Specialist advisors deliver clinical skills within their field and are not specifically dedicated to training alone (Management of Violence and

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## Primary Care, Mental Health & Care Trusts

Aggression, Infection Prevention and Control, Moving and Handling, Medicines Management) potentially causing issues with release from practice, reducing the flexibility to respond to training needs. Releasing staff from the clinical area can be challenging for mandatory training, and this can have a knock on effect for non mandatory training.

- The Trust also uses external facilitators and organisations in delivery of some training, for example CPR (Cardiopulmonary Resuscitation) and AED (Automated External Defibrillation), first aid and Phlebotomy training undertaken at Bradford University.
- The Trust encourages inter-professional learning with medicines management for Medics and Nursing Staff, or food hygiene for any staff assisting service users with food preparation; Occupational Therapist or Nursing Staff.
- The University of Huddersfield (and other training providers) support the Trust and vice versa with specific training needs for pre and post registration training. Trust staff lecture on some of their courses and there are some joint appointments of individuals who work in both organisations.
- The Trust have used patient groups in education including the 'simulated patient group', these are actors playing the part of patients for training scenarios.
- Techniques include role play, e-learning, theory, practical sessions and the "virtual world" programmes.
- For staff inductions, the Trust use a Theatre company to give a view of the realities of working with this service user group, 'Crag Rats' and 'Hole in the Head' have been used.
- The Trust would like to have access to dedicated clinical skills development centres such as Montagu but closer to the Trust, the new proposed 'Hub' in Leeds will be valuable as it is not too far away.
- A dedicated resource to deliver training such as a training 'bus' and increased staffing to deliver the training would benefit the Trust.
- The return to a 'clinical tutor' type role, would allow a focus on communication and listening type skills in the clinical area.
- Mental health to work with teams of staff for specific roles such as blood pressure training and wound care (as examples). This would enable the Trust to concentrate on the physical needs of mental health patients following the CNO (Chief Nursing Officer) report.

### Training offered

The Trust offer training in different categories depending on the level of staff and their individual training and development needs. The three categories are mandatory, essential training and staff development.

1. Mandatory
2. Essential Training
  - Medicines management, for Medics and Nurses, delivered by the medics. Injection technique is delivered at the University during training, the Trust offer no clinical skills training for Health Care Assistants (HCAs).
  - Legal aspects of mental health care.
3. Staff Development
  - This includes a physical healthcare national vocational qualification (NVQ) module.
  - Other training is delivered either on an ad hoc basis by other healthcare professionals such as District Nurses where a particular health need is unusual and the Mental Health Staff do not have the expertise. Specialists such as infection control Nurses who deliver their training and updates such as barrier nursing when this is pertinent and Dietitians who provide training on PEG (Percutaneous Endoscopic Gastrostomy) care.

## Leeds Partnership NHS Foundation Trust

### Staffing

- Associate Director of Nursing and Risk Management.
- The nursing and risk management department employs 18 staff in risk management.

### Clinical skills accommodation/equipment

- The venues include the clinical settings, Stanningley Exchange, where there is a floor available for the team.

### Delegates

- All clinical staff working in the Trust.

### Additional Information

- The Trust also use non-promoting drug companies to deliver some training in relation to SHIPS (Schizophrenia Health Monitoring Scheme), venepuncture, mind and body, physical monitoring relating to medication, updates re medication errors, work with pharmacy and other disease management.
- Training is monitored using the Electronic Staff Records (ESR) system.

# Appendix 10

## Primary Care, Mental Health & Care Trusts

- With Continual Professional Development (CPD), physical health is a priority, for example, with Learning Disability Nurses, the Naso-Gastric (NG) feed therapy was cascaded down via Leeds Teaching Hospital Trust. The CPD linked to the University was commissioned by the NHS Yorkshire and the Humber, allowing places to be free of charge, with the Trust paying for backfill of staff.
- A training needs analysis is undertaken for each directorate with reference to statutory and mandatory training.
- The Trust links to Leeds University, Leeds Metropolitan University, the University of York and Leeds Teaching Hospital Trust.
- The organisation is concentrating on mandatory training, therefore the clinical skills provision is not as big a priority.

### The Trust would like to

- Increase CPD provision, examining the data identifying under performance.
- To have structures in place to deliver training on target.
- The Healthcare Commission – data systems and processes.
- To strengthen the team, to empower and engage with the NHS Yorkshire and the Humber and Higher Education Institutions to indicate what they need.

### Training offered

- The psychosocial interventions co-ordinator delivers Multi-disciplinary Team training.
- Mentorship training, sign-off mentors for Student Nurses.
- Non-medical prescribing training, with the co-ordinator liaising with the University.
- Training such as venepuncture is delivered depending on the locality, with staff accessing training from Leeds Teaching Hospital Trust for physical care.

## Bradford District Care Trust

### Staffing

- There is no identified Clinical Skills Educator.
- As there is no one to deliver training, the staff rely on an experienced member of the team to demonstrate skills using clients.

### Clinical skills accommodation/equipment

- No equipment or accommodation available.

### Delegates

- All staff needing training include Doctors, Nurses, Physiotherapists and Occupational Therapists, also Medical and Nursing Students.

### Additional information

- Acknowledge that Mental Health have a long standing issue with the lack of training for physical needs for their client group.
- The Trust would like to develop some kind of clinical skills training area for skills such as venepuncture, cannulation, bowel care and wound care.

### Training offered

- 'Managing Violence and Aggression' and manual handling.
- Further training is 'bought in' from the local hospitals as and when it is needed.

# Appendix 11

## Dental

### Leeds Dental Institute

#### Background

- Leeds Dental Institute (LDI) trains 96 Dental Students, 25 Dental Therapists, up to 8 full time and 8 part time Dental Technologists and 30 full times with 70 part time Dental Nurse Students per year. Funding streams from Higher Education Funding Council for England (HEFCE), Medical for Dental Service Increment for Teaching (MDSIFT), Dental Service Increment for Teaching and the NHS Yorkshire and the Humber underpin the education of the Dental team.
- A Department of Health capital scheme and National Programme for Information Technology (NPfIT) capital scheme are delivering upgraded clinical training facilities. There are some 140 dental chairs in LDI, 6 at Seacroft Hospital and there will be 3 outreach units with 7–8 chairs in each of Leeds, Bradford and Hull. The dental outreach centre for Hull Primary Care Trust, with 8 dental chairs also has a learning room and IT investment.
- The clinical accommodation is currently undergoing a refurbishment with Phase 1 ready at the Easter of 2009. The extra funding has been invested by Government to increase the numbers of Dentists nationally.
- Before entering clinical training in the hospital and outreach clinics the Students access the following dedicated clinical skills facilities:

#### Clinical skills accommodation/equipment

- There is an infection control room, for sterilisation practice in Bradford outreach.
- Operative skills teaching rooms, two large rooms (can be divided down) and one small room all with phantom heads, suction, lights and AV (audiovisual) equipment, including all small items for dental work as used in practice. Capacity 48 stations.
- There is a prosthetic teaching area for dental technology appliance and restoration manufacture. Capacity 32 stations.
- Dental technology benches are also available for Dental Technology Students equipped as above.
- Operating dental Xray unit.
- There are smaller facilities at Scarborough and Dewsbury, with phantom heads (These are not LDI managed but part of local units).

- Funding for small equipment replacement and increased cost of dental consumables is an issue as is health and safety. Practising techniques using real teeth is better for experience but plastic teeth are being introduced with regard to Health and Safety. These are expensive.
- The equipment includes all necessary equipment for dentistry, including information technology (IT) with roaming digital cameras and chair based computer screens.

The Institute plans to deliver medical emergency training using a Meti ECS (emergency care simulator) for the Dental Students with a potential to update the post-registered staff, these plans include employing a dedicated trainer for Emergency Simulated Training and working with the Montagu Clinical Simulation Centre. A purpose built training laboratory is to be built in late 2009.

#### Delegates

- Dental Students
- Dental therapists
- Hygienists
- Technicians
- Post-graduate specialist Dentists
- Orthodontic Faculty of GDP course is hosted in the clinical skills area.
- The Dental Nurses are trained by the NHS, both full and part time.
- Inter-professional learning occurs with student Dental Nurses, technicians and student Dentists.

Training is offered for all pre-registration courses detailed, and the delegates above.

### Dental Clinical Skills Centre provision in South Yorkshire and East Midlands

#### Background

- Ten years ago there were few Dental clinical skills laboratories in the old 'Trent' region (now comprising South Yorkshire and East Midlands).
- With funding from 'Better Opportunities for Women' and other financial support obtained from time to time, the Regional Postgraduate Dental Dean negotiated the provision of multi-professional Clinical Skills Centres (with dedicated dental equipment) in the Dental School in Sheffield, King's Mill Hospital, Mansfield and in Lincoln County Hospital. (Service Level Agreements (SLA) for postgraduate use of the facilities are in place for the Dental School and King's Mill Hospital).

# Appendix 11

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- Sheffield are in the process of establishing whether any of these facilities require funding for equipment over that which has been put in on a regular basis over the last few years.
- The Workforce Development Confederation (WDC) previously, and the NHS Yorkshire and the Humber recently, have provided funds to the Montagu Clinical Simulation Centre so that the Dental Vocational trainees and Senior House Officers can benefit from free training.
- The simulation unit at Queens Medical Centre Nottingham is utilized for the East Midlands trainees.

## Clinical skills accommodation/equipment

Within the School of Clinical Dentistry, there are:

- Clinical Skills Facility – Main Lab – 42 stations and 1 tutor station. Smaller Lab – 12 stations and 1 tutor station, both with live links to monitors.
- IT Suite – 19 computer stations & 1 tutor computer station.
- This facility is used amongst other activities, to support the teaching of oral pathology via the use of virtual microscopy.
- Dental Technology Unit – 40 stations.

All equipment necessary for dentistry including;

- Drills, as in practice
- Amalgamators
- New instruments, includes hand pieces
- Waterbaths
- Assistina, (oil hand pieces)

Additional equipment and funding would help support maintenance and replacement.

## Delegates

- Dental Students
- Dental Technicians
- Dental Hygiene and Dental Therapy Students
- Postgraduate Dental Courses, including Continual Professional Development.

## Training Offered

- As part of the Human Disease course, the Bachelor of Dental Surgery (BDS) Students use the Clinical Skills facilities which are based in the Royal Hallamshire Hospital and the Northern General Hospital, both sited within the Sheffield Teaching Hospitals NHS Foundation Trust. Patient Educators work with BDS Students to ensure an appropriate case mix.
- The clinical skill element of the BDS and Hygiene and Therapy (H&T) programme managed from within the Dental School currently falls into 3 main areas:
  1. Junior Restorative Course (JRC), held in the Clinical Skills Laboratory 2nd year BDS, 1st year H&T
  2. Dental Technology, Clinical Skills and Clinical Prothetics course held in the Dental Technology Unit (DTU), 2nd year BDS.
  3. Advanced Restorative Course (ARC) held in the Clinical Skills laboratory, 3rd year BDS.
- Courses for dental technicians – ad hoc.
- Post graduate courses including Continual Professional Development.

# Appendix 12

## Higher Education Institutions

### Sheffield Hallam University

#### Staffing

- The lecturers all deliver elements of clinical skills within the curriculum.
- Sheffield Hallam University employs a team of technical support services including a Team Leader and Technical Support Workers whose responsibility it is to maintain the equipment in the skills laboratories, including preparing the training sessions and clearing up at the end of the sessions.
- There are technicians for each subject group and three technical supports.

#### Clinical skills accommodation/equipment

- The Clinical Skills Laboratories are located in the Robert Winston Building and can accommodate approximately 500 Students and 280 staff, with the potential to house more if necessary.
- The Skills Laboratories are used by professional and inter-professional groups to prepare for placements and rehearse skills between placements in readiness for practice.
- The rooms are multi-functional on the whole. Some rooms designed for specific disciplines such as the Occupational Therapy room. The theatre can be used by Nurses, Operating Department Practitioners, Paramedics and Radiographers.
- Room occupancy is an issue for the University, in that they would like maximum usage for each room, this is difficult because of the specialist equipment in the rooms makes access for other purposes limited.

Accommodation includes a comprehensive clinical skills suite including;

- Immersive Technology Suite.
- Occupational Therapy room, work hardening, creative therapies and home environment.
- Gymnasium for Physiotherapy.
- 4 Physiotherapy rooms, also used for BLS (Basic Life Support) for Nurses and moving and handling.
- Fully equipped theatre, including scrub room and piped gases, used for the Operating Department Practitioners and other professionals.
- Maternity and newborn area, birthing pool available.
- Aseptic technique area.
- A fully equipped digital x-ray suite and two image viewing rooms.

- Community setting suite, with bedroom, sitting room and kitchen area, used by Physiotherapy, Occupational Therapy, Mental Health and Learning Disability Nursing Students and Social Work.
- Paramedic Suite and ambulance used for First Contact and First Responders.
- 4 ward based areas, with 4 bed and 2 break out rooms attached.
- Wet room
- IV haptic devices
- Radiotherapy planning
- Outside garden
- Action learning, domestic studio apartment, life support room and media studio.

#### Delegates

- Delegates include all Students: Nursing including adult, paediatric, mental health and learning disabilities, Physiotherapists, Occupational Therapists, Radiographers, Social Workers, Paramedics, Midwives, Operating Department Practitioners and Sports Science Students.
- Postgraduate Nursing Students.

#### Additional information

- Funding for all pre-registration courses met by the Department of Health (DoH), post-registration courses met by individual delegate who may have secured funding from their own Trust or department or by DoH through Learning Beyond Registration (LBR) funding.
- The University are exploring inter-professional learning opportunities for Students; enhanced service user and care engagement.

#### Training for all courses including:

- Training provided for all Students including radiography and oncology.
- Bi-sciences laboratory.
- Post Graduate skills e.g. Post Graduate Medicine and Dentistry, Non medical prescribing, Emergency Nurse Practitioner Course.

## University of Sheffield

- University of Sheffield funds a Clinical Skills Centre at the Northern General Hospital (NGH) for Medical and Dental Students.

### Staffing

- 3.5 WTE (one Co-ordinator, one full-time Educator and one half-time Educator, one Clerical Officer). Currently, all teaching staff are Nurses. All staff are members of the Academic Unit of Medical Education.

### Clinical skills centre/equipment

- The Clinical Skills Centre at the NGH is set up in an old ward area to simulate a real ward environment and uses low and medium fidelity manikins such as 'SimMan', 'Harvey' and part-task trainers.

### Delegates

- Delegates are all Medical and Dental Students from The University of Sheffield. There are approximately 250 Medical and 85 Dental Students per annual intake. Medical Students attend clinical placements at all hospitals in Sheffield, selected General Practices in the region and at Rotherham, Doncaster & Bassetlaw, Barnsley, Chesterfield, Scunthorpe and Grimsby Hospitals. Whilst on placements in Barnsley, Rotherham and Doncaster and Bassetlaw Medical Students access the Clinical Skills Centres at those Acute Trusts. Students on placements in Chesterfield, Scunthorpe, Grimsby and Sheffield attend the Clinical Skills Centre at the Northern General Hospital.

### Additional information

- The Clinical Skills Co-ordinators from the local Acute Trusts assist with some of the sessions at the Northern General Hospital, along with some clinical ward based Nurses and others, such as Phlebotomists and Consultants.
- The South Yorkshire Clinical Skills Co-ordinators formulated the Medical Student Handbook, used locally to ensure equity for the Medical Students training experience.
- Supplies ordered through usual Hospital chain, requests go via the University.
- All Medical Students have the opportunity to access the 'Montagu Clinical Simulation Centre' in Mexborough.
- The department plans to utilise 'SimMan' with scenario based learning for senior Medical Students.
- The Patient Educator Programme is a parallel unit, which works closely with the clinical skills staff and shares facilities at the Northern General Clinical Skills Centre. It is staffed by a full time Co-ordinator and a full

time Administrator. The Programme is likely to expand to other Hospitals in the region, increasing the numbers of volunteers involved in teaching and assessment.

- The Clinical Skills Co-ordinator's role is strategic and operational. He/she is responsible for development of innovations in line with the Medical and Dental undergraduate curricula and the review of policies and procedures. The Co-ordinator is also responsible for effective liaison with relevant academic, administrative staff and the Patient as Educators Team, to ensure the delivery of the clinical skills courses. The Co-ordinator is an active member of the teaching team.

### Training offered

Training offered is detailed in the Medical Students' Handbook and includes:

- Basic Life Support
- Back Care Awareness
- Vital Signs monitoring, blood pressure, urinalysis
- Hand washing (practical and lecture) for infection control
- Hospital Life support
- ECG
- Peak Flow/O2 Nebulisers
- Beds
- NG Tube Placement
- Subcutaneous and Intramuscular Injections
- Venepuncture, intravenous cannulation, injections and infusion lines
- Cervical Smears
- Urinary Catheters, male and female
- Arterial Blood Sampling
- Suturing/Skin Closure
- Prescribing (done by pharmacy)
- Harvey (medium fidelity manikin)

Support teaching undertaken by clinicians in:

- Gastrointestinal/Musculoskeletal/Central Nervous System/Cardiovascular System/Respiratory/Neurology history taking and physical examination skills
- Assessing Micro-vascular Diseases
- Diabetes Self Management

## University of Leeds

### Staffing

- **Medical school** – 3.8 WTE staff deliver the clinical skills training. Part-time technical support and administration support for room bookings for outside courses, stock control etc.
- Leeds University Medical School employ all the staff based at the University's Clinical Skills Centre at both Leeds General Infirmary and St James University Hospital.
- **School of Healthcare** – The School of Health at the University of Leeds, employ a Clinical Skills Co-ordinator and a Moving and Handling/Basic Life Support Educator who provide training/education for pre-registration healthcare Students in a range of clinical skills. A number of other staff are also involved in clinical skills sessions. The department also employ a clinical skills technician.

### Clinical skills accommodation/equipment

- **Medical school** – The Medical School provides Clinical Skills Centres at Leeds General Infirmary and St James University Hospital. These include large teaching rooms, simulated ward environments including a paediatric area and clinic type rooms.
- The equipment is appropriate for the Medical School usage.
- **School of Healthcare** – The Nursing and Allied Health Professional training have an adapted room within the University campus, housing bed spaces, tables and chairs with opportunity to replicate a clinical area.
- The accommodation is within the Baines Wing, University of Leeds, where 3 rooms have been converted to clinical skills areas. There is a large area with 8 beds; this is used for OSCE's (Objective Structured Clinical Examination) and larger group teaching, using manikins for holistic care, the 'NursingAnnies' are housed here.
- A counselling room has a two-way mirror and is used mainly for counselling training and by Mental Health Students. It is sometimes used for resuscitation training and other skills sessions. This room has audiovisual (AV) equipment in it and the department has access to portable audiovisual equipment through the School AV technician.
- A further room is paediatric/midwifery and houses some midwifery equipment, cots, incubator and resuscitation for neonates.

### Delegates

- **Medical school** – The delegates include all Medical, Dental and Hygiene and Therapy Students from Leeds University. Post registration staff utilise the facilities for training such as resuscitation and manual handling. This occurs free of charge, however, only when the Medical or Dental Students are not using the resources.
- **School of Healthcare** – These facilities are used by Healthcare Students including all branches of Nursing, (paediatric, adult, mental health and learning disabilities), Midwives, Allied Health Professionals and Radiographers.
- The Nursing Students are mostly placed within the Leeds Teaching Hospitals Trust which means that the equipment needed is standard. However, a few Nursing Students have had placements in Wakefield or Harrogate where they may experience different procedures and basic equipment may not be the same. Radiography Students are placed around the region.
- The facilities are also used for post-registration courses such as Masters in Advanced Practice.

### Additional information

- **Medical school** – Funding for staff and consumables comes from the University and the NHS Yorkshire and the Humber, the hospital Trust provides the space and overheads including cleaning. The small amount of income from renting the facilities to non-NHS users is used for consumables and maintenance.
- Some 3rd year Medical Students are supported in their primary care placements by Clinical Skills Laboratory Centre staff. Staffing is such that this cannot be currently offered to every student in Leeds primary care settings.
- **School of Healthcare** – The lack of space is often an issue in this area, especially as the Students are required to have OSCE's, this takes up lecturer time and accommodation within the department.
- The room timetables are utilised well but this could be improved if considered.
- There are 2 non-electronic beds in the bedded area, needing replacement with modern electronic beds.
- The Clinical Skills Co-ordinator would like to have more accommodation for specific training needs such as resuscitation and manual handling and increase the number of items of equipment for the OSCE's. Until now the number of part trainers has been adequate, but this now needs increasing to be utilised by more Students at one time.

# Appendix 12

- Staff training for the manikins is essential to make most use of the facilities and functionality of this equipment.
- There are plans to have multi-disciplinary training, such as Nurses and Radiographers, this is starting next year and the team would like to develop this further.

## Training

- **Medical school facilities at Leeds Teaching Hospital Trust** - The support offered includes Medical, Dental and Hygiene and Therapy Student clinical skills training and assessments, OSCEs, resuscitation and a variety of training for post registration staff. The latter is usually facilitated by NHS staff.
- All Dental Students receive resus training. 4th year Dental Students receive a more comprehensive programme of 10 sessions of human diseases related skills.
- The training uses low and medium fidelity manikins such as 'Harvey' and basic life support manikins.
- **Healthcare Students** – essential nursing care including physiological observations, assessment skills, recognition of the sick patient, moving and handling (taught across most programmes), basic life support, O2 therapy, management of medical emergencies, catheterisation, paediatric nursing skills.
- A range of low fidelity manikins and part trainers are used.

## The University of Huddersfield

- Funding for clinical skills and simulation equipment is from both Huddersfield University and the NHS Yorkshire and the Humber.

## Staffing

- There are 14 staff members utilising the department for clinical skills/simulation based training.
- The department also employ six technicians who assist with maintenance of the low and high fidelity simulator manikins, and with the preparation of equipment and training sessions.

## Clinical skills accommodation/equipment

- The department is fully equipped with video and recording equipment.
- Mandatory training including manual handling and basic life support.
- The skills laboratories include; a children's ward; general ward; critical care; theatres; snoozlam (for learning disabilities); Physiotherapy and Occupational Therapy area.

## Delegates

- Delegates include all Students for Nursing, including mental health, learning disabilities, child, adult and midwifery, also Physiotherapists, Occupational Therapists, Operation Department Practitioners, Paramedics and qualified professionals.

## Additional information

- The department deliver simulation scenarios and are international representatives for healthcare simulation, although assert this is time consuming and requires a high level of staffing resources.
- The University plans to deliver Dental Student clinical skills training, continue with PhD studies on simulation related work and present findings and ongoing work at conferences.
- The new pre-registration curriculum commenced September 2008 incorporating 300 hours of simulated practice, as per NMC (Nursing & Midwifery Council) directive.
- The simulated training evaluations indicate a reduction in referrals from 35% to 10% since the introduction of simulator based training in the student Nurse education programme.

## Training offered

- Fundamental essentials for nursing; scenario based assessments for individual patients; whole ward simulation experience for use in assessments. These include infection control, hygiene needs, patient safety, and pharmacology and ward management.
- Theoretical study is followed by a skills session, allowing Students to link theory to practice.
- Continual Professional Development (CPD), these post registration courses include Accident & Emergency, intensive care, acute illness and cardiology.

## The University of Bradford

### Staffing

- The Bradford University clinical skills department employs at least 15 teachers for healthcare across all the disciplines and a technician.

### Clinical skills accommodation/equipment

- The training accommodation has multiple teaching rooms for each discipline where mock wards can be assembled and OSCE's (Objective Structured Clinical Examinations) performed.
- The Physiotherapists have their own room, also used for management of interpersonal threats and breakaway techniques; there are two rooms here with plinths in a gymnasium type environment. Physiotherapists have another four rooms.

# Appendix 12

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- There are two Radiography rooms for X-ray and PACs (Picture Archiving Communications), with fully equipped computer suites. These are role specific and are unable to be used by other disciplines.
- The University has issues with resources, historically, although this has improved recently, with new funding available from ALPS (Assessment and Learning in Practice Settings) and the NHS Yorkshire and the Humber for clinical skills equipment already allocated and ready to be ordered.

## Delegates

- Pre-registration Student Nurses, Nurses attending Continual Professional Development, such as wound care, lymphoedema and non-medical prescribing, also Radiography, Midwifery, Physiotherapy and Occupational Therapy, Pharmacy and Optometry are both taught within the main campus.

## Additional information

- The department has links with Bradford Foundation NHS Trust, Bradford and Airedale PCT, Airedale NHS Trust and Bradford District Care Trust (mental health and learning disabilities).
- By 2010 the new curriculum will include all mandatory and essential skills to be in a mixed disciplinary group where scenarios will be planned together.
- The University plans to purchase a manikin and use regularly with the clinical skills support worker encouraging its use to all disciplines.
- The new build within the main campus should happen in 2010, where the Clinical Skills Laboratories will be housed in the new structure; classroom based learning will take place in the old part of the main campus, with audiovisual (AV) equipment planned.

## Training offered

- Basic observation, blood glucose monitoring and urinalysis.
- Inter-professional learning occurs in the 1st and 3rd years in the form of lectures, this will improve by 2010. The new curriculum will include all mandatory and essential skills to be in a mixed disciplinary group where scenarios will be planned together.
- Training sessions alter following the student evaluations, an example being putting the theory online for the students to study prior to the clinical skills sessions so they are fully prepared before the sessions begin. The demonstration and practical sessions are then concentrating on the practical skills and practice.
- Management of interpersonal threats and breakaway.

- Occupational Therapy sessions are based in their own room simulating a home environment.
- PACs (Picture Archiving Communications System) training for Radiographers, including X-ray suite to simulate managing X-ray techniques.
- Physiotherapy within a gymnasium environment is very interactive.
- OSCEs are done for some (failing) Students.

## University of Hull

- Funding for the Centre for Clinical Skills is from contracting partnership with NHS Yorkshire and the Humber, from the education sector and organisations using the facilities for training courses.

## Staffing

- The Director for the Centre for Clinical Skills leads the team. The Centre has received funding for two years to fund two posts; a Clinical Skills Assistant and a Lecturer in Clinical Skills. Faculty of Health and Social Care staff contribute to teaching and facilitation of other activities such as assessment, third stream income generation and reach-out and widening participation activity.

## Clinical skills accommodation/equipment

- The Centre for Clinical Skills is sited at the University of Hull. The Centre occupies a three-storey building. The accommodation includes 18 fully equipped clinical rooms including a theatre suite, ward areas and teaching classrooms for multi-professional use together with store facilities, kitchen and staff room.

## Delegates

- Learners include: Nursing (all branches) and Midwifery, Allied Health Professionals (AHP), Operating Department Practitioners (ODP), Emergency Care Practitioners (ECP), Post registration health professionals, Nurse/independent prescribers, University Certificate students, Foundation degree students. Also, College and school students, Independent sector staff such as care home staff, Voluntary sector staff eg. hospice staff/hospice volunteers, Practice Nurses, Organisations and business personnel and General public.

## Additional information

- The unit fits within the structure of the University as a Centre in its own right.
- Education, training and careers experience opportunities are provided for a variety of education providers including school age children (primary and secondary).

# Appendix 12

- The Centre's activity is now limited by the constraints of the present building. It has been improved in terms of improving access (passenger lift). Activity has reached maximum capacity and is limiting further expansion of business.
- The University has good links with local organisations including Hull City Council, North East Lincolnshire PCT, North Lincolnshire PCT, East Riding of Yorkshire PCT, Humber Mental Health Trust, Care Trust Plus, East Riding of Yorkshire Hospitals, Bridlington, Grimsby, Goole and Scunthorpe Hospitals.
- There are links with North and South Yorkshire through Aim Higher.
- There are links with Yorkshire Universities through the Universities Clinical Skills Network.
- The University recognises that the programmes are dependant on well motivated and willing staff to deliver clinical skills training. The Faculty benefits from quality teaching from staff from all branches of nursing and midwifery and the allied health professions.
- Bespoke training is offered through negotiation with individual organisations.
- Organisations are able to hire out the facilities to deliver their own training eg. using advanced human patient simulators.
- Inter-professional learning is practised.
- The Centre aims to continue to work in collaboration with all stakeholders, and to be an active part of the Hull 'hub'.
- The department has good links with HYMS and the medical side of education and provides some training expertise in the medical school curriculum

## Training offered

- Inter-professional learning is developing. This is by way of branch-specific Nurses, Midwives, AHPs and Health Care Assistants (associate practitioners) learning and training together. Midwives, some Nurses and Medical Students are able to learn together at the training ward at Goole Hospital which encourages inter-professional learning (IPL) in an educative setting within practice. This is not available to all students due to the geography of the location, the large intake of nursing students and limited resources at Goole. The Centre wishes to develop IPL.
- A range of teaching methods are used including experiential learning, demonstration and practice, simulation, video recording and playback analysis, supported by theory sessions and e-learning.

- All education and training is evidence based and quality assured. Training for clinical skills incorporates underpinning theory for practice in:
- Pre-registration nursing programmes (adult, child, learning disability and mental health).
- Foundation degrees eg. Dental Nurses, Community Associate Practitioners.
- Post-qualification programmes/autonomous practitioners.
- Gastroenterology Practitioners.
- Emergency Care Practitioners.
- Children's Health and Inter-professional Practitioner (CHIP)
- Nurse/Independent prescribers
- Short Courses and bespoke training sessions
- Skills development for local Trusts
- Skills development for Hull Prison Staff
- Health Care Assistant (HCA) training (level 4 courses) leading to the University Certificate at level 4 (60 credits). Students can progress from the University Certificate directly to professional training eg. pre-registration nursing.

## Hull York Medical School (HYMS)

### Staffing

- **University** – The Medical Students are taught in placement by Clinical Skills Facilitators, based in the acute setting with facilities funded by the University. Years 3, 4 and 5 Students are based entirely in the clinical area.
- The Clinical Skills Facilitators are Nurses employed by the Acute Trust with funding from the University.
- The University based training is delivered by Medical Staff working at the University and in practice, thus maintaining their clinical skills.
- **York, Scarborough, North Lincolnshire and Hull** hospital sites all employ a Clinical Skills Facilitator, some have a technician to manage these sites. See Appendix 3 for details.

### Students

- The Medical School educates Students at the University of Hull, and the University of York, with placements in Hull, York, Scarborough, Scunthorpe and Grimsby.

# Appendix 12

## Clinical skills accommodation/equipment

- The Medical School funded the Clinical Skills Laboratories at all the acute sites. See Appendix 3 for details.
- Training occurs in the Clinical Skills Laboratory, the training rooms and the clinical area, alongside the facilities at the University of York and the University of Hull.
- The facilities within the hospital are available for the Trust staff to use, however in practice, the Medical Students take priority, making it difficult for other staff to book the accommodation. The York site, although not without difficulties, shares its resources with the clinical staff, working through the challenging processes together.

## Additional information

- HYMS use an “Integrated Clinical Method” as an integrated approach to teaching to emphasise the importance of the relationship between all the clinical skills. For example, it is important that Students understand that good communication is an inherent part of a successful physical examination; and also that diagnostic reasoning is a product of good communication, physical examination and consultation management. The term has been developed by HYMS to describe the components of the consultation. These include: the skills of physical examination, mental state examination, history-taking, diagnostic reasoning and communication.
- In phase 1, the University use ‘Simulated Patients’ (real people, acting as patients) to demonstrate these cognitive clinical skills within the University setting alongside video recording facilities to allow the Students to debrief using video evidence of their simulated patient encounters. ‘Simulated Patients’ may also be used in examinations, such as mental health.
- The department provide an audit trail for ordering supplies and delivering training, with all aspects of the educative process monitored electronically.
- The Clinical Skills Facilitators maintain close links with the ward environments and some maintain credibility by returning to practice sessions in their previous specialities, at the discretion of the manager at the site and the Clinical Skills Facilitator.
- The HYMS group write standards and performance criteria specific to HYMS and not the Trust, thus providing continuity for the Students working cross border with York, Hull, Scarborough and North Lincolnshire.
- HYMS have occasional timetable issues with reference to Medical Students attending training in the acute setting whilst co-ordinating lectures at the University,

this leads to repeating courses for Students who miss or cannot attend the training.

## Training

- The phase 1 Medical Students training is delivered through simulation, using ‘simulated patients’, theoretical sessions followed by practical teaching using body parts and manikins. In phase 2 however, Students are encouraged to gain experience on real patients.
- This is evaluated in the clinical area with Students using a skills passport to get the assessor to ‘sign the skill off’. Students ask Nurses or Medics to act as assessors in the clinical area when the clinical situation arises. Only designated grades of Medical staff can ‘sign off’ skills, junior doctors are not permitted to sign off unless they are HYMS graduates.
- The Students evaluate some training and changes occur accordingly, an example of this is the ‘womens health’ module where Students felt that their clinical experience was limited and changes took place.

## University of York

### Staffing

- The Clinical Skills Co-ordinator manages the Clinical Skills Unit within York University for the Nursing Students; the Hull York Medical School (HYMS) department is situated at the University in a different building, (see HYMS details in this appendix).
- The Clinical Skills Unit for Nursing Students and Continual Professional Development has two assistants who help to set up for teaching sessions, monitor equipment and maintain. The Clinical Skills Co-ordinator manages the equipment and the access to rooms.

### Clinical skills accommodation/equipment

- The centre, although purpose built, is no longer big enough, especially re storage of equipment and turn around between study sessions in a day.
- The University have considered a ‘skills bus’ but dismissed this due to cost.
- The Clinical Skills Unit is set up to replicate a ward, with two, four bedded bays, a Nurses station, a sensory room, large bathroom and side ward, used for critical care courses.

### Delegates

- Delegates include Student Nurses from all nursing branches, and Nurses, Medics, Paramedics, and Operating Department Practitioners for the Continual Professional Development courses.

# Appendix 12

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## Additional information

- The Clinical Skills Co-ordinator delivers some courses.
- Funding for the courses comes from the NHS Yorkshire and the Humber.
- All modules are evaluated as per University policies, with the results plotted to monitor performance and efficacy of the course with reference to examination results.
- The issues include providing supervision in practice to continue to keep skills updated, this depends on the placement and experience at the time of the placement, this also links to the time issues for Students to practice skills in the clinical area.
- The department would like basic life support (BLS) to be delivered to student Nurses and Medical Students in the first year together using inter-professional learning.
- The department would like to formulate new courses such as the 'pre-hospital admission course,' 'acute and critical care continual professional development module' following a needs assessment.

## Training offered

- Transfer course for Operating Department Practitioners, Medics, Nurses and Paramedics.
- Basic pre-registration nursing skills, blood pressure and general observations, injection techniques, infection control, hygiene, elimination, moving and handling, venepuncture and cannulation, catheterisation, respiratory assessment, identifying the patient at risk (REACT) and ward simulation exercises.

## York St John University

### Staffing

- The University provides clinical skills training as part of the curriculum by academic members of staff who are Physiotherapists and Occupational Therapists.

### Clinical skills accommodation/equipment

- Fully equipped clinical skills facilities.
- Most rooms are multi-professional use for Physiotherapists and Occupational Therapists (OT).
- Large 8 bedded room for OTs and Physiotherapists, including adjustable hospital/home bed.
- Two clinic rooms, each with a treatment plinth, and one with overhead hoist.
- Fully equipped kitchen for use with wheel chairs, adjustable high work surfaces/sink/electric hob.

- Demonstration room.
- Bathroom with bath and shower.
- Classroom for communication skills such as mental health issues.
- Two large Physiotherapy rooms with multiple plinths for use with Physiotherapy Students and OT Students, with a connecting store room containing all relevant equipment, including; floor mats, exercise balls, weights, electrotherapy equipment, hoists etc.
- Functional disabled toilets throughout the department also used for training purposes.
- Other teaching rooms utilised across the campus, for example the gymnasium and physiology laboratory in the sports sciences department.

## Additional information

- The University have provided funding for all clinical skills facilities; issues include maintenance costs for equipment including beds and treatment plinths.
- The University have invested financially in this area to provide Students with the latest equipment seen in practice.
- The Students practise on other Students and use 'expert' patients during the training making them fully prepared to deliver care when they go on placement.
- Many of the skills involved in the education of Physiotherapy and Occupational Therapy Students needs to take place on a 'life model' in order to be able to feel the intervention and adjust technique while getting immediate feedback from the life model, which may be difficult to get using manikins or plastic models.

## Delegates

- Physiotherapy and Occupational Therapy Students.
- Continual Professional Development Students from across the region.
- In-service delegates for Physiotherapy and OT assistants.

# Appendix 12

## Training offered

- The training offered includes the undergraduate training of Physiotherapy and Occupational Therapy Students.
- Continual Professional Development training of qualified Physiotherapy and Occupational Therapy staff.
- In-service training for Physiotherapy Assistants and Occupational Therapy assistants.
- Health-care practice.
- Foundation degree in rehabilitation.
- Masters in Professional Health Studies.

## Leeds Metropolitan University

### Staffing

- Module leaders act as Clinical Skills Practice Facilitators depending on the individual programme being delivered.
- There is no designated Clinical Skills Practice Co-ordinator for the Faculty of Health.
- Depending on the specific course, lecturers can deliver the training within the University campus as well as in-house to organisations such as Leeds Teaching Hospital and NHS Leeds.

### Clinical skills accommodation/equipment

- The Dietitians, Physiotherapists, Speech and Language Therapists and Occupational Therapists do have dedicated rooms for specific skill training.
- The department is lacking in funding and does not have any specific facility for clinical skills training for pre and post-registered Nursing Students. There is no simulated/virtual environments nor a technician to support this.

### Delegates

- Pre-registration Nurses, both adult and mental health branches.
- Post-registration courses include District Nursing, Health Visiting, School Nursing, Child Community Nurse, Mental Health Nurses, Practice Nurses and Occupational Nurses. With reference to clinical skills the District Nurses and Practice Nurses need practical skills training. Practice Nurses and District Nurses undertake advanced health assessment skills including physical examinations, rather than practical skills training.
- Allied Health Professionals - Dietitians, Physiotherapists, Speech and Language Therapists, Occupational Therapists.
- Health Care Assistants from the region.

## Additional information

- The University funds training and clinical skills facilities within the University, with some funding coming from the NHS Yorkshire and the Humber. The main issues around clinical skills training include lack of space, funding and equipment, added to the portable learning needs of the Students. Web based learning is already utilised within most courses.
- The Leeds Health Community are working together to provide a 'hub' for clinical skills and simulation based training that will be inter-professional. This will provide an element of quality assurance. It will include the Acute Trusts, community and higher education institutions across the city. A collaborative bid has been submitted to the NHS Yorkshire and the Humber on behalf of the above organisations by Leeds Metropolitan University.
- The University offer quality assured clinical skills training for ECG, venepuncture, and ear care. These are offered to students at different levels of knowledge such as diploma or degree. The pilot is delivering this training to the health community locally.

### Training offered

- District Nurses and Practice Nurses are trained to assess for normal and abnormal conditions – the clinical skills include history taking, clinical examination of the neurological, cardiovascular, respiratory, abdominal, musculoskeletal systems and examination of the head and neck.
- The post-registered Nursing Students – Nurse Practitioners, Community Matrons, Long Term Conditions Practitioners, First Contact Care (MSc Advanced Practice) are trained in advanced practice, using complex problem solving differentials.
- The Dietitians, Physiotherapists, Speech and Language Therapists and Occupational Therapists receive specific clinical training.
- Assessments are provided for Health Care Assistants working for NHS Leeds - this provides a quality assurance element to training.
- Pre-registration nursing courses support delivery of skills development in the following areas: Basic life support, first aid, moving and handling, physical assessment, injection techniques and near point testing, wound care, catheterisation, enteral feeding, IV training, ECG's, infusion pump training, physiological measurements, management and prevention of acute and life threatening conditions.

# Appendix 13

## Podiatry - The University of Huddersfield

### Staffing

- The department has 10 dedicated staff including the Head of Division and lecturers, all educators are also practicing clinicians. Clinical associates work on secondment with the University backfilling for the appropriate Trust. Two WTE administration/reception staff liaise with the department to ensure the correct patients attend the correct clinics and Students.

### Clinical skills accommodation/equipment

- The University has a 30 chair clinic environment, a plaster room, orthotic room, a clinical computer suite, operating theatre (for nail surgery), gait analysis room, tutorial room and a dispensary.

### Delegates

- Podiatry and Physiotherapy Students.

### Additional information

- The clinical skills teaching sessions, for student podiatrists, are all done in-house with some shared learning with the Physiotherapy Students.
- The course is 3 years in length (4<sup>1</sup>/<sub>2</sub> years part time) with clinical skills being developed from the 1st year where normal patients are seen and the Students can pass the year with a qualification as 'Podiatry Assistants' (FCA). 2nd year Students see more complex patients including patients with diabetes and orthopaedic patients. The 3rd year Students are diagnosing and managing the most complex high-risk patients.
- The NHS Yorkshire and the Humber funds the course through the University, contributing extra resources, for example the renewal of the roof.
- The clinical skills element of the course is quality assured through the examination system where real patients are used in the practical exam. The 1st year exam is mapped to the Podiatry Assistant syllabus and when passed, the Students have a qualification as foot care assistants; these are normally trained in the NHS.
- The 2nd year use OSCEs (Objective Structured Clinical Examinations) and simulated assessments with the Students acting as patients.

- The 3rd year Students undertake a 3-hour final clinical practical exam where they perform 2 full treatments, assessing, diagnosing, managing and planning care. This is mapped to the Standards of Proficiency (SOP) of the Health Professions Council (HPC). The whole examination is moderated by one lecturer and teams of 2 other lecturers assess groups of 4 Students, taking it in turns to observe practice with one treatment and ask questions for the next, then swapping over at the half way point. This is seen within the profession and by external examiners, as the gold standard for quality assurance.
- The course is expensive to operate but this is offset by the provision of two MSc courses.
- The University has one benchmark price for all Healthcare Students, meaning that the Unit cost per student is the same for Nurses, Midwives, Physiotherapists etc. This leaves the Podiatry department feeling vulnerable as their course is time and cost expensive.
- The department would like to see the development of multi-chaired centres across the region in NHS settings enabling more placements in the clinical setting and would like to continue with the clinic using real patients to reflect NHS practice. The IT element of training is in need of being developed to support the clinical educative process whilst making sure the course focuses on the profession and NHS strategies.

### Training offered

- BSc (Hons) Podiatry.
- MSc Podiatry, this is linked to practice and the Knowledge & Skills Framework (KSF).
- MSc Theory of Podiatric Surgery (the only one in England).