

Cover Paper

Trust Management Executive: Thursday 03 August 2023

TME2023.284

Title: **Oliver McGowan Mandatory Training implementation**

Status: **For Decision**

History: **Initial paper approved by Clinical Governance Committee in May 2023**

Board Lead: **Chief Nursing Officer**

Authors: ^{1.1} [REDACTED] Deputy Assoc Chief Nurse: Practice Development
^{1.2} [REDACTED] Education; ^{1.3} [REDACTED] Lead Nurse: Practice Development;
[REDACTED] Lead Nurse: Learning Disabilities

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 audiences and initial roll out of the Oliver McGowan Mandatory Training (OMMT) (NHS HEE, 2023).

2. Background

- 2.1. 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 draws on the Skills for Health core capabilities frameworks for supporting autistic people and / or people with a learning disability (Skills for Health, 2023). The training will provide staff with the knowledge they need to provide reasonable adjustments for autistic people and people with a learning disability, which will play an important role in tackling health and care inequalities and improving people's wellbeing. The training is named after Oliver McGowan, whose death highlighted the need for health and social care staff to have better training.
- 2.3. On 27th June 2023 the Department of Health and Social Care released an open consultation for the *Oliver McGowan Code of Practice*. The code is intended to provide guidance for CQC registered providers to meet the legislative requirement ensuring all staff receive learning disability and autism training appropriate to their role. The deadline for comment is 19th September 2023. <https://www.gov.uk/government/consultations/oliver-mcgowan-draft-code-of-practice>
- 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 complete the OMMT e-learning component as well as attending either an online webinar or face to face training appropriate for their roles.
- 2.5. Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board (BOB ICB) are currently developing a business case to build regional capacity to deliver the online interactive and face to face sessions of the tier 1 and tier 2 training across the region. This was originally planned to be available from Spring 2023. A briefing was issued in May 2023 outlining the progress with this work (appendix 2) and a meeting for Trust leads across the system is now scheduled for the end of July to enable further discussion and planning for the delivery of these components of the training.

- 2.6. At Nursing Midwifery & Allied Health Professional (NMAHP) Board in November 2022 the implementation of the training using a phased approach based on a risk assessment was proposed (Appendix 3).
- 2.7. The OMMT was integrated into MyLearningHub in December 2022 and made available as a course any staff member could select and complete.
- 2.8. With the delay in regional funding and development of part 2(a and b) of the training, the phased roll out approach for the elearning (part 1) targeting priority staff groups, was proposed and agreed at Clinical Governance Committee in May 2023.

3. Implementation of OMMT

- 3.1. The elearning is available on MyLearningHub if staff search and enrol on the training.
- 3.2. The proposed timescales within the paper were supported at Clinical Governance Committee on 17th May 2023. This paper outlined a phased roll out of the eLearning (part 1) training, leading to this being role specific for all staff in the Trust by 1st August 2023. The implementation has been paused to ensure implications of this mandated training have been considered.
- 3.3. 129 number of staff have already completed the OMMT via MLH
- 3.4. The proposed implementation plan is to assign part 1 training as mandatory for all staff via MLH with immediate effect.
- 3.5. Due to the impact of introducing this new training for all employees, a phased implementation to part 2, once available, is proposed. An outline is provided in sections 3.6 and 3.7.
- 3.6. Phase 1 – E-learning training (part 1) for all staff groups – July / August 2023
 - 3.6.1. Add OMMT eLearning as role specific (mandatory) training for all staff and ensure communication is provided to raise awareness of this requirement for all staff to complete within 3 months.
 - 3.6.2. This training will appear on staff MLH home pages as 'Role specific training'.
 - 3.6.3. Compliance reporting on part 1 training will commence via MLH and will be fed back to clinical governance committee from September 2023 onwards.

3.7. Phase 2 – Interactive online and face to face training (part 2) for all staff groups

- 3.7.1. Once available via BOB regional training team, it is proposed that tier 1 and 2 training will be rolled out concurrently.
- 3.7.2. Tier 2 training will be added in as an additional requirement via MLH for priority staff groups (Appendix 3)
- 3.7.3. Once tier 2 training has been offered to all priority staff groups it will be offered to all other patient facing staff groups across the Trust
- 3.7.4. Tier 1 training (1 hour virtual webinar) will be made available for all staff who are working in non-patient facing roles to book on to on a first come first served basis.

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 3).
- 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. Communication and reporting

- 3.9.1. Communication will go out to all staff via the corporate bulletin and intranet home page. This will outline the requirement for all Trust staff to complete the e-learning training, as well as the plan to add in tier 1 & 2 training once available in the coming months.
- 3.9.2. Specific communication will be sent to unit and departmental managers, matrons and clinical leads to ensure staff are made aware of this additional training requirement and its importance to complete.
- 3.9.3. From September 2023 onwards, monthly updates and compliance reports will be provided to Clinical governance committee. This will move to quarterly once the training is considered embedded across all staff groups

4. Recommendations

4.1. The Trust Management Executive is asked to

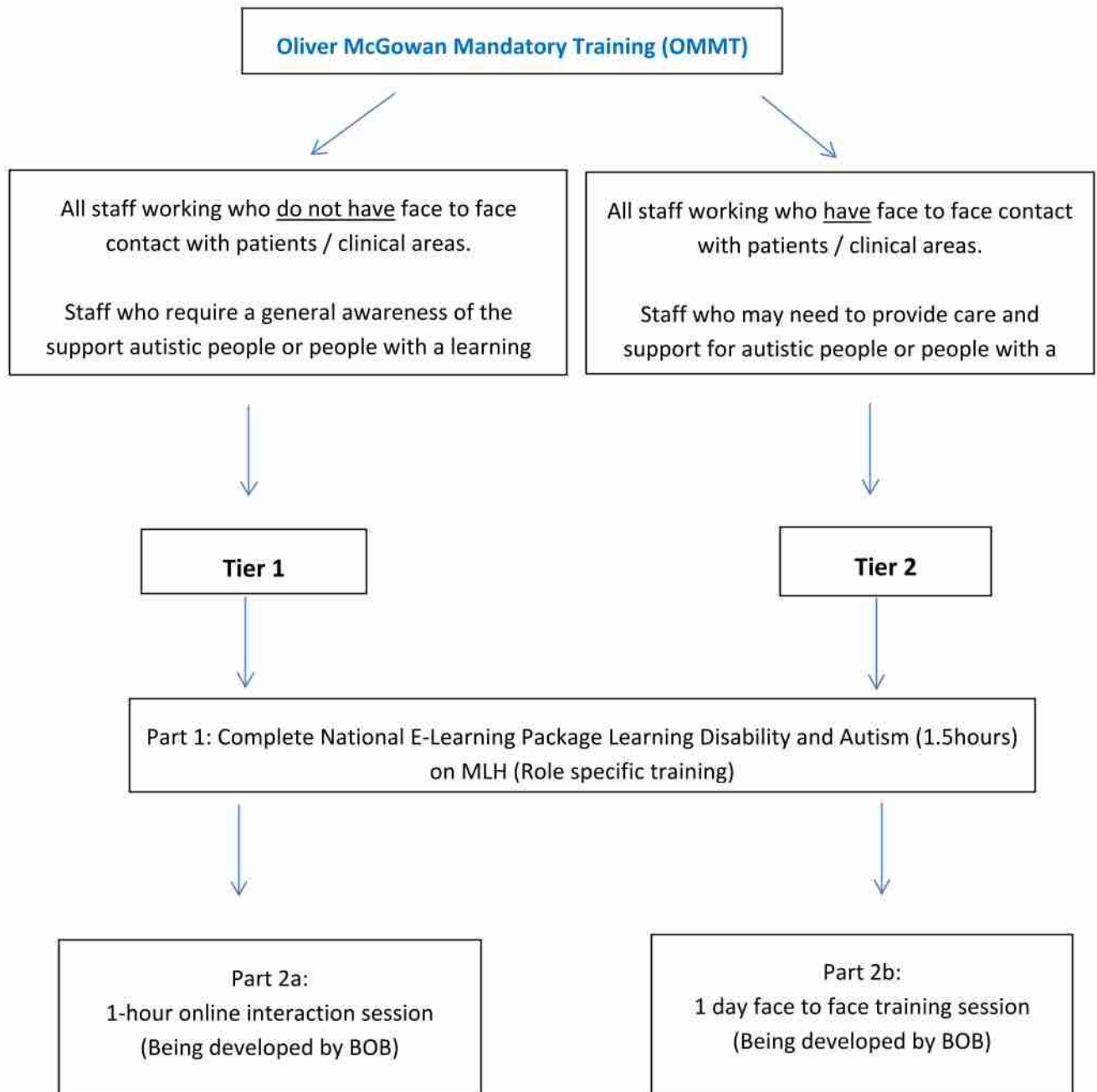
- Consider the mandatory requirements of this training and approve the roll out of the Oliver McGowan Training via My Learning Hub as outlined in section 3.
- Support the need for staff to attend the additional training component, once made available via BOB, using a phased roll out targeting priority clinical areas first.
- Provide feedback on the mandatory requirements of this training to inform an organisational response to the consultation on the Oliver McGowan Code of Practice, which closes on the 19th September 2023.

References

Department of Health and Social Care (2023) Oliver McGowan draft code of practice <https://www.gov.uk/government/consultations/oliver-mcgowan-draft-code-of-practice> (Accessed 4th July 2023)

NHS Health Education England (2023) 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)

Skills for Health (2023) Supporting autistic people and/or people with a learning disability <https://www.skillsforhealth.org.uk/info-hub/learning-disability-and-autism-frameworks-2019/>

Appendix 1- Training pathway for all Staff

Appendix 2 – BOB Briefing: OMMT May 2023



Oliver McGowan Mandatory Training (OMMT)

New mandatory training has been introduced for all staff working in CQC regulated health and social care activity. Here's what you need to know:

What is Oliver McGowan Mandatory Training (OMMT)?

The OMMT has been developed to enable the health and social care workforce to better support people with a learning disability and autism. This is supported by The Health and Care Act 2022 that requires all CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to their role.

What does the training involve? Currently the training comprises of a 60-minute eLearning module followed by an additional training session that is separated into two tiers.

- Tier 1: All non-patient facing staff. Will be required to complete the eLearning content & attend a 1hr virtual interactive session. (The interactive session is currently being developed).
- Tier 2: All patient facing staff. Will be required to complete the eLearning content & attend a 5hr face-to face interactive session. (The interactive session is currently being developed).

Who needs to complete the training? All staff, whether clinical or non-clinical, are required to complete the training, as it forms part of the Health and Care Act 2022.

What do I need to do now? Whilst waiting for the Tier 1 and Tier 2 additional training modules we are requesting that all social care providers direct their staff to complete the Oliver McGowan Mandatory Training on Learning Disability and Autism (Part 1) which is the e-learning module. This contains powerful and poignant messages and provides an additional useful learning disability and autism reference handbook to download for future reference.

How do I access this training? The e-learning is available on the E-Learning for Health (E-LfH) online platform which can be accessed via this link: [The Oliver McGowan Mandatory Training on Learning Disability and Autism - elearning for healthcare](#) This site is free to register and use.

TRUSTS MAY WISH TO ADD THEIR OWN INFORMATION HERE ON ACCESSING THE TRAINING THROUGH THEIR LEARNING PORTALS.

Who do I contact if I have any further questions? Please contact bobicb.ldanda@nhs.net if you have any queries.

Please click here to find out more about the Oliver McGowan Mandatory Training (OMMT) [The Oliver McGowan Mandatory Training on Learning Disability and Autism | Health Education England \(hee.nhs.uk\)](#). Further content will be released.

May 2023

Appendix 3 – Phase 2 priority areas***Rationale***

The following areas have **been** identified as priority tier 2 areas and teams to fully implement OMMT (part 1 & 2) 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, including Neuro Intensive Care Unit
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

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Redaction Summary

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Redaction 1.1

Exemptions/exceptions:

- S.40 - Personal Information

Redaction 1.2

Exemptions/exceptions:

- S.40 - Personal Information

Redaction 1.3

Exemptions/exceptions:

- S.40 - Personal Information