

# LD NEWS



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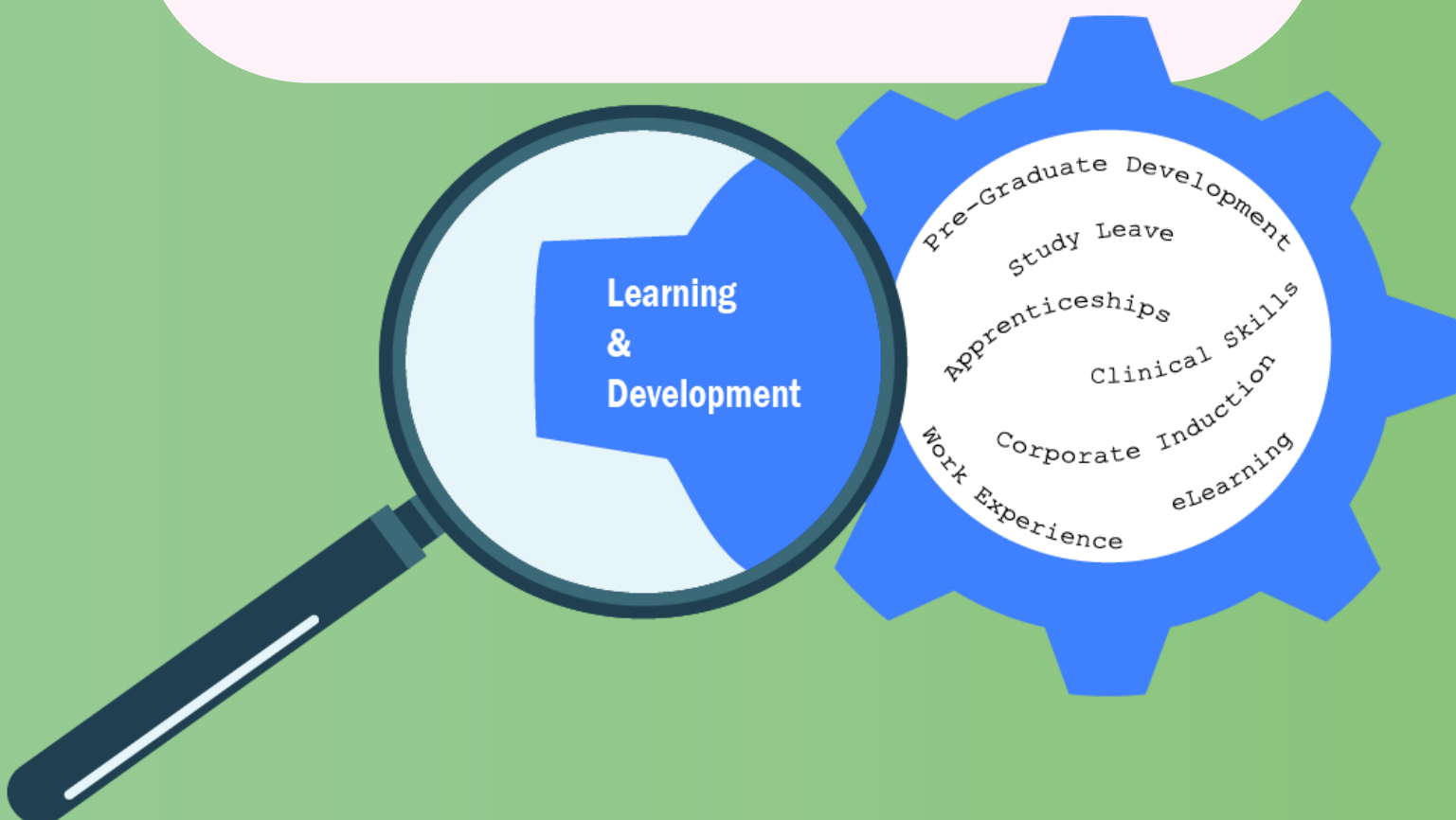
# INTRODUCTION

**Welcome to Issue 3 of LD News; Learning and Development's department newsletter.**

**Since the previous issue at Christmas there have been plenty of changes that have happened for the teams under Learning and Development. This involves the introduction of new colleagues to different teams and also exciting new work being undertaken.**

**There has been plenty of news to update you on regarding training as well so be sure to check out our LD Training News page.**

**After our last issue we received lots of feedback and a number of questions that have made it to our LD NEWS FAQ, BE SURE TO HAVE A LOOK IF YOURS IS THERE! We encourage feedback so please feel free to scan the QR Code on the last page to fill out our feedback form.**







# Apprenticeships

We have had some great applications for the Nursing Associate, Step on To Nursing and Assistant Practitioner course which have all now closed for the September intake, we will open these again for the 2023 intakes later in the year. The Senior Leader, Chartered Manager and Business admin apprenticeships are still open for interest if you are interested in more information let us know by emailing [apprenticeships@swft.nhs.uk](mailto:apprenticeships@swft.nhs.uk)

If you are thinking of applying for an apprenticeship but don't have your Maths & English GCSE certificates anymore or even if you didn't quite reach the required grade, reach out to us at [apprenticeships@swft.nhs.uk](mailto:apprenticeships@swft.nhs.uk) and we can help you achieve your Functional Skills L2 just in time for the next intakes in September onwards.

If you do have your certificates, don't feel like you need to wait closer to the intake date send us your Expression of Interest now by filling the form out on the QR code below.



## CORPORATE INDUCTION



For the past couple of months, we have been trialling adding virtually held (via Microsoft Teams) Fire Safety Training and Information Governance Training to the learning passports of new starters. This means that all staff that have joined the Trust since the trial began, have been booked onto virtual fire or information governance training.

We will now be trialling booking new starters (if appropriate) onto the 1/2 day conflict resolution training which will take place face to face. For more information on the new conflict resolution training please see the LD Training News Page (Page 5).

The next Corporate Induction session will take place on Wednesday 18th May.

## Conflict Resolution Training

**Conflict Resolution Training will be coming back to the Trust training catalogue in the form of a 1/2 day introduction/refresher session and a level 3 full day session.**



**This training looks at how to spot and avoid potential conflict situations alongside methods of communication and ways to protect ourselves in the appropriate setting.**

**The 1/2 day session is for staff that either haven't done CRT before or want an update. The level 3 full day session is for those currently employed in A&E, Castle ward, Macgregor ward and CERU.**

## Mental Health First Aid Training

**This face to face training aims to increase mental health awareness in the work place. It identifies what mental health is, why people develop mental health conditions and the role of the Mental Health First Aider. You learn how to be more observant of the signs of mental distress and being able to identify risk factors involved.**

## AMHAT Mental Health Training

**Face to face training for staff that refer patients to the AMHAT Team. It is ran by the Arden Mental Health Acute Team and covers a variety of info related to metal health awareness such as the different mental illness types and how to support mental health patients. It also covers the referral process for mental heath patients via the AMHAT team.**

## Infection Prevention Control

**As of the 1st June, we will be moving to using the national package for our IPC Training. This means you can now complete IPC Training on ESR.**



The Clinical Skills Team continue to deliver training across the Trust workforce and to medical students. The range of skills the team teach has grown to expand and meet the changing needs of the organisation.

Open labs for refreshing clinical skills are now also available for staff who have already received training in a skill but wish to update and refresh their practice. Please note, that due to the bespoke nature of the open lab sessions, they are not currently available to book via ESR. If you feel you would be interested in attending an open lab session please contact the Clinical skill team via email [ClinicalSkills.Education@swft.nhs.uk](mailto:ClinicalSkills.Education@swft.nhs.uk) or ext 8224 and the team will be happy to advise you.



Study leave applications for the May 2022 semester at Coventry University have closed and we are now accepting applications for the September semester. The deadline for applying for the September semester is Friday 15th July. We'd also like to make you aware that the average time for study leave budgetary approval, is 6 weeks, so please can you be aware of this when submitting your study leave forms.

When applying for study leave please remember to fill in and submit your study leave form together with any other supporting university application forms.

Our intranet page shows all the relevant forms that we require and can be found by [clicking this link](#). Once completed, email your forms to [studyleave@swft.nhs.uk](mailto:studyleave@swft.nhs.uk) Please make sure that you use the current study leave form and that it is signed and completed correctly, as described on our Intranet page.

# LD NEWS FAQ's

**Q: Where can I get Fit Mask tested?**

**A: To get fit mask tested, please click the following [link](#). Sessions can also be found on the intranet, go to Learning and Development—FFP3 Fit Testing and click the link.**

**Q: What do I do when I am not sent the link to training?**

**A: If you are not sent a link to your training then please aim to email the session trainer but if unsuccessful then contact L&D and we will endeavour to find the link.**

**Q: Where do I complete Infection Prevention Training?**

**A: As of the 1st June, Infection Prevention Training will be accessible via ESR. Until then please access it via Training Tracker.**

**Q: I am a new starter and have not received my learning passport, who do I contact?**

**A: Please contact Corporate Induction who will send you your learning passport which includes your Training Tracker login and training dates.**

**Q: Can I do First Aid at work training?**

**A: Yes, we have started putting back on the First Aid at work training, please email [Learning and Development](#) if you are interested in this.**

**Q: Can I train to be a fit mask tester?**

**A: Yes you can! Simply search for the 203 Basic Qualitative Fit Test Training on ESR and book onto a session. There will be more sessions added in the future so do not worry if they are all full.**





## Pre-Graduate Development

### Preceptorship

The preceptorship programme continues to support newly qualified Nurses, Nursing Associates, Midwives, ODPs, International Nurses and return to practice Nurses in their first 12 months of joining or returning to a professional register. It consists of three Development Days covering a variety of relevant topics; these are currently held on MS Teams and receive positive feedback from participants. The Preceptorship written documentation was updated in January this year to meet the standards of the multi professional framework. To help support a preceptee there is some guidance on training tracker, the module is titled: Supporting Learners in SWFT. For any preceptorship queries please contact [Faye Freeman](#)

### Children and Young People's Nursing

Students on this course are placed in a variety of settings around the Trust, both acute and community. At present we have students placed on MacGregor Ward, SCBU, A&E, Community Children's Nurses, Health Visiting and School Nursing Teams. In April we are piloting a placement which incorporates a joint experience in acute paediatrics and the paediatric specialist nurses.

### Student Nursing Associate—Apprenticeship

The Student Nursing Associate (SNA) apprenticeship is a 2 year course based at Coventry University. During their course apprentices complete 1 day at university and 1 protected learning day each week. The remainder of their week, when they are not on external placement or a reading week, they are included in their base ward numbers.

The Trust have supported 9 SNA cohort's to date, the most recent cohorts commenced in January and March 2022. 4 cohorts have now qualified and are working for the Trust as Registered Nursing Associates in a variety of areas. The 5<sup>th</sup> cohort, September 2020 are due to qualify this September 2022. Expression of interest forms can be found on the intranet.

### RNDA (Step-On)

A 2 year registered nurse degree apprenticeship which upon completion entitles the apprentices to become NMC Registered Nurses. The course is designed so that the apprentices work on a base ward in their current capacity as Registered Nursing Associate or Assistant Practitioner, attend university and attend placement areas. The placements are throughout the Trust in both acute and community settings to give the apprenticeships valuable learning exposures to the various nursing roles available.

There are currently 2 cohorts with the Trust: The apprentices that began in Sept 2021 are about to complete their first part and will start Part 3 at the beginning of June 2022. Our Jan 2022 apprentices have settled well into their new roles and will complete their first placements in the next 2 weeks. We have recently interviewed with the potential to start a new cohort in Sept 2022.

### Evie Lowe—LD Apprentice

I've been in this role for just over 2 months and have been getting to know my colleagues and the L&D Department . I split my time between Pre-graduate and L&D, enjoying working with both teams equally. Currently I am taking care of delegate lists, practice assessor database and Training Tracker as a few examples and I'm really enjoying it. I hope to learn more and develop new skills within my role.



## **RNDA (4 Year)**

We currently have our cohort of RNDA students on a 4 year Registered Nurse Degree Apprenticeship, entering the final few months of their first part. They have 3 parts of 16 months, equating to a period of 4 years. These apprentices complete theory days, placement days and working days as CSW's on their base ward. In the next few weeks, the RNDA's will be on placement completing their summative documentation.

## **Pre-Reg and DESNA**

We currently have 5 Cohorts of Pre-registered nursing students and 1 cohort of Pre-Registration Student Nursing Associates, out on placement with us at SWFT. These students consist of 1st year, 2nd year and 3rd year students. This amounts to over 123 students!

These placements will be between April-June and students are placed across the community and acute. The Pre-Graduate team are hosting virtual inductions and supporting students and staff on the wards. We continue to support students from Coventry University, University of Birmingham and Worcester University.

## **International Nurses**

Currently we have 10 Internationally Educated Nurses on our OSCE Programme: 5 are sitting their OSCE in May 4 are sitting their OSCE in June 1 is sitting their exam in July We have 4-6 planned to start the next programme in June.

We run a new programme every 8 weeks, we liaise with recruitment to ensure those arriving to the UK from another country arrive the week before the OSCE Programme commences.

We have a running advert for an OSCE Programme International Nurses Role – for those International Educated Nurses who already reside in the UK – We appointed 8 in February and 4 in April. We run this advert every 8 weeks and we are interviewing a further 11 on May 13<sup>th</sup>.

## **The Care Certificate**

Within the Trust we have recently employed 4 of our first CSW Level 2 Apprenticeships which is a new exciting initiative at the Trust which we hope will support new starters in healthcare to feel supported in a ward/clinical environment to complete their care certificate and apprenticeship and become valued team members.

The apprentice initially attends a week's induction from when they start at the Trust, with a program outlining the scheduled off the job learning day's agenda. Our first Cohort began in March and the managers of the areas where they have been placed are aware.

As part of the Trust's commitment to this new initiative it is providing Practice Advocates to support these new Level 2 apprentices; this support will involve working some clinical time with them on their areas. The practice advocates are all experienced Band 3 staff who will be able to work clinically with the apprentices and provide verbal and written feedback to the apprentice and yourself as required on their progress or any concerns. Our first Advocate Jo Rigney will be out and about the Trust introducing herself to you all, we are in process of recruiting others into the team.

## **Jo Rigney: Practice Advocate for L2 Apprenticeship**

I have been in post for a month now and during this time I've been busy introducing myself and my role out on the wards and departments. There has been a very positive response from the ward managers and CSW's who want to engage with us and the uptake has been great.

So far I have about 20 CSW's I am supporting, some have worked in the trust for many years and want support with completing the care certificate and or career progression, others are a mix band 2 apprentices and CSW's who are new to the Trust.

It's all been very exciting seeing the enthusiasm with which staff have engaged with this new initiative.



## DIGITAL EDUCATION



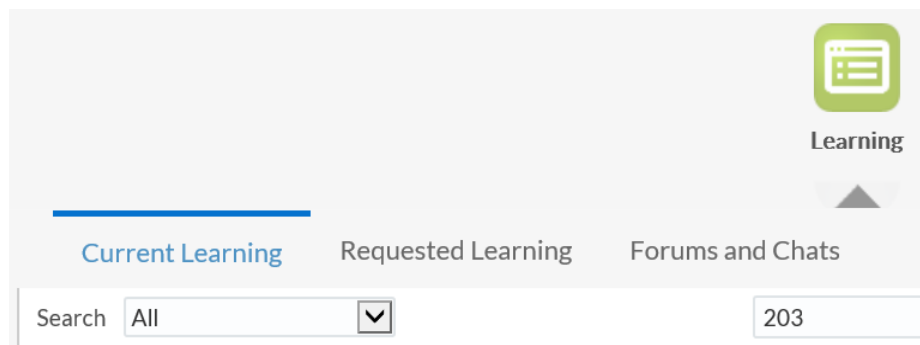
Hi SWFT family

Me again !

With the changing of the seasons comes the expansion of the ESR training catalogue. Courses from Training Tracker as well any new published subjects are bound for ESR learning platform.

To search the ESR repertoire – within the My Learning area

Search via **All** > **203\*** ..... (\*South Warwickshire NHS Foundation Org Code)

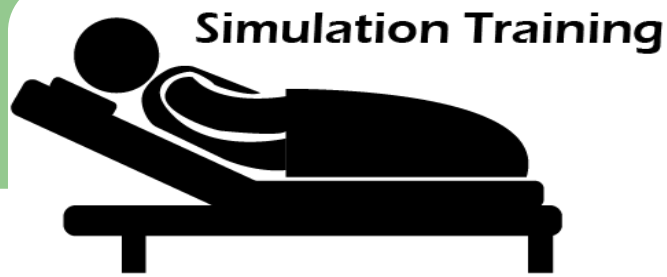


If you would like to add a [relevant] course, please fill out the 'eLearning Inclusion Form' located on the Learning and Development intranet page; as we can assist in the filming, designing and [where possible] find a prospective addition.

***Disclaimer: L&D are aware that ESR can be a little slow to display course content. In conjunction with I.T we are constantly monitoring the server and [at the time of going to press] testing access in Microsoft Edge due to the archiving of Internet Explorer.***

With Covid restrictions lifting, I understand that many would like to reinstate Face to Face meetings; get in touch so I can showcase some digital tools to design winning presentations and interactive apps.

Email: [Gemma.Gilfillian@swift.nhs.uk](mailto:Gemma.Gilfillian@swift.nhs.uk)



We continue to provide learning in simulation for SWFT staff; CSWs, Nursing Associates, Assistant Practitioners and Nurses as well as student Nurses and student Nursing Associates. Allied Health Professionals, more specifically Occupational Therapy and Physiotherapy are also included in some sessions, and we hope to expand our offer as we continue to develop. We cater for staff based in acute and community settings, focusing on 'Managing a Deteriorating Patient' and 'Having Difficult Conversations', bringing experts in their field in where necessary.

The information below refers to adult (non-maternity) simulation using our full body manikins; our SimMan and our new SimMom who can give birth!

For adult non maternity simulation, we have run simulation scenarios for the various staff; student nursing associates, ACPs and trainee ACPs, nurses in preceptorship, physiotherapists, international nurses, teams like community nursing and therapy teams, theatre and critical care teams.

Simulation based education currently takes place in the Brooke suite or for smaller groups (2 or 3 people) in the Medical Education Centre.

We are currently expanding our simulation programme content. If you would like to offer your time to help us develop scenarios related to your area of expertise or to simply book some session for your team, please email [simulation@swft.nhs.uk](mailto:simulation@swft.nhs.uk). (staff working in maternity services should continue to contact [qimaternityteam@swft.nhs.uk](mailto:qimaternityteam@swft.nhs.uk)) Feedback from the sessions are very positive with requests for more sessions to be made available.



On the 25th March, The Careers Hub Team attended the National Apprenticeship and School Leavers Event at Millennium Point in Birmingham. The day went very well as we were able to expose the great progression opportunities that the healthcare sector has to offer to aspiring students. We were also able to effectively network with career advisors throughout the course of the event.





# THANK YOU

Thank you for taking the time to read Issue 3 of LD NEWS. We would love to hear your thoughts and feelings about this issue so please feel free to click the link below or scan the QR Code on the right to fill out a feedback form.

<https://forms.office.com/r/UyZhpZcOgH>

