

Foundations of Practice and Beyond

Tuesday

Stream E

Session 4 1330

Session 5 1430



Helen Naylor and Judy Foody

The Practical application of workplace competency assessment in an acute teaching hospital

Biography

Helen Naylor

Helen is currently employed as the ergonomics Advisor for Bradford Teaching Hospitals, NHS Foundation Trust. Her background as a Registered General Nurse included acute medicine, cardiology, haematology, rheumatology, elderly care and medical / elderly care admissions. Helen worked as a back care advisor for Pinderfields Hospital in 1996 before moving to Bradford Teachings Hospitals in 1998.

The Trust has 1000 beds and employs in excess of 5500 staff. Helen manages the Ergonomics Advisory Service which is based in Risk Management and is responsible for providing a range of services to all staff groups including mandatory handling training. The team consists of two part time ergonomic advisors and a part time secretary

Helen is an active member of the Yorkshire regional group and has held the role of chair and vice chair. Helen has also undertaken a variety of private work which working along side Carol Foster and Ann Drinkwater, has included working with the West Yorkshire Fire Service and the funeral industry.

Judy Foody

Judy is the Assistant Ergonomics Advisor for Bradford Teaching Hospitals, NHS Foundation Trust. She has many years of nursing experience, most recently in Stroke and Rehabilitation.

An active member of Yorkshire Back Exchange group, she is a keen observer of posture and practises Yoga, Pilates and Equitation. After initial doubts, she has enthusiastically supported Helen in introducing competency assessments throughout the Trust, gaining some converts to Pilates on the way.

Abstract

Background

Training aimed at protecting employees from the risk of injury is mandated in health and safety legislation. In order to comply with this requirement induction training in manual handling techniques with annual refresher training has become the widely accepted norm (Hignett 2005, Smedley et al 2004)

To myself, like many back care advisors, this brings increasing frustrations due to the lack of attendance at training and the increased time that has to be devoted to training to ensure a status quo in numbers through the system. When I came to Bradford Teaching Hospitals Foundation Trust I inherited a key trainer system (with all the issues that brings!). Using this system, various approaches were taken to solve the conundrum of mandatory training. However lack of support to the key trainers to deliver the training and reductions in the allotted time when permitted, made mandatory training into a tick box exercise.

The Process

In the early 2000's a group of like minded back care advisors from Yorkshire Back Exchange, held informal discussions around competency assessed practice, but unfortunately due of the diversity of backgrounds were unable to come to fruition

In 2005/06 Bradford Teaching Hospitals Foundation Trust started to look at competency assessments again due to the decreasing attendance at mandatory updates as clinical staff were required to complete more 'mandatory' training every year

In 2006 we developed pilot forms that were trailed in several sample areas in 2007. The outcome of the trials were discussed with each General Manager along side their training figures for update training for the previous three years. A proposal was made to the Trust to implement work place competency assessments from April 2008 and from then on update training has been replaced with work place competency assessments

Future developments

It is anticipated that compliance with work place competency assessments will continue to increase as the organise becomes used to the change and evidence of policy compliance is required for NHSLA

The session will focus on the vital evaluation level of the transfer of training to the workplace and aims to enable delegates to produce a draft evaluation tool for use in their workplaces.