

Monday 10 March 2025

Insert Paper Number

Title: Update: Oliver McGowan Mandatory Training Parts 1 & 2

Status: For Information

History: Previous papers submitted to NMAHP Board and CGC outlining the OMMT training plans, request to implement part 1 (elearning) as role specific for all staff (May 2023) and update on part 2 (Sept 2023).

Board Lead: Chief Nursing Officer

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Confidential: No

Key Purpose: Assurance

Update: Oliver McGowan Mandatory Training Parts 1 & 2

1. Purpose

- 1.1. This paper provides a status report of the current Trust compliance with part 1 Oliver McGowan mandatory training (OMMT) elearning across the Trust.
- 1.2. An update of progress with the procurement and roll out of part 2 (Tier 1 and 2) training across Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board (BOB ICB) is also included

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. For further guidance follow [this link](#).
- 2.3. The OMMT on Learning Disability and Autism has 2 parts (elearning + interactive workshop), delivered in one of two Tiers. It is the employers' responsibility to ensure their staff have the appropriate training for their roles and therefore this involves additional training for all employees.
- 2.4. Since 2023, BOB ICB have been scoping regional capacity to deliver the Part 2 online interactive and face to face sessions of the tier 1 and tier 2 training across the region. A BOB OMMT planning group has had a series of meetings to discuss delivery models for this training.
- 2.5. While there remains no system wide solution for Part 2 training, Trusts have been advised by BOB to continue implementing and increasing compliance with the e-learning package (part 1) to all staff.

3. Part 1 OMMT

3.1. E-learning compliance

Tables 1 and 2 below provide an overview of trust-wide and divisional compliance with part 1 e-learning for all staff groups.

Table 1 Compliance with OMMT part 1 whole Trust

Employees total number	Heads outstanding	Number completed	% completed
14484	3033	11451	79%

Table 2 compliance with OMMT part 1 by Division

Division	Employees total number	Heads outstanding	Numbers completed	% Completed
MRC	3340	775	2565	77
NOTSSCAN	3688	815	2873	78
SUWON	3310	468	2842	86
CSS	2408	540	1868	78
Corporate	1738	435	1303	75

4. Part 2 OMMT Training

4.1. Part 2 OMMT procurement

It is now confirmed that [Bucks Health and Social Care Academy](#) have secured the contract to deliver the initial wave of part 2 OMMT tier 1 and 2 training on behalf of BOB. Places on these courses will be distributed across the system and are funded by BOB.

4.2. BOB / BHSCA Training delivery and roll out

The timeframe for delivery as well as location and allocation of places across BOB organisations is yet to be decided. A further meeting of the BOB OMMT project group is planned for 17/3/25

4.3. Tier 1 and 2 training

Initial scoping of OUH staff and consideration of similar mandatory training (eg infection control core skills elearning) indicated that the majority of our staff would be required to complete tier 2 training (1 day classroom based) based on the following definitions:

Tier 1 of The Oliver McGowan Mandatory Training is for people who require general awareness of the support autistic people or people with a learning disability may need.

Tier 2 of The Oliver McGowan Mandatory Training provides more detailed learning for those who may need to provide care and support for autistic people or people with a learning disability.

5. Additional considerations for training delivery

- 5.1. The Oliver McGowan Mandatory Training on Learning Disability and Autism is designed to be re-taken at least every three years or more regularly if needed.
- 5.2. Concerns have been raised by a small number of staff regarding the sensitivity of the content of the part 1 elearning. Support strategies will need to be considered prior to implementation of further, more in depth part 2 training, both of which are live sessions facilitated by experts by experience.
- 5.3. Beyond the training that is being funded by BOB, delivering part 2 training across the entire OUH workforce will require investment in training from either an external provider or development of an internal training team
- 5.4. It is proposed that future planning of OMMT training can be managed through the Learning Disability Steering Group

6. Conclusion

- 6.1. This paper has provided an update on the current status of OMMT training and compliance at OUH.
- 6.2. The Trust will be required to prioritise staff groups / departments to undertake part 2 training during this initial wave of provision
- 6.3. Supporting the delivery of future part 2 training will require future investment to enable training provision as well as releasing staff time.

7. Recommendations

- 7.1. The forum is asked to:
 - 7.1.1. Provide comment and feedback on the content of this paper to enable further discussion and decisions at system level.
 - 7.1.2. Support the management of the part 2 training roll out, guided by the learning disability steering group
 - 7.1.3. Receive a further update next month to include more detail on the delivery of part 2 training within BOB

Appendix 1- Training pathway for all Staff**The Oliver McGowan Mandatory Training on Learning Disability and Autism****Tier 1**

For people who require general awareness of the support autistic people or people with a learning disability may need.



90 minutes



elearning with handbook

and



60 minutes

Online interactive session

or

Tier 2

For people who may need to provide care and support for autistic people or people with a learning disability.



90 minutes



elearning with handbook

and



1 day

Face to face training

[\(NHSE WTE 2025\)](#)