



UK Core Skills Training Framework Online Survey Results

March 2015

Contents

Introduction	3
A profile of the respondents.....	3
Type of organisation represented by respondents	3
Geographical location of respondents	4
Responses to Questions	5
Question 1. Alignment to the UK Core Skills Training Framework	5
Question 2. Implementing the UK Core Skills Training Framework	6
Question 3. Purpose of the UK Core Skills Training Framework.....	7
Question 4. Changes to current legal or relevant expert guidance	8
Question 5. Review of Subject 11: Information Governance	8
Question 6. Related products and services	14
Question 7. Any other comments on the UK Core Skills Training Framework	14
Conclusions.....	16

Introduction

The Core Skills Training Framework online survey was conducted between 11th and 27th February 2015, following a similar survey the previous year in February 2014.

The purpose of the survey was to identify:

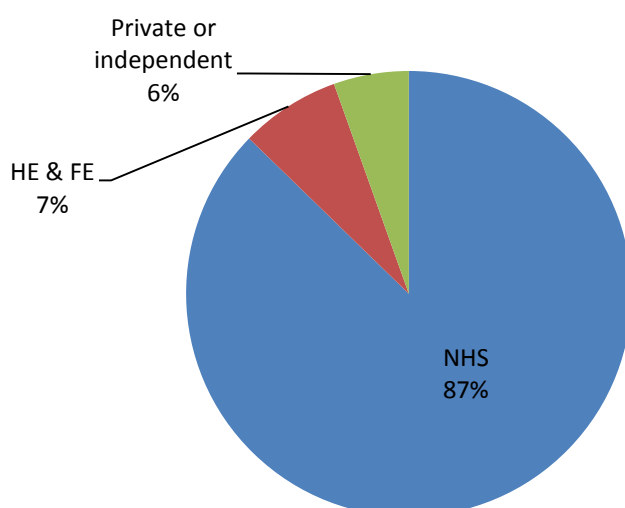
- (a) how the UK Core Skills Training Framework is being used
- (b) any support needed to enable implementation
- (c) any changes required for specific subjects

A link to the survey was sent by email to 1,436 individuals who had registered to download the Framework documents since its launch in 2013. In total 94 responses were received i.e. an overall response rate of 6.5%. However, a much higher response rate was recorded for organisations which had submitted declarations of alignment to the Framework i.e. 47 responses were from organisations aligned to the Framework representing 34% of the 139 aligned organisations at the time of the survey.

A profile of the respondents

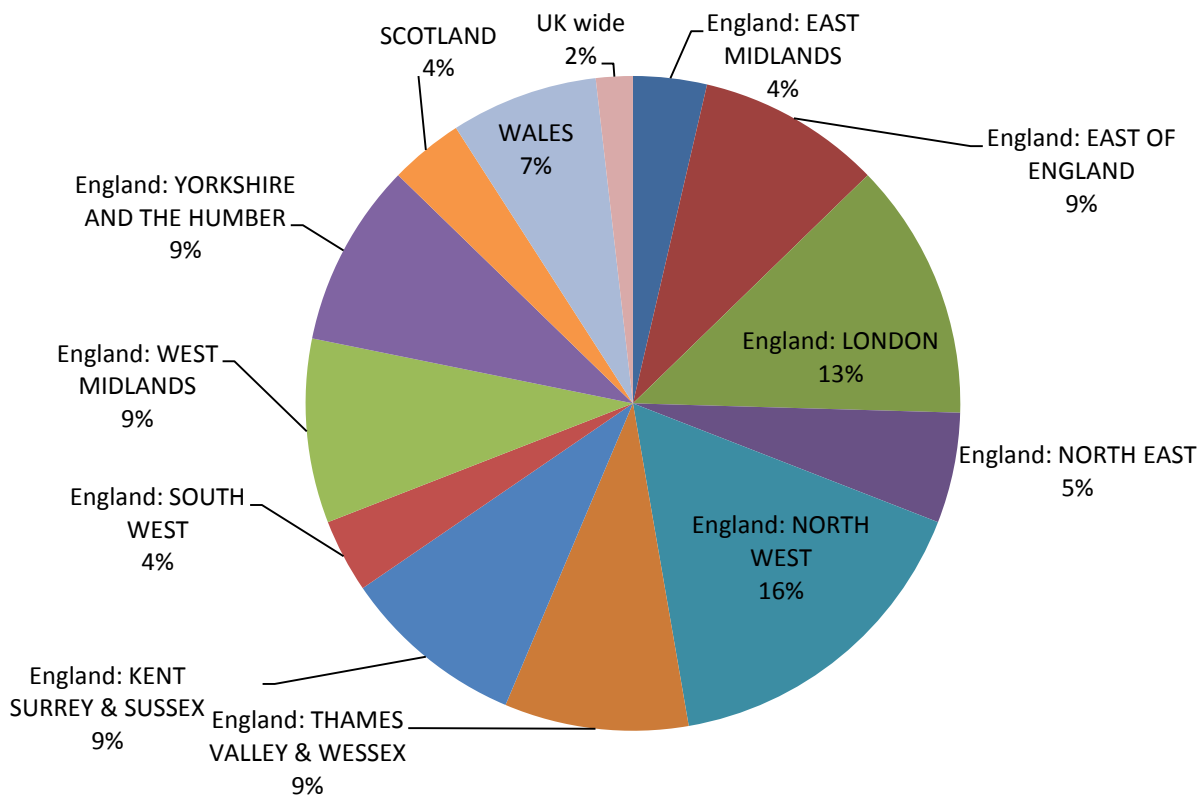
Type of organisation represented by respondents

55 respondents indicated their organisation type; of these, 87% were NHS Trusts, 7% Higher or Further Education Institutions and 6% from the private and independent sector.



Geographical location of respondents

Respondents were widely spread across the UK. The regions most represented were North West England (16%) and London (13%). This reflects the fact that North West England and London are still the two regions with the highest numbers of organisations aligned to the Framework.



Responses to Questions

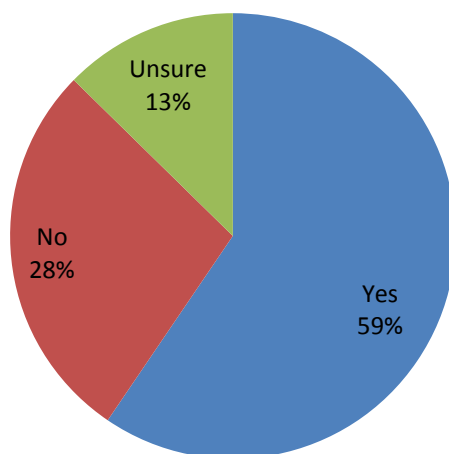
Question 1. Alignment to the UK Core Skills Training Framework

Is statutory/mandatory training in your organisation currently aligned the UK Core Skills Training Framework?

Value	Percent	Count
Yes	59.5%	47
No	27.9%	22
Unsure	12.7%	10
Total		79

Statistics

Total Responses	79
Unanswered	15



Question 2. Implementing the UK Core Skills Training Framework

2.1 At what stage is your organisation in working towards alignment to the UK Core Skills Training Framework?

Organisations which responded that they are not currently aligned to the Framework were then asked at what stage they are in working towards alignment:

	Percent	Count
Downloaded the Framework documents from the Skills for Health web site	43.5%	10
Established organisational/senior management agreement to use the UK Core Skills Training Framework	47.8%	11
Started the process of mapping local training delivery to the Framework	60.9%	14
None of the above / unsure	39.1%	9
Total		23

These responses suggest that many of the organisations which have not yet completed a declaration of alignment have nonetheless made significant progress towards organisational readiness and the process of mapping training delivery to the Framework.

2.2 Is there any support or information that would help you make further progress in aligning to the UK Core Skills Training Framework?

A visit to our organisation to discuss next steps would help
As I am not leading on this, I am not sure.
Is it mandatory or just recommended?
Just waiting for confirmation of alignment
No
We are working on having a more systematic approach to training.
Would like to know what other trusts doing. How other trusts map staff to needs
Would love to know what other trusts are doing. How their staff mapped to Core skills
email /news letter/live links
I asked for advice around the defence of legal claims using training from other Trusts but was not give a very solid answer. Given the rise in claims against the NHS this is a key piece of information. Also how the

framework is updated. A new intercollegiate document for Safeguarding Children was published which all Trusts had to comply with straight away or risk the wrath of the CQC. Took over 6 months for the Core Skills Framework to be amended.

We have issues with a few of the topics, one of which I have already raised with SfH. I will be discussing the issues with my streamlining group as we may need a regional decision.

Question 3. Purpose of the UK Core Skills Training Framework

Respondents were asked to indicate the extent to which they feel the current framework meets its intended purpose (47 respondents to this question).

Intended purpose	Strongly agree	Agree	Unsure	Disagree	Strongly disagree
Helps to guide the focus and aims of statutory and mandatory training delivery	30.4 %	60.9 %	2.2 %	4.3 %	2.2 %
Helps to standardise the interpretation of statutory and mandatory training	32.6 %	56.5 %	0.0 %	8.7 %	2.2 %
Helps to improve the quality and consistency of training provision	21.3 %	42.6 %	21.3 %	10.6 %	4.3 %

91.3% of respondents Strongly Agree or Agree that the Framework helps to guide the focus and aims of statutory and mandatory training delivery

89.1% of respondents Strongly Agree or Agree that the Framework helps to standardise the interpretation of statutory and mandatory training

63.9% of respondents Strongly Agree or Agree that the Framework helps to improve the quality and consistency of training provision

Question 4. Changes to current legal or relevant expert guidance

4.1 Are you aware of any recent or forthcoming changes to legislation or relevant expert guidance which may have an impact on the following Framework subjects?

This question was designed to obtain information from SMEs who may have prior knowledge of significant changes which may impact on Framework subjects. A number of respondents commented on the imminent launch of the Care Certificate and usefully highlighted the proposed updates to Resuscitation Council Guidelines scheduled for October 2015.

Question 5. Review of Subject 11: Information Governance

As part of maintaining the Framework, specific subjects are periodically subject to in-depth review. Currently we are focused on a review of Subject 11: Information Governance.

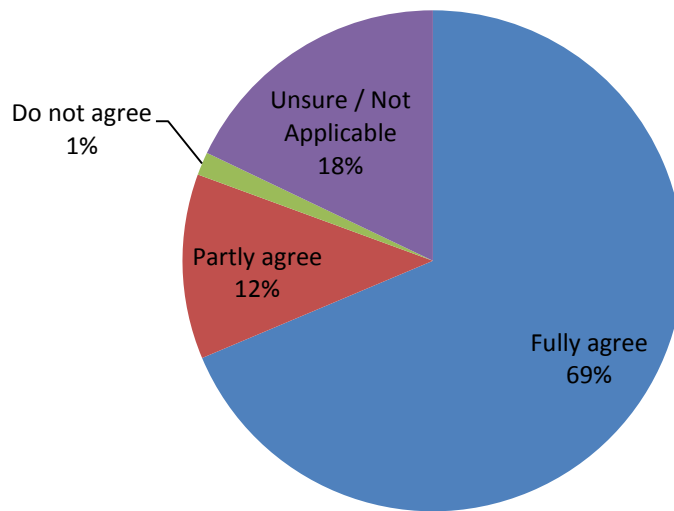
The current Key Learning Outcomes for Information Governance are as follows

The learner will:

- a) understand the principles of Information Governance and how they apply in every day working environments
- b) understand within the context of their specific role how to provide a confidential service to patients and service users in line with the duty of confidentiality
- c) know how to ensure and maintain good record keeping.
- d) understand fundamentals of data protection, confidentiality and the Caldicott Principles
- e) understand the responsibilities of healthcare organisations under the Freedom of Information Act 2000
- f) understand individual responsibilities in responding to a Freedom of Information request
- g) understand the principles of good record keeping.
- h) understand, within the context of their role, how they can apply and maintain information security guidelines.
- i) know where they can gain local access to policies, procedures and further information on Information Governance.

5.1 To what extent do you agree with the Key Learning Outcomes?

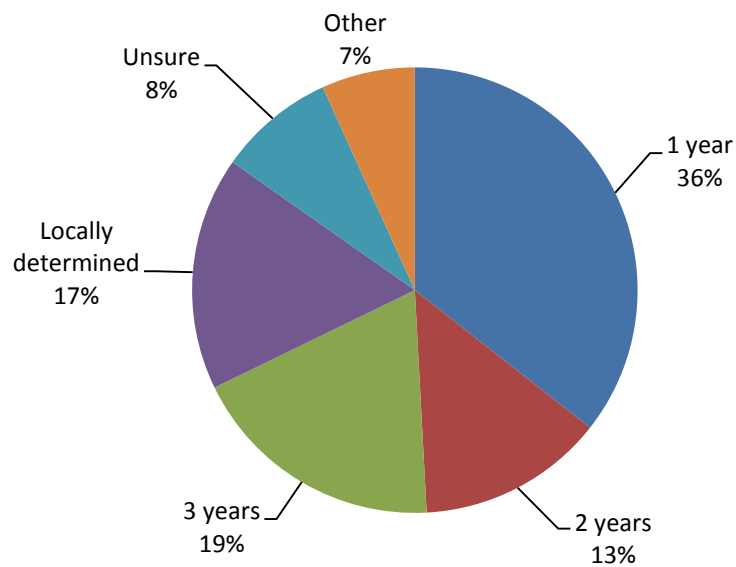
Value	Percent	Count
Fully agree	68.7%	46
Partly agree	11.9%	8
Do not agree	1.5%	1
Unsure / Not Applicable	17.9%	12
Total		67



5.3 Proposed Frequency of Refresher Training

In your organisation, what would you consider an appropriate frequency for Information Governance refresher training?

Value	Percent	Count
1 year	35.6%	21
2 years	13.6%	8
3 years	18.6%	11
Locally determined	17.0%	10
Unsure	8.5%	5
Other	6.8%	4
Total		59



5.4 Please provide any further comments regarding the reasons for your preferred Information Governance refresher training period.

2 years seems appropriate
Appropriate given changes in external environment
Based on Risk. Currently we have this as once only training.
Every year is a bit too much
Getting staff to complete the IG every year
I think all NHS staff should have a refresher training every 6 months
I think annual training is essential given the significant impact lapses in IG can produce
In line with our partnered NHS organisations
It is essential that people understand, and are reminded of their responsibilities.
Little changes - if major change do more frequently
None
Part of our IG assessment.
Staff will not remember information in between learning sessions if the timeframe is too long.
The expectation of the National IG Toolkit is that IG training is undertaken on an annual basis
This guidance would need to be informed by the IG lead
essential for confidentiality
it needs to be embedded and reinforced
locally determined allows trusts to mandate training according to need
Good to be reminded as often as possible- as what seems to be small breaches of IG can occur when you forget that you are bound by the regulation
If we were able we would look at the different jobs and determine refresher periods based on job role.
This I overkill, the principles are the same, all that needs updating is when there is a legislative change
I am a safeguarding lead, this has a refresher period of 3 years and therefore IG should be similar unless key changes are made
This is no different to skills for manual handling or infection control. Why should refresher training be needed every year?
Staff are consistently reminded of the importance of good information governance, beyond the training

session, so they do not need to attend every year. It costs the NHS billions to train everyone annually so a pragmatic, risk-based approach should be applied. Three years seems sensible.

The Trust undertakes a number of functions and IG relates to everyone but the level and type of information used and controlled varies between directorates and divisions.

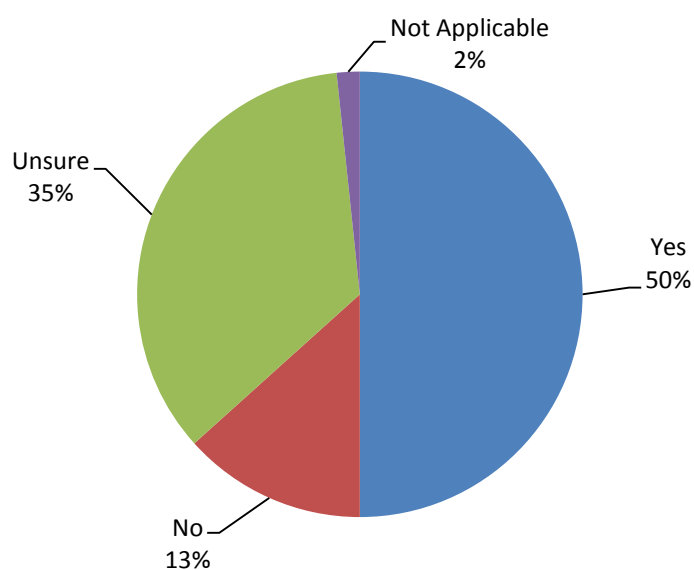
Having Information Governance as a yearly update is frankly overkill. NHS Organisations across the UK practice this on a daily basis. This is an edict from those making these decisions without any practical knowledge of what goes on in real life. A review is in order based on sound Risk Assessment rather than public perception and trying to protect their job.

We have recently made IG an annual requirement due to guidance. We would need strong evidence or guidance change to move it back to 3 yearly

5.5 NHS Information Governance Training Tool

Does your organisation currently use the [NHS Information Governance Training Tool](#)?

Value	Percent	Count
Yes	50.0%	30
No	13.3%	8
Unsure	35.0%	21
Not Applicable	1.7%	1
Total		60



5.6 Please provide any comments or feedback on the current NHS IG Training Tool e.g. are there any aspects that in your view could be improved or updated?

Difficulty with access
Easy to follow and understand
It can be difficult to navigate the home page to find the relevant level of training.
It is far too detailed for many staff
Needs to be tailored for users - different issues for CCGs vs trusts
No think it is good
None
Very complex. Staff struggle
it's cumbersome to use
it is quite hard ,but it should be our organisation doesn't always get the e learning adjusted so it has made it difficult for some users to access
Staff have problems logging onto this system and selecting their organisation and entering their assignment number correctly. Once they have completed the module they find it difficult to log on again. When staff need to complete the clinical record keeping module they find this difficult to locate.
It should be within a rolling year not a calendar year. Staff completing this on the 30th march are out of date two days later

Question 6. Related products and services

Would you be interested to receive information on other products and tools which support the UK Core Skills Training Framework?

Value	Percent	Count
E-Learning	59.6%	31
E-Assessment	55.8%	29
Skills Register	34.6%	18
WIRED (Workforce Information Reporting Engine Database)	19.2%	10
Other	3.9%	2

Question 7. Any other comments on the UK Core Skills Training Framework

None
already looking at Wired
Whilst the principle is excellent, I still do not think we have got to grips with the logistics of transferability
I would be interested in receiving information about blood transfusion and sampling as I have to assess others in this.
YES - why do all level 2 have to be trained to use an AED ? We defibrillated 12 patients last year and have 800 staff to train - we make sure there are staff on every shift with ILS training , why do all clinical staff need this skill??
Colleagues in other Trusts have commented on the validity of information relating to Safeguarding as it does not match to the requirements of the intercollegiate document.
A good idea but needs to be more responsive to changes in legislation/national guidance. If it is out of date and we are using it when the CQC inspects it is Trusts that are left carrying the can.
Safeguarding children and adults course is very unclear. Some of the questions are subjective and one is actually incorrect. This has caused problems for the safeguarding team within our organisation.
There is some confusion over which level 2 safeguarding children model is suitable for hospital staff, I have done both and they could be amalgamated to make a more robust training tool including both the acute and community setting to highlight how both areas have to work together.
Why don't you ask how useful people find the interface? Or what they feel about the length of the courses? Or

how easy it is to access?

This has been an extremely valuable tool for determining a standard minimum level of competency for NHS Wales employees, maximising portability and reducing unnecessary repeat training

As resuscitation is my subject matter, I feel that a once only approach for some staff is not sufficient, yet level 2 not necessary. I would like to see a Level 1 with annual refresher.

It is important that volunteers are included in the framework and that the recommendations are proportionate to their role. It is not appropriate to insist that volunteers complete the same level of training as staff - they are not staff and do not have the same level of individual responsibility, however, they should be aware of statutory and mandatory requirements applicable to their role. As most volunteers do less than 4 hours volunteering per week, the risks associated with their roles are less that for paid staff. This should also be considered when deciding the level of training required.

The frequency of the training and the levels need appraisals in respect to evidence on learning , decay and activity. There is NO research evidence to demonstrate that some updates make any difference to performance or patient outcome

The frameworks in place currently reflect what is required generally in topic areas, much of this is derived from legislation, practice evidence or research, as such most trainers will reflect this in their training anyway, though very helpful I do not consider the framework as a one stop shop

The comments above confirm the importance of maintaining and updating the Framework to ensure it continues to reflect current good practice and guidance. However, some respondents refer to the 'questions' and 'courses' in their comments which implies there may be some confusion between the Core Skills Training Framework and the resources and training materials derived from it.

Conclusions

Alignment to the UK Core Skills Training Framework

The majority of respondent organisations were already aligned to the Framework. Those organisations not yet aligned nonetheless indicated that significant progress has been made towards organisational readiness and the process of mapping training delivery to the Framework. A number of comments expressed the desire to know more about what other Trusts are doing to align their training. This suggests a continued need for effective communication and updates shared between Trusts which are aligned or working towards alignment.

Purpose of the UK Core Skills Training Framework

There was strong support for the view that the current Framework meets its intended purpose. The overwhelming majority of respondents strongly agree or agree that the Framework helps to guide the focus and aims of statutory and mandatory training delivery (91.3%) and helps to standardise the interpretation of statutory and mandatory training (89.1%). There was a lower proportion of respondents (63.9%) who strongly agree or agree that the Framework helps to improve the quality and consistency of training provision. These findings suggest that the Framework is valued as a source of guidance and minimum standards within organisations, but further work is still required to capitalise on its potential to improve consistency and data sharing between organisations.

Changes to current legal or relevant expert guidance

The launch of the Care Certificate was identified as an important development by a number of respondents. The key change affecting the current Framework subjects was highlighted as updates to Resuscitation Council Guidelines due in October 2015.

Review of Subject 11: Information Governance

There was a high level of support for the current Information Governance Learning Outcomes (69% fully agreed with the outcomes and a further 12% partly agreed).

There was a much wider variation in responses regarding the appropriate frequency of Information Governance refresher training. 36% agreed with the current requirement for annual refresher training. However, over half of respondents considered alternative refresher periods to be more appropriate i.e. 2 years (13.6%), 3 years (18.6%), locally determined (17%), other (6.8%). Some expressed strong views that annual refresher training need not be mandated. This does indicate the need for further consultation to establish whether greater flexibility might be incorporated in the requirements for refresher periods in this subject.

NHS Information Governance Training Tool

The NHS Information Governance Training Tool is widely used. Feedback on the Tool was mixed, but included some criticism e.g. that it is too complex/cumbersome for some staff and that refresher training should be allowed on a rolling year, not a calendar year. The IG Tool is currently under review by HSCIC.

Related products and services

A high proportion of respondents indicated interest in products and tools which support the CSTF, in particular E-Learning (59.6%) and E-Assessment (55.8%). It would be beneficial to provide these organisations with further information regarding these products and services.

Any other comments on the UK Core Skills Training Framework

A number of further useful comments were provided regarding specific subjects and the importance of keeping the Framework up to date. This emphasises the importance of continued review of specific subjects and the provision of updates. Skills for Health remains committed to maintaining the Framework and to providing updates as appropriate.

A decorative horizontal band at the bottom of the page, consisting of a series of vertical stripes in various shades of blue and red, with rounded ends on the left and right sides.

Skills for Health (Head Office)

Goldsmiths House
Broad Plain
Bristol BS2 0JP

Tel: 0117 922 1155

Fax: 0117 925 1800

E-mail: office@skillsforhealth.org.uk

Website: www.skillsforhealth.org.uk