

Case Study – Competence-based training programme



Cheshire and Merseyside Teaching PCT

The Cheshire and Merseyside Teaching PCT, Liverpool, covers the training needs of the fifteen Primary Care Trusts within the Cheshire and Merseyside area. It is responsible for identifying training and development needs. It also develops and delivers training. As well as developing their own courses, staff are in continual dialogue with the higher education establishments and other training providers within the area to ensure that training is available to the standards required by the Cheshire and Merseyside Teaching PCT.

The situation

For the past four years there has been a foundation CHD training programme uniformly delivered across nine Primary Care Trusts of Cheshire and Merseyside. More recently this training has been expanded to include an additional six PCTs. There has also been discussion of existing training courses and programmes with the training providers in the Merseyside and Cheshire area. This was in order to help them develop courses to meet future training needs and develop courses which are linked to and based on the CHD framework.

To complement the course provision, a system of developing mentors for these courses is being developed. The mentors will guide and support new entrants to jobs and training programmes. Each mentor will go through the programme and demonstrate skill at each competence before being approved as a mentor. These mentors will eventually be trained as assessors for the CHD competences.

The aims

The aims were to

- develop and implement a training resource for all health professionals to enable information about CHD training courses across the Cheshire and Merseyside area to be easily accessible

- map all the courses available in the Cheshire and Merseyside area to the CHD competence framework
- eventually set up a database, preferably in electronic form, of all relevant courses available in the Merseyside and Cheshire area with details of their availability and costs and
- explore ways this initiative could be driven through the Teaching PCT.

The action

In discussion with Rekha Wadhvani, the *Skills for Health* technical consultant, it was decided that, as the competences were still in their draft stage, it would be inappropriate to approach other training providers to map and develop their training programmes. For pilot purposes, it was decided to map four of the cardiovascular courses developed by Merseyside and Cheshire Teaching PCT.

The four courses primarily targeted at the primary health care team, mainly accessed by practice nurses, district nurses, health visitors and other allied health professionals, are:

- two-day care of cardiovascular patients in the primary care course
- one-day heart failure course
- half-day angina management course for primary health care clinicians

- half-day peripheral vascular disease management course.

Elaine Gossage and Celia Sinott who deliver the CHD training went through each of the four courses to identify which of the draft competences could be identified. They then mapped the courses on the template provided by Rekha Wadhvani.

The results

On undertaking the mapping, they found that the focus of the CHD competences was very much on secondary care and not very much on the interventions initiated in primary care. It was found that three of the four courses could be mapped but the fourth course deals with peripheral vascular disease and therefore was not covered by the CHD framework.

13 competences were identified for the two day care of cardiovascular patient in the primary care course.

13 competences were identified for the one day heart failure course.

13 competences were also identified for the 1/2 day angina management course.

Some form of formal assessment would be required to ensure that training providers did not misrepresent their claims to address certain competences in their marketing literature.

The future

It is planned to map these courses to the finalised CHD competence framework. Within the teaching PCT it is hoped that the completed CHD competence framework can support training and development, the design of training and learning materials and the evaluation of the effectiveness of training and development interventions. CHD courses delivered in local higher education institutions will be mapped to identify gaps in provision and then courses will be developed to address those gaps. Ideally the Teaching PCT would like to be able to access information about courses on a website and the courses to be mapped to the competences. Mentorship has already been discussed with the local workforce development confederation.

It is hoped to use the Framework to evaluate the effectiveness of training and development.

Contact details

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