



Newsletter

ISSUE SEVEN | DECEMBER 2009

Looking back, driving forward



The Clinical Skills Managed Educational Network has come a long way since its inception at the launch of the Scottish Clinical Skills Strategy in September 2007. There have been some notable achievements along the way including the breadth of engagement with stakeholders, the piloting of a self-reporting quality assurance form, the design and educational output from the mobile unit and the development and sharing of skills resources.

Jointly funded by the Scottish Funding Council and NHS Education for Scotland for 3 years, the Clinical Skills Managed Educational Network was created for everyone who delivers healthcare in Scotland with a remit to provide clinical leadership, common quality standards, increased training provision, research and development opportunities and links to the National Patient Safety Alliance.

The Network was developed from scratch. The first six months were devoted to getting job descriptions written, key staff appointed and an agreed working structure for the network established using the successful concept of a managed clinical network. The Network office team led by Jeanette Stevenson have been instrumental in ensuring the Network has an established system of reporting and communicating through a dedicated website and regular newsletters. They were also key to delivering the mobile unit and setting up systems for operations both in terms of logistics and educational programmes. Sarah Thompson is now dedicated to ensuring its sustainability and Andrea Baker is coordinating the development of on-line quality assured skills resources. Felicity Garvie provides support as the Network administrator.

It is essential for the network office to develop and provide the catalyst for the CS MEN to continue to grow in relation to its support of clinical skills education. Looking forward, this will require direction and strong leadership from NHS Education for Scotland and the Scottish Government to ensure skills education is at the core of a high quality service.

Key to the success of the Clinical Skills Managed Educational Network is the vision, expertise and enthusiasm of its members to develop, share and evaluate different aspects of clinical skills education

in order to best contribute to both the safety and quality of Scotland's health service through its workforce. With over 700 members of the Network there is now the opportunity to ensure equity of access to skills education from both a professional and geographic perspective. The Regional Champions Janet Skinner in the South and East, Jerry Morse in the North and Anna O'Neill in the West are establishing their regional networks to ensure practitioners' skill development and maintenance are supported locally, effectively and efficiently. Looking forward, the regional networks will become the powerhouses for designing, organising and evaluating skills education in the future linking into workforce planning requirements as well as the CPD and revalidation needs of individual practitioners.

The success of the last 18 months has also been due to the support and groundwork of the Scottish Clinical Skills Network established in 2000. This has provided a solid platform on which to build necessary links with Health Boards, the National Simulation Centre, ENT surgery, BASICS, RRHEAL and the National Patient Safety Alliance. There has been collaboration in faculty development and increasingly in relation to ensuring healthcare practitioners develop skills to match their extended roles and to ensure skill decay is minimised. Looking forward, we envisage more skills education related to human factors being developed in the short term and a cohesive support programme of blended skills learning for remote and rural practitioners.

In summary we have made an excellent start – looking forward, the challenge will be to maintain and develop momentum in relation to ensuring quality skills education in Scotland becomes central to both the development and delivery of a first class health service.

Jean Ker
Clinical Lead CS MEN

Evaluation of first 6 months of mobile unit pilot completed successfully

A key outcome of the Scottish Clinical Skills Strategy is to pilot a mobile clinical skills unit for 2 years to allow equity of access to multiprofessional clinical skills education for healthcare staff in remote and rural areas. The project, fully funded by NHS Education for Scotland, completed its first six months at the end of June and a comprehensive evaluation has been done to assess whether it demonstrates value for money and good practice in terms of clinical skills education.

From January – June 2009 the unit visited Rural General and medium-sized hospitals in Fort William, Caithness, Oban, Stranraer, Shetland (mainland & the island of Yell), Kelso and Orkney. The venues were chosen so that staff in mainland Scotland and on some of the islands were no further than 2 hours' drive away from the mobile unit or a quality, fixed skills training centre.

Over 660 healthcare practitioners took part in courses on the unit in the first six months, with experience revealing that a two-week visit, when carefully planned, can deliver training to about 150 people. Due to the nature of venues visited, the largest group of healthcare professionals was nurses and midwives (47%), followed by medics (9%) and GPs (8%). Emergency service staff made up 5% and AHPs 2%. 28% of participants did not provide this information via the feedback sheets.

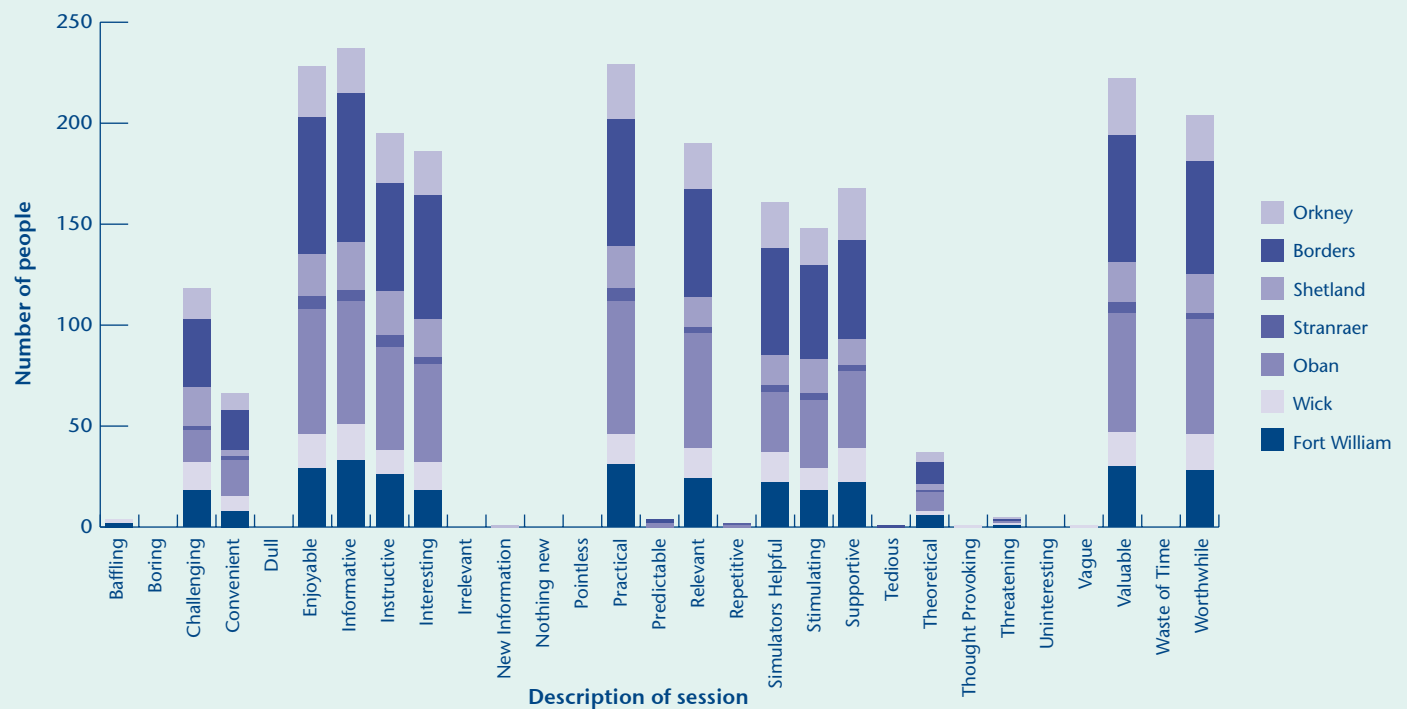
A broad range of skills education was delivered through the unit with sessions ranging from 2 hours (self-revision skills stations) to 3 days (as a station on an ALS course). Quality assured skills packs were sourced or developed for a range of requested skills including chest drains, IO needles, venepuncture, cannulation, urinary catheterisation, suturing and central venous access and many more have been delivered. In addition, a national course was run at each venue by the Paediatric Retrieval Teams from Edinburgh and Glasgow Sick Children's Hospitals.

The unit was in use for 71% of the time, either delivering skills education in situ or "on the road" to and from venues. We found that it was not effective to deploy the unit during school holidays when staff are on leave, so these periods were used to raise awareness of the facility by 'showcasing' the unit in urban areas including Aberdeen and Dundee. The unit was also at Stirling for the two-day "Training the Trainers" course run by the National Simulation Centre for local staff who will eventually use the unit. Participants have the opportunity to learn how to use the full range of simulation and audio-visual debriefing equipment available on the unit and to learn how to facilitate debriefing sessions. This course is a requirement for at least two people from all health boards wishing to use the unit and will normally take place every 3 months. If you are interested in doing the course, please contact Sarah Thompson on 01382 740220 or by email: s.l.z.thompson@dundee.ac.uk

Users of the unit were asked to assess the quality of trainers; the skills sessions; the venue's preparation for the visit; and give an overall rating of the facility. 70% of respondents rated it overall as "excellent" and a further 28% as "good". This was despite some technical and teething problems and should be largely credited to the positive, 'can-do' attitudes of local hosts and trainers. The quality of the educators themselves was rated even higher, at an average of 87% "excellent" across all venues. Describing the skills sessions themselves, the most commonly used words were: informative / practical / enjoyable / valuable / worthwhile, whilst the following comment from a staff nurse at Caithness General Hospital is typical: "Real team training [was] valuable, i.e. medical and nursing staff together".

Description of Educational Sessions (Jan to June 2009).

Note: There was no limit to the number of descriptive words each participant selected
Number of responses: 310

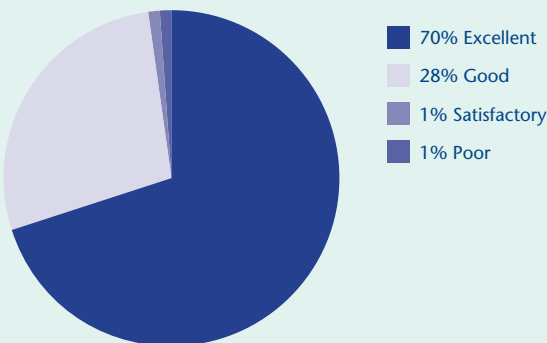


In addition, verbal feedback has confirmed that many more staff have had access to education through the unit than would have done, had they needed to travel further for it. This emerged as the biggest bonus, saving health boards travel & accommodation costs to send staff to urban centres, saving practitioners the time and alleviating the need to backfill staff for a longer absence. A staff nurse from Campbelltown noted: "The mobile unit will be extremely advantageous to staff working in rural and outlying areas".

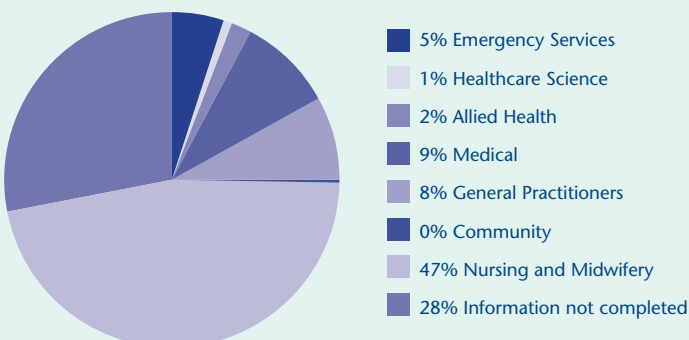
Indeed, this is one of the most positive outcomes from the first six months of the mobile unit's deployment. All the visits have been successful in terms of showing healthcare practitioners its potential and encouraging health boards to engage with the clinical skills strategy. Planning for the visits has caused them to consider the clinical skills education they currently deliver and how that could be increased in volume and quality by using the mobile unit. Challenges faced include that preparation needs to start earlier for the unit's visit and the training programmes to be delivered on it, and we are very aware that much of the preparation has been in the local hosts' own time. There is also more work to be done in engaging key stakeholder groups such as the public in terms of BLS, dentists and paramedics, and we are working with NES and Scottish Ambulance Service to look at finding more drivers for the unit.

Finally, we would like to thank all the hosts and educators for their enthusiasm, cooperation and hard work in making the visits of the mobile unit to their areas happen – and encourage others who have not yet hosted it, to do so!

**Participants' rating of the unit
(Jan to June 2009). Number of responses: 302**



**Professions of people trained on the unit
(Jan to June 2009). Number of responses: 310**



**Introducing the
Mobile Unit Project Officer**

The mobile skills unit now has its own dedicated full-time Project Officer responsible for the day-to-day management and deployment of the unit. Sarah Thompson took up her post on 1st June for one year, appropriately having come from a role where she managed several major events for clients using mobile exhibition units throughout the UK and Europe, some of them in remote areas.



**Sarah Thompson,
Project Officer for
the Mobile Unit**

If you would like to find out more about hosting the mobile unit, please get in touch with Sarah Thompson on 01382 740220 or s.l.z.thompson@dundee.ac.uk

Mobile unit DVD



A 5-minute promotional DVD of the clinical skills mobile unit is now available. It shows the mobile unit providing clinical skills training at various locations throughout Scotland. We would like to thank all participants involved in its production and are grateful to the East Deanery of NHS Education for Scotland for funding the production of the DVD. It is a lively and informative marketing tool that can be used in study groups, seminars etc to raise awareness of this fantastic resource. *If you would like a copy, please contact us at MENoffice@dundee.ac.uk*

Evaluation of the mobile unit

A report on the first six months of the mobile skills unit is now available. If you would like to receive a copy, contact us at MENoffice@dundee.ac.uk; to download it, visit our website www.csmen.ac.uk and click on Projects – Mobile Skills Unit.

Spotlight on the regions

From Jerry Morse

North Consortia



I've attended two regular staff meetings in Dundee in September and November, and participated in a joint presentation with Jean, Janet and Anna to the NES Specialist Units Board

meeting in Edinburgh on 28th September. The purpose of this was to present the work of CS MEN in our first two years to the other national units funded by NHS Education for Scotland and look ahead to the third year of the project.

I've also been doing the groundwork for two meetings of the North Consortia which I plan to hold as soon as possible in the New Year in different parts of my region. To this end I have been liaising with my colleague Ailsa Armstrong who is based in Inverness as part of the professional development team at NHS Highland. Currently I envisage that the meetings will be held in Inverness and Aberdeen as this is quickest and most convenient for colleagues coming from the Islands and remoter parts of the Highlands who may need to travel by ferry, air or train; if you are interested in taking part, please contact me at jerry.morse@abdn.ac.uk or on 01224 437733 or Felicity at the CS MEN office: MENoffice@dundee.ac.uk or 01382 740220.

I'm also preparing for our first CS MEN team "Away day" on 14th December, where among other things we will be mapping our regional stakeholders and discussing key outcomes for Year 3 of the CS MEN project. The outcomes will be published on our website (www.csmen.ac.uk) at about the time you receive this newsletter.

From Janet Skinner

South and East Consortia (includes D&G)



Over the last few months a fair amount of time has been spent updating our South and East database of stakeholders with a view to identifying key professional groups and organisations that will be represented on a regional steering group

that we are setting up. There are around 25 major stakeholder groups within the region, including HEIs, Health Boards, national initiatives and Royal Colleges. We currently have 300 folks on the database representing a wide range of professional groups.

There have also been several meetings with AHP colleagues from the region including Susan Shandley from NES (AHP Practice-Based Regional Coordinator) and Margaret Braid from NHS Fife (AHP Practice Education Facilitator). In these meetings we have explored clinical skills and AHPs and their role within work-based learning. Margaret is also carrying out focus groups in Fife with AHPs on their understanding of clinical skills. We hope to build the results of these focus groups into some workshops on clinical skills training for AHPs. We have also been able to use the results of our initial scoping exercise to identify clinical skills facilities that may be available for AHP use throughout the South and East and to identify clinical skills courses for AHPs within the region.

Hopefully the clinical skills mobile unit will spend some time before the end of the year with the Scottish Ambulance Service. SAS staff will be able to use it there and we are very pleased to work in partnership with them to allow this great facility to be used for their training programmes.

Along with the rest of the CS MEN team we took part in the NES Board meeting in September and are planning an Away day in early December. If there are any issues which you would like to raise with me, please don't hesitate to contact me at janet.skinner@ed.ac.uk

From Anna O'Neill

West Consortia



The regional meeting I hosted in Glasgow back in April for healthcare professionals in the West of Scotland has clearly had an impact, as I have been contacted in the past

few months by several AHP colleagues in relation to information about the provision of clinical skills education in my region. I plan to hold another such meeting in the New Year to give a wider group of stakeholders the opportunity to discuss how we can take forward the strategy in the West.

One of CS MEN's key outcomes is to develop clinical skills educational packs for use across Scotland and I have therefore been in touch with Andrea Baker at the CS MEN office regarding the involvement of clinical practitioners in my region who can support the development of such packs. Basith Amjad, who is a paediatrician at Yorkhill, has kindly agreed to review the IO Needles pack and I'm seeking a reviewer for the Suturing pack (If you can help, please contact me). Andrea is also liaising with the multiprofessional project team at NHS Tayside to roll out an IV Medicines pack developed by Chris Ronayne, responsible for practice development at Gartnavel Hospital.

I look forward to the CS MEN Away day in December. If there are any issues in relation to my region that you would like me to raise, or if you wish to contact me for any other reason, please don't hesitate to do so on 0141 3304278 or at aonei001@clinmed.gla.ac.uk

Your contact details

If your contact details (postal/email address) have changed since the last CS MEN Newsletter, please notify us at MENoffice@dundee.ac.uk. If you don't wish to continue receiving it, or would prefer to receive it by email, please also let us know!


Season's greetings
We wish you all a very merry Christmas
with your families and friends,
and a happy New Year.
Best wishes from the CS MEN team