

Clinical Governance Committee Meeting: Wednesday 17 May 2023

Insert Paper Number

Title: Oliver McGowan Mandatory Training implementation

Status: For Decision

History: Initial briefing paper

Board Lead: Chief Nursing Officer

Authors:

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Confidential: No

Key Purpose: Strategy and Assurance

Oliver McGowan Mandatory Training implementation

1. Purpose

- 1.1. The purpose of this paper is to agree the prioritising of audiences and the initial roll out of the Oliver McGowan Mandatory Training¹(OMMT).

2. Background

- 2.1. In July the Health and Care Act 2022 introduced a requirement for CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to the person's role. This training summary is outlined in Appendix 1.
- 2.2. The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake. It is named after Oliver McGowan, whose death highlighted the need for health and social care staff to have better training. Paula McGowan, Oliver's mother, introduces the training and shares her family's story to help staff better understand how to look after people with learning disability and Autism.
- 2.3. This is to ensure the health and social care workforce have the right skills and knowledge to provide safe, compassionate, and informed care to autistic people and people with a learning disability.
- 2.4. The OMMT on Learning Disability and Autism is delivered in one of two Tiers. It is the employers' responsibility to ensure their staff have the appropriate training for their roles and will involve some new training for all employees.
- 2.5. Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board (BOB ICB) are building regional capacity to deliver the online interactive and face to face sessions of the tier 1 and tier 2 training across the region. This is still not fully developed but due to be available from Spring 2023.
- 2.6. It was agreed at Nursing Midwifery & Allied Health Professional (NMAHP) Board in November 2022 that we proceed with the implementation of the eLearning using a phased approach and, based on a risk assessment, targeting priority groups.

¹ [The Oliver McGowan Mandatory Training on Learning Disability and Autism | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/the-oliver-mcgowan-mandatory-training-on-learning-disability-and-autism)

3. Implementation of OMMT

- 3.1. All staff are required to complete the e-learning for healthcare eLearning package no matter where they work and what tier they need to complete.
- 3.2. This is now available on MyLearningHub if staff search and enrol on the training.
- 3.3. Due to the impact of introducing a new training for all employees, a phased implementation is being proposed as initially agreed at Nursing, Midwifery and AHP Board in November 2022.
- 3.4. A scoping exercise was undertaken with the Divisional Education Leads and the Lead Learning Disability Nurse to prioritise areas for initial roll out across the divisions (see Appendix 2 for early implementation areas and rationale).
- 3.5. Phase 1 (from May 2023)
 - 3.5.1. Add OMMT elearning as role specific training for all staff working in priority areas (Appendix 2) and ensure communication is provided to raise awareness of this requirement for all staff groups working in these areas.
 - 3.5.2. This training will appear on relevant staff MLH home pages as 'Role specific training'.
 - 3.5.3. Once available via the BOB, part 2 (face to face) of the tier 2 training will be added in as an additional requirement via MLH for these staff groups
 - 3.5.4. OMMT will continue to be available for all other staff to undertake via MLH.
 - 3.5.5. Compliance reporting will commence via MLH and will be fed back to this committee monthly from July onwards.
- 3.6. Phase 2 (from 1st July 2023)
 - 3.6.1. All remaining patient facing staff working in clinical areas and teams across divisions will have OMMT added to their role-specific training requirements on MLH
 - 3.6.2. Once available via the BOB, part 2 (face to face) of the tier 2 training will be added in as an additional requirement via MLH for these staff groups
 - 3.6.3. OMMT will continue to be available for all other non-patient facing staff to undertake via MLH.
- 3.7. Phase 3 (from 1st August 2023)
 - 3.7.1. All remaining staff who are working in non-patient facing roles will have OMMT added to their role-specific training requirements on MLH

- 3.7.2. Once available via the BOB, part 2 (virtual webinar) of the tier 1 training will be added in as an additional requirement via MLH for these staff groups

3.8. Virtual and face to face training availability

- 3.8.1. It is still unclear how this second element of training will be delivered across the BOB and therefore we cannot confirm the timeframes for rolling this out.
- 3.8.2. The time commitment required for all patient facing staff to complete a full day training (tier 2) will require further consideration and prioritisation of areas beyond those identified in phase 1 (appendix 2).
- 3.8.3. The Divisional Education Leads with their Divisional Medical Education colleagues will develop a roll out plan for tier 2 training across clinical areas in the Division once a plan for provision and capacity for this training has been shared by the BOB. The central education and LD team will work with the divisions to coordinate this via MLH.

3.9. Ongoing communication, awareness and reporting

- 3.9.1. Once the phased implementation has been agreed, communication will go out to all staff via the corporate bulletin and intranet home page. This will outline the ongoing availability of elearning training for all as well as the planned approach to adding this to all staff training requirements over the coming months.
- 3.9.2. Specific communication will also be sent to Unit and departmental managers, matrons and clinical leads of relevant areas as the roll out progresses to ensure staff are made aware of this additional training requirement and its importance to complete.
- 3.9.3. From July onwards, monthly updates and compliance reports will be provided to Clinical governance committee. This will move to quarterly once the elearning is considered embedded across all staff groups

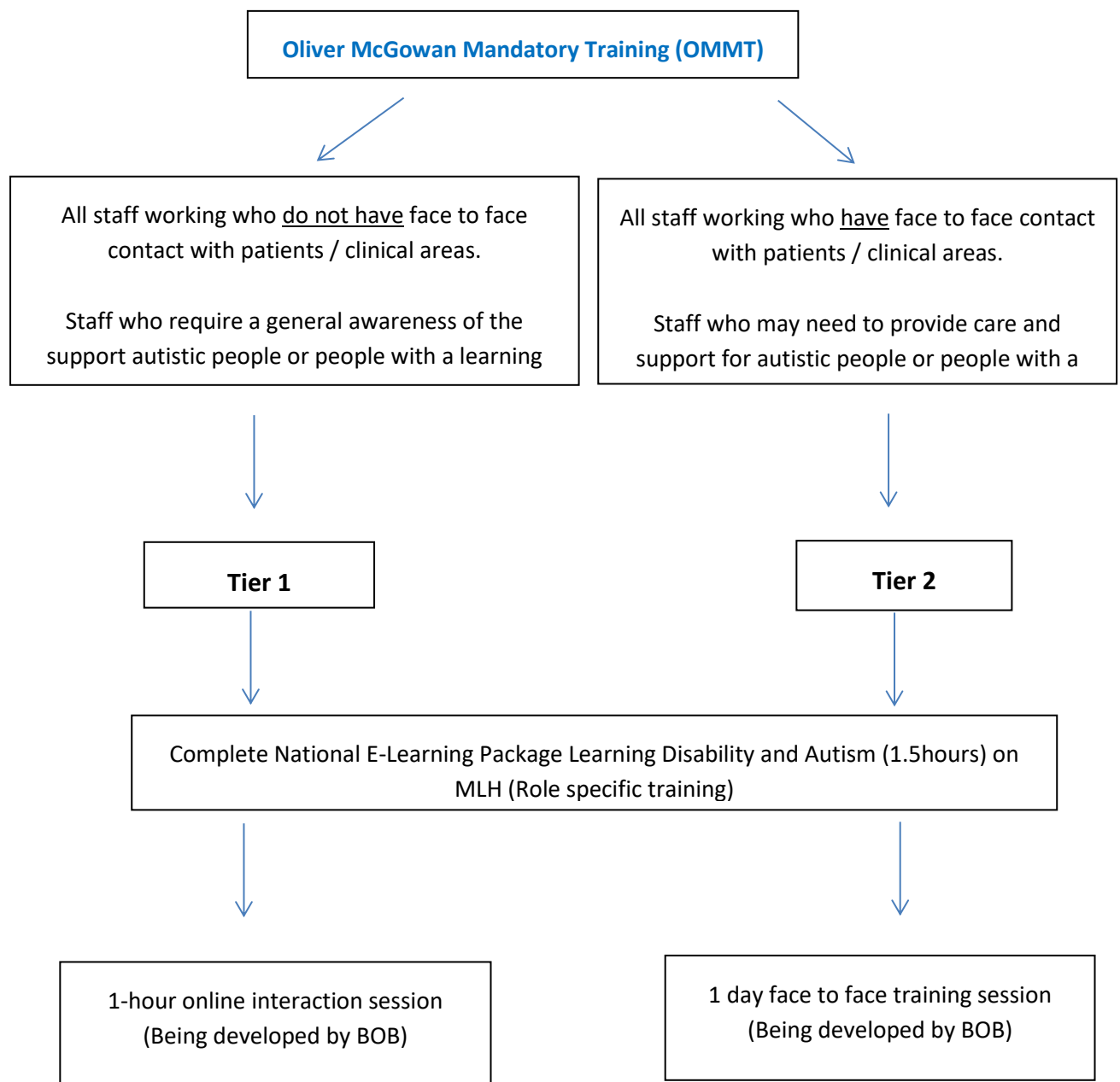
4. Recommendations

4.1. The Clinical Governance Committee is asked to

Consider the mandatory requirements of this training and agree to the phased roll out of the Oliver McGowan Training via My Learning Hub as outlined in section 3.

References

HEE England 2022. The Oliver McGowan Mandatory Training on Learning Disability and Autism <https://www.hee.nhs.uk/our-work/learning-disability/current-projects/oliver-mcgowan-mandatory-training-learning-disability-autism> (Accessed 24/03/23)

Appendix 1- Training pathway for all Staff

Appendix 2 – Early implementation areas – Phase 1***Rationale***

The following areas have been identified as priority areas to implement OMMT by the Learning Disability Team and Divisional Education Leads.

Key areas include emergency departments and services, outpatient and pre-operative areas and directorates who are likely to see patients with learning disabilities more frequently, for example 10% of patients with learning disabilities access the adult congenital heart disease service (Cardiac directorate).

In addition Trust wide services and teams who may see patients with learning disabilities more frequently and teams who lead or support staff providing care for patients with learning disabilities have also been identified as early implementation areas.

Division	Clinical Areas / Departments / Services
SUWON	• SEU • Endoscopy
MRC	• ED / EAU • Diabetes, endocrine & metabolism • Cardiac directorate
NOTSSCaN	• Children's directorate • Ophthalmology • Neurosciences
CSS	• Pain team • Psychological Medicine • Pre op Teams • Outpatients • Here for Health Team • Pharmacy dispensary / clinical pharmacology • Radiology and imaging
Corporate	• Safeguarding Team • Operations team • Executive team / Duty managers • Practice Development & Education Team (PD&E) • Post Graduate Medical Education • Patient Advice and Liaison Team • Bereavement Team • Patient Experience Team • Learning Disabilities Team • Chaplaincy