



2025
EDUCATION
PROSPECTUS

People Promise



The NHS is an extraordinary, world-class service. Together we have achieved, and continue to achieve, the extraordinary. We should all feel proud of this.

We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

We are **compassionate** and **inclusive**

We do not tolerate any form of discrimination, bullying or violence.

We are open and inclusive.

We make the NHS a place where we all feel we belong.

We are **recognised** and **rewarded**

A simple thank you for our day-to-day work, formal recognition for our dedication, and fair salary for our contribution.

We each have a **voice that counts**

We all feel safe and confident to speak up. And we take the time to really listen – to understand the hopes and fears that lie behind the words.

We are **safe** and **healthy**

We look after ourselves and each other.

Wellbeing is our business and our priority – and if we are unwell, we are supported to get the help we need.

We have what we need to deliver the best possible care – from clean safe spaces to rest in, to the right technology.

We are **always learning**

Opportunities to learn and develop are plentiful, and we are all supported to reach our potential.

We have equal access to opportunities.

We attract, develop and retain talented people from all backgrounds.

We work **flexibly**

We do not have to sacrifice our family, our friends or our interests for work.

We have predictable and flexible working patterns – and, if we do need to take time off, we are supported to do so.

We are a **team**

First and foremost, we are one huge, diverse and growing team, united by a desire to provide the very best care.

We learn from each other, support each other and take time to celebrate successes.

Together, WE make the NHS the best place to work.

We are more than 1.3 million strong. We are all walks of life, all kinds of experiences. **We are the NHS.**

Education & Training Prospectus

April 2025

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Welcome

Since the establishment of the Education Directorate in April 2021, we continue to be passionate about fostering a culture of learning and growth for all. We have been dedicated to promoting truly multi-professional education, supported by one integrated team. Our mission is to make education accessible to everyone—whether you're a junior student just starting out or an experienced leader looking to expand your skills.

We offer a wide range of programmes, from formal academic training to career development opportunities, including management and leadership courses. Through our shared governance system, meeting structure, and financial management approach, we ensure that both medical and non-medical learners—across undergraduate and postgraduate levels—benefit from a seamless, well-supported educational journey.

Collaboration is at the heart of what we do, working with key partners and stakeholders regionally, we provide WVT employees with access to diverse learning providers and a broad portfolio of courses. We are proud to be supported by the Chief Medical Officer, the Chief Nursing Officer, and the Chief People Officer, reinforcing our commitment to enabling all WVT staff to reach their full potential.



Dr Jayne Clarke

Associate Chief Medical Officer
for Education



Chris Wood

Associate Director of Education/OD
and Workforce Transformation



Rachael Hebbert

Associate Chief Nursing Officer



Compassion • Accountability • Respect • Excellence

How to find us

Welcome to Hereford County Hospital



Wye Valley
NHS Trust



Hereford County Hospital site
 Education & Development Centre Map: No 12
 Postgraduate Medical Centre (PGMC) Map: No 11
 Lionel Green Map: No 13

Contact Details
 Email: education@wvt.nhs.uk
 Tel: 01432 355444



Welcome to the Trust (Induction)

Wye Valley NHS Trust offers a live virtual Induction Programme.

As part of your Induction you will receive a very warm welcome from our Managing Director as well as giving you an overview of our organisation, Trust values and other key areas within Wye Valley NHS Trust. It will provide our newest colleagues with information to help you settle in quickly and find your way around systems, key people and essential aspects of working for the Trust. Your manager will also complete a local induction with you to cover department specific arrangements.

Staff will also need to complete any required training via eLearning on the Employee Staff Record (ESR) system or by booking on to any required classroom training.

Statutory & Mandatory Training

As an NHS Trust we are aligned to the Core Skills Training Framework.

Staff are required to complete 10 core subjects as detailed below, the majority of which can be completed as eLearning via the Electronic Staff Record (ESR).

Core Training for all staff

Subject

- Conflict Resolution
- Equality and Diversity
- Fire Safety
- Health & Safety
- Infection Prevention and Control
- Information Governance (Data Security)
- Moving & Handling
- Preventing Radicalisation
- Safeguarding Adults
- Safeguarding Children

Resuscitation, Learning Disabilities and Autism are also required

Essential to Role

'Essential to Role' is the learning and development activities that are required for specific roles or departments.

Your ESR learner homepage will indicate some of your Essential to Role requirements.

Electronic Staff Record (ESR) e-Learning Catalogue

Through ESR, you can access over 1000 eLearning courses covering a variety of subjects and specialties. Click on <http://www.esrsupport.co.uk/catalogue.php5> or scan the QR Code to see the full list.

For support with eLearning, please [click here](#)

Contact Details

Education & Development
Centre, Wye Valley NHS Trust,
County Hospital, Union Walk
Hereford HR1 2ER

Tel: 01432 355444 Ext 5514

Email: Induction@wvt.nhs.uk

To access ESR anywhere
Click on
<https://my.esr.nhs.uk/>
or Scan



If you need assistance with your ESR account, such as gaining access, Email: WorkforceInformationSystems@wvt.nhs.uk

For e-Learning support
Email: elarning@wvt.nhs.uk

For further information or general enquiries.
Email: education@wvt.nhs.uk
Phone: 01432 355444

Essential to Role

For example: Dementia, Deprivation of Liberties, Mental Capacity Act, NEWS2, Referral to Treatment



Knowledge & Library Services

WVT Knowledge & Library Services aim to ensure that NHS staff and students can access and use the right knowledge and evidence to enable decision-making, learning, research and innovation to deliver high quality healthcare. The Library is located in the PGMC at Hereford County Hospital.

Library Services

- Evidence Search Service – finding the information you need to support decision-making, best practice, research and innovation
- Current Awareness – keeping you up to date with the latest information with KnowledgeShare
- Library & Information Skills Training – equipping you with the skills to find and evaluate the right evidence and knowledge

Library Resources

- The NHS Knowledge and Library Hub connects healthcare staff and learners to high quality, NHS-funded, knowledge and evidence resources in one place, using a single search.
- To access go to <https://library.nhs.uk/wvt>
- Books & e-Books - a comprehensive multidisciplinary collection - search our catalogue at <https://www.healthlibrariesmidlands.nhs.uk/>
- Journals & e-Journals - access to over 1000 online titles
- Literature searching databases including CINAHL & MEDLINE
- Point of Care Tools including BMJ Best Practice
- Quiet study space & IT facilities
- e-Learning - support with any e-Learning enquiries
- Printing, photocopying and scanning facilities

Library & Information Skills Training

The library provides 1-1 training or group sessions available face to face or online (MS Teams).

- Library induction: Introduction to basic library and information skills - 15 minutes
- Finding information at WVT: Navigating the intranet to find the information for your role and as an employee - 30 minutes
- Introduction to NHS library electronic resources (NHS OpenAthens) What is available online and how to access. From ebooks to journals and search engines including the Knowledge & Library Hub - 30 minutes
- Introduction to Evidence Services. Understand the need for accredited information and to find reliable evidence quickly - 30 minutes
- Evidence and literature searching: How to devise a search strategy to answer a clinical or service question using a range of healthcare databases - 1 hour
- Critical appraisal: How to evaluating evidence and understand the principles of evidence-based practice - 45 minutes



Join the Library



Get online NHS OpenAthens



Stay up to date KnowledgeShare



Contact Details

Knowledge & Library Services
Postgraduate Medical Centre
Hereford County Hospital Union
Walk, Hereford. HR1 2ER

Tel: 01432 364427 or Ext 4427
Email: library@wvt.nhs.uk

IT Skills Training

IT Skills Pathway (Online)

Quality assured Digital Skills and Microsoft Office online learning and assessment content. From basic digital literacy and skills through to advanced Microsoft Excel and Word training. Email elearning@wvt.nhs.uk

Apprenticeships at WVT

An apprenticeship is an on the job training program that develops an employees' competence in the key skills they need to perform in their job role, while they work towards a nationally recognised apprenticeship standard.

Apprenticeships can be offered to both new staff who are employed into an apprenticeship role or as continuing professional development (CPD) to staff who already work in the Trust.

Apprenticeships combine practical training on the job with study and allow you to gain a qualification while you are working, for example in project management, leadership, or coaching.

Opportunities will vary depending on where you work, and you will need manager support to undertake any apprenticeship, but if you want further information please email apprenticeships@wvt.nhs.uk

How long do apprenticeships take?

Apprenticeships take between one and four years to complete depending on the level of the apprenticeship, the industry sector and the apprentice's ability.

How much training do I have to do?

As an apprentice, you usually need to work a minimum of 30 hours, during which a minimum of six hours per week of your normal working hours must be spent on training (off the job learning).

Your training might happen every week, every month or in a separate block of time depending on the programme that is studied.

The training might take place:

- at your place of work
- in a college
- training provided online

Who pays for the apprenticeship?

As a Trust we pay the apprenticeship levy and are working towards the best way to use the fund to support training for all our staff and ultimately to provide the best evidence-based care for our patients and service users. The levy is used to pay the course fees, but it does not cover travel, wages, or back-fill costs.

What apprenticeship programmes are there?

This link shows the apprenticeships that are offered nationally, many of which are undertaken here at WVT:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

Sort your search using the filters on the left, and if you find an apprenticeship that is of interest to you please email apprenticeships@wvt.nhs.uk for further details about training providers and how to apply.

There is a large range of clinical and non-clinical apprenticeships on offer for all staff at Wye Valley in Pharmacy, Business Administration, Healthcare

Support, Allied Health Professions, Nursing Associate, Nursing, Advanced Clinical Practice, Engineering, Data Management, Leadership and Management, and lots, lots more!! If you are keen to develop and learn, check what apprenticeships there are to support you and discuss what can be supported with your manager.

To watch the
Apprenticeship video



Work Experience at WVT

Work experience and work placements within the NHS aim to show you how the NHS really works and what the NHS is really like. It can also help you develop lots of transferable skills like being a part of a team and communication skills, which may help give you a head start when you apply for a job or university course. Participating in work experience and/or work placements also demonstrates a commitment to your future career within the organisation.

Wye Valley NHS Trust is committed to widening access, supporting people into and staying in a career within the NHS. At the Trust we have various clinical and non-clinical specialties, departments, teams and roles that can be accessed as part of work experience/ placement experience!

We offer up to 75 hours of work experience hours, which gives plenty of time for individuals to move around the Trust and work with different teams.

We have various work experience offers. Details including which offer is right for you and how you can access our offers can be found following the QR codes below:

Work placements:



School offer:



Further education offer:



Independent offer:



Completing work experience can massively support you in achieving your future goals and career aspirations. Evidencing what you have undertaken on future academic and job applications demonstrates your experience, commitment and motivation within the field you are interested in working in and/or developing towards.

The opportunities available to you at this Trust do not end with work experience. You could become a volunteer at the Trust, apply to undertake one of our many apprenticeship programmes or join the team in a substantive role and access educational opportunities such as apprenticeships within your role to develop and progress further within the organisation.

Please contact workexperience@wvt.nhs.uk if you would like any further information.



“ It was really Interesting

“ Seeing the hospital and the wards gave me a sense of what I would like to be apart of

“ Seeing everything they do made it become a reality and solidified my decision to go into medicine/healthcare

“ Exceeded my expectations thoroughly enjoyable week

“ Gave me an incredible insight into the work I could do

“ This placement helped me to explore and learn about many different roles that I didn't even know existed beforehand

Leadership & Management Development

Our Leadership and Management offerings at Wye Valley NHS Trust support and encourage values based leadership, which can shape an organisation and are crucial to delivering high quality care to patients. It gives leaders the capability to look at situations from different perspectives and integrate diversity of thought from the team while influencing the core values in all decision making.

NHS Leadership Academy Programme

MARY SEACOLE PROGRAMME

Wye Valley NHS Trust Programme

Course content:

6 month online course consisting of 12 units. Participants need to commit to the following:

- attend all 3 of the virtual workshops in the cohort
- 4-5 hours of online study each week (all of the teaching of the programme is done via online videos, articles etc. which is on a virtual campus)
- contribute to the online discussion forum (2 posts per Unit) on a weekly/fortnightly basis
- Complete and pass a 2,000 word reflective assignment at the end of the programme

Cost: £300 per place

[Find out more about the programme](#)

EDWARD JENNER PROGRAMME

Want to get ready for your first leadership or management role? The Edward Jenner programme will build your foundation-level leadership skills.

A self-guided suite of short courses. Online with interactive discussions.

[Find out more about the programme](#)

ELIZABETH GARRETT ANDERSON PROGRAMME

For middle to senior leaders, this programme will help you challenge the status quo, drive lasting change and prepare for senior roles.

24-month programme, leads to MSc in Healthcare Leadership.

[Find out more about the programme](#)

ROSALIND FRANKLIN PROGRAMME

For mid-level leaders aspiring to lead large and complex programmes, departments, services or systems.

120 hours of online learning, four days of workshops and small group work.

[Find out more about the programme](#)

NYE BEVAN PROGRAMME

If you're a senior leader who wants to move into a board role, the Nye Bevan programme will help you develop the skills attitudes and behaviours you need to succeed

12-month programme. Online learning, residential workshop and self-managed learning sets.

[Find out more about the programme](#)

Contact: OrganisationalDevelopment@wvt.nhs.uk to register your interest in the programme.



WVT Leadership & Management Development Programme

What's it about?

The programme is designed to support the continuing development of leaders at WVT and provides a forum for leaders to come together in a learning focused and supportive environment.

It will support individuals to plan their own development in terms of their management and leadership skills, behaviours and approaches. This programme is currently being delivered virtually and consists of three full day sessions, over a period of 3 months. There are two cohorts per year - one cohort commencing March, the second cohort commencing September.

What will I learn?

The programme will consist of a range of sessions covering:

- Understanding the NHS
- Finance and Procurement
- Supporting and managing staff
- Understanding ourselves and others
- Mental Health and Wellbeing
- HR Policies
- Equality, Diversity and Inclusion
- Recruitment
- Managing change and innovation.

Who Is it for?

Those currently in any leadership and management role across the organisation, whether you are new to the role or wish to refresh current knowledge and skills. You will need the support of your line manager or HRBP for nomination.

For more information:

contact OrganisationalDevelopment@wvt.nhs.uk to register your interest in the programme.

WVT Medical and Dental Leadership & Management Development Programme

This course is run in conjunction with our WVT Leadership & Management Development Programme and incorporates an additional fourth day covering the skills and knowledge needed for Medical & Dental leaders. For more information: contact OrganisationalDevelopment@wvt.nhs.uk to register your interest in the programme.



Leading an Empowered Organisation (LEO) Programme



We are pleased to offer this internationally recognised clinical leadership development course aimed at healthcare professionals.

The LEO programme, designed by Dr Marie Manthey, focuses on enhancing leadership skills, improving staff satisfaction, and supporting succession planning and staff retention. It is aimed at clinical leaders in a healthcare setting.

Some of the 50,000 nurses, midwives and AHPs who have previously attended in the UK say:

“ I’ve attended various leadership programs in a number of NHS organisations but LEO was definitely the best. I loved the style of teaching (so refreshing) – it was fun and engaging and I simply didn’t want the course to end

“ Practical and positive – an amazing course – really worthwhile. The more people who attend this course, the better the hospital will be

“ I have gained so much from the last 3 days. I’m excited to take away my new skills and put them into practice at work and at home. Best 3 days of education ever!

We have trained our own facilitators who will deliver this programme in partnership with the clinically experienced LEO Master Trainers.

The main programme highlights:

- Training: A three-day programme delivered over consecutive days with a follow-up day 2-3 months later.
- Practical Learning: Engage in evidence-based learning, practical exercises, storytelling, and reflections.
- Action Plans: Develop and implement action plans to tackle quality improvement challenges and enhance personal leadership skills.
- Certification: Receive a certificate and badge upon successful completion.

WVT Leadership & Management Toolkit

What's it about?

The toolkit is to work in conjunction with the WVT Leadership & Development Management Programme. Each section of the toolkit will give you access to more in depth sessions, tools and resources plus support a new line manager in their first year. Established line managers are also welcome to refresh their leadership and management knowledge and skills.

What will I learn?

The toolkit consists of a range of sections, for example recruitment and selection, sickness absence training. Each section contains individual training or information offerings.

Who is it for?

Newly appointed line managers as well established line managers looking to refresh their knowledge and skills.

For more information: The toolkit is accessible via the Trust intranet. The toolkit is under regular review so sessions are often being added or updated. If there is a section missing that you would like us to include, please let us know by contacting OrganisationalDevelopment@wvt.nhs.uk and we can see if we can facilitate this.

Leadership & Management Skills Bootcamp

This programme is delivered in partnership with Herefordshire, Ludlow & North Shropshire College. This popular bootcamp is designed to give aspiring leaders in all roles (clinical and non-clinical) the skills, knowledge and confidence for success.

The course is delivered online via MS teams and is split into 7 professional learning days, using a variety of work-based leadership and management scenarios.

- Principles of leadership practice
- Managing performance
- Forming successful teams
- Managing equality, diversity & inclusion
- Managing change
- Managing conflict
- Managing quality & continuous improvement
- Using reflective practice to inform personal & professional development

Dates: Next cohort starts Wednesday 7th May 2025 and runs each consecutive Wednesday, finishing on 25th June 2025. Please use this link to complete the expression of interest form. Please note this form goes directly to the College and the information requested is to comply with their funding regulations.

There will be further cohorts starting in September 2025, November 2025 and January 2026. Please use the links below to access the expression of interest forms for these future cohorts. It is advised to complete this form well in advance of the scheduled bootcamp to secure your place.

[Leadership & Management Skills Bootcamp, September 2025](#)

[Leadership & Management Skills Bootcamp, November 2025](#)

[Leadership & Management Skills Bootcamp, January 2026](#)

Leadership & Management Apprenticeships

There are a variety of Leadership & Management apprenticeships on offer that can be undertaken from a number of highly recommended national and local training providers. Contact apprenticeships@wvt.nhs.uk for more information or advice on the best leadership and management apprenticeship for you.

Team Leader Supervisor Level 3

A first line management role, with operational/project responsibilities or responsibility for managing a team to deliver a clearly defined outcome. They provide direction, instructions and guidance to ensure the achievement of set goals. Working in the private, public or third sector and in all sizes of organisation, specific responsibilities will vary, but the knowledge, skills and behaviours needed will be the same whatever the role.

Associate Project Manager Level 4

Every project needs to be managed to ensure its success, An associate project manager knows what needs to be achieved, how it will be achieved, how long it will take and how much it will cost, and works with the project team to achieve the required outcomes. Associate project managers need good planning, organisation, leadership, management and communication skills. An associate project manager utilises resources with suitable skills, qualifications, experience and knowledge to work together in a motivated and integrated team, with clearly defined reporting lines, roles, responsibilities and authorities.

Operations/Departmental Manager Level 5

An operations/departmental manager is someone who manages teams and/or projects, and achieving operational or departmental goals and objectives, as part of the delivery of the organisations strategy. Key responsibilities may include creating and delivering operational plans, managing projects, leading and managing teams, managing change, financial and

resource management, talent management, coaching and mentoring. Roles may include: Operations Manager, Divisional Manager, Department Manager and specialist managers.

Chartered Manager (Degree) Level 6

A Chartered Manager is someone who can take responsibility for people, projects, operations and/ or services to deliver long term organisational success, with the professional recognition of their ability to deliver impact, behave ethically and

demonstrate their commitment to continual learning and development. Specific job roles may include: Manager; Senior Manager; Head of Department; Operations Manager; or anyone with significant management responsibilities.

[Click here for more information about Apprenticeships](#)

For more information or questions please email apprenticeships@wvt.nhs.uk



Introduction to Insights

The Insights Discovery methodology uses a simple and memorable four colour model to help people understand their style, their strengths and the value they bring to the team. We call these the colour energies, and it's the unique mix of Fiery Red, Sunshine Yellow, Earth Green and Cool Blue energies, which determines how and why people behave the way they do.

What's it about?

Insights Discovery helps people understand themselves and their colleagues so that they can have more respectful, productive and positive working relationships, even across virtual boundaries. We recommend these sessions for leaders who want to explore team dynamics, communications and ways of working.

What will I learn?

- Individuals understand their own and others' communication preferences.
- They can connect better with their colleagues to improve collaboration.
- They have a common language to help overcome challenges and conflict.

Who is it for?

It's for you if you are in a 'formal' position of leadership with responsibilities for people and services, and able to relate what you learn to your workplace.

For more information...

Please access the following link: <https://www.insights.com/products/insights-discovery/> to learn more about the Insights Discovery programme and discover yourself with colour.

Duration: Workshop (Half-day)

Booking: OrganisationalDevelopment@wvt.nhs.uk

Testimonials:

“ Very well presented session. Lovely to have all the department together for this event.

“ I found the Insights training interesting and have taken on board consideration of my colleagues general profile as much as I could given the limited disclosure of their profile from their positioning on the 'pie chart' viewed on the day.



Follow this to find out more.

Please scan the QR Code.



Distance Learning Courses – Level 2 Certificate

Delivered by Herefordshire and Ludlow College, these short courses are aimed at developing skills and knowledge for NHS staff at work.

There are lots of clinical and non clinical courses to choose from. They can be accessed by anyone over the age of 19 and have a Herefordshire or Shropshire postcode. You will gain a nationally recognised qualification and the courses are delivered as distance learning which allows the learner to choose when and where they wish to study and they will have a personal tutor assigned to them to receive the support they need. These courses can also contribute to 'off the job training' if you are also undertaking an apprenticeship!

Contact organisationaldevelopment@wvt.nhs.uk for more information and a link to what is on offer.



Holding Difficult Conversations

A difficult conversation is any situation where the needs/wants, opinions or perceptions of the involved parties are diverse, with their feelings and emotions running strong. Such conversations usually take place, and are required to be managed, one-to-one.

What will I learn?

- How to hold a difficult and challenging conversations in a respectful and productive manner.
- How to maintain relationships during periods of disagreement.
- Tools for keeping your emotions in check.
- A range of communication tools to assist in a variety of difficult conversations.

Who is it for?

This programme is for all colleagues who lead teams, projects or processes where difficult / honest / crucial conversations are required to manage and control the workplace discussion process and how to ensure we are talking to colleagues / employees in as productive a way as possible.

For more information on difficult conversations visit: <https://www.managers.org.uk/knowledge-and-insights/resource/handling-difficult-conversations>

For more information email: OrganisationalDevelopment@wvt.nhs.uk

Dates for all our courses can be found in our [Education Newsletter](#)



NHS Elect



All WVT staff have access to over 500 courses at the click of a button!

NHS Elect are a national NHS organisation that supports individuals, teams and organisations in health and care to thrive and improve the quality of the care they deliver. Follow this link and register with your @wvt.nhs.uk email address to create an account. You'll be able to explore the vast range of online learning, courses, webinars, resources and events they offer.

As part of our membership we work with the experts at NHS Elect to create bespoke training for our staff. Details of all these offers will be circulated via Trust Talk, our [Education newsletter](#).



 Webinars	 Online courses	 Webinar slides and recordings	 Consultancy	 Leadership development	 Coaching
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Herefordshire & Worcestershire ICS Academy Exchange

This digital learning and development platform, a one-stop-shop for the ICS workforce, is a central hub for shared learning and development resources. It offers:

- **Resource Library:** It features a comprehensive collection of resources, including guidance, tools, and materials.
- **System-Wide Training Programs:** It offers a range of training programmes designed to meet the needs of the ICS workforce, such as EPIC (Enabling a Productive & Inclusive Culture) Masterclass, Developing Potential & Career Conversations Masterclass, and others.
- **Learning Management System:** It serves as a learning management system, facilitating access to and completion of training courses.

In order to access these resources, you will need to create an account which is quick and easy to do. All you will need is your WVT email address and your payroll/assignment number. Find out more [here](#) or scan the QR code.



Education Newsletter

We regularly share updates when it comes to central Education and Training Offerings via our digital **Education Newsletter**. The key benefits are:

- Easy to find and the link never changes
- One place for all your organisational development news – dates for the whole year are available and shared
- Updated regularly, so it's never out of date and we often include new offerings/dates
- Easy to navigate
- Accessible to all (you may need to log into your Microsoft account and can do so using your usual WVT username and password on any device)

If you would like to see anything included, please let us know by emailing organisationaldevelopment@wvt.nhs.uk



Health & Wellbeing



Building Resilience & Stress Management Interactive 1 day virtual or face to face workshop.

The workshop will give delegates the knowledge to identify and recognise the signs of stress as well as offering tools and techniques to develop resilience. This is one of our most popular courses.

Mental Health Awareness for Line Managers ½ day virtual course aimed at raising awareness of mental health.

The workshop will support understanding of what mental health is and how to challenge stigma. You will gain a basic knowledge of some common mental health issues and introduce how to look after your own mental health and maintain wellbeing. It will provide you with confidence to support someone in distress or who may be experiencing a mental health issue.

Health and Wellbeing champions programme

In this eLearning programme, Health and Wellbeing champions can expect to learn more about the role of a champion and how to implement what they learn across their organisations.

The eLearning programme includes 1 session in 7 sections.

- Introduction
- What is a Health and Wellbeing Champion?
- Who can be a Health and Wellbeing Champion?
- What will be expected of me as a Health and Wellbeing Champion?
- What might I be asked to do as a Health and Wellbeing Champion?
- How to communicate the role of Health and Wellbeing Champions in your organisation
- As a Health and Wellbeing Champion, how can I access support if I need it?

The session takes approximately 20 minutes to complete and includes knowledge checks, which aim to explore your understanding of the content. Champions can download a certificate after completing the session.

Follow this QR code to find the eLearning in ESR:



To book a place on any of these courses please email education@wvt.nhs.uk

Schwartz Rounds

Healthcare staff face highly pressured and emotive situations daily, with little time to reflect on the impact of their work or to acknowledge the achievement of providing compassionate care, despite the challenging context. Evidence suggests that for staff to deliver high quality care they need to feel supported in providing that care. Having well-supported staff is beneficial for the individual staff member, the patients, and the organisation.

For more information email: OrganisationalDevelopment@wvt.nhs.uk

Quality, service improvement and redesign (QSIR)



Quality, Service Improvement and Redesign (QSIR) is a programme designed to give our employees the skills and knowledge necessary to make improvements to their services. We offer three programmes: QSIR Express, QSIR Virtual and QSIR Practitioner. These three tiers provide staff with tips, tricks, tools and techniques which can be used to make a real difference to the services we provide to our patients and service users.

The QSIR programme is accredited, it is suitable for ALL levels of staff, both clinical and non-clinical and can be tailored to your needs. If you're holding a staff event/away-day, please do contact us with your bespoke requests.

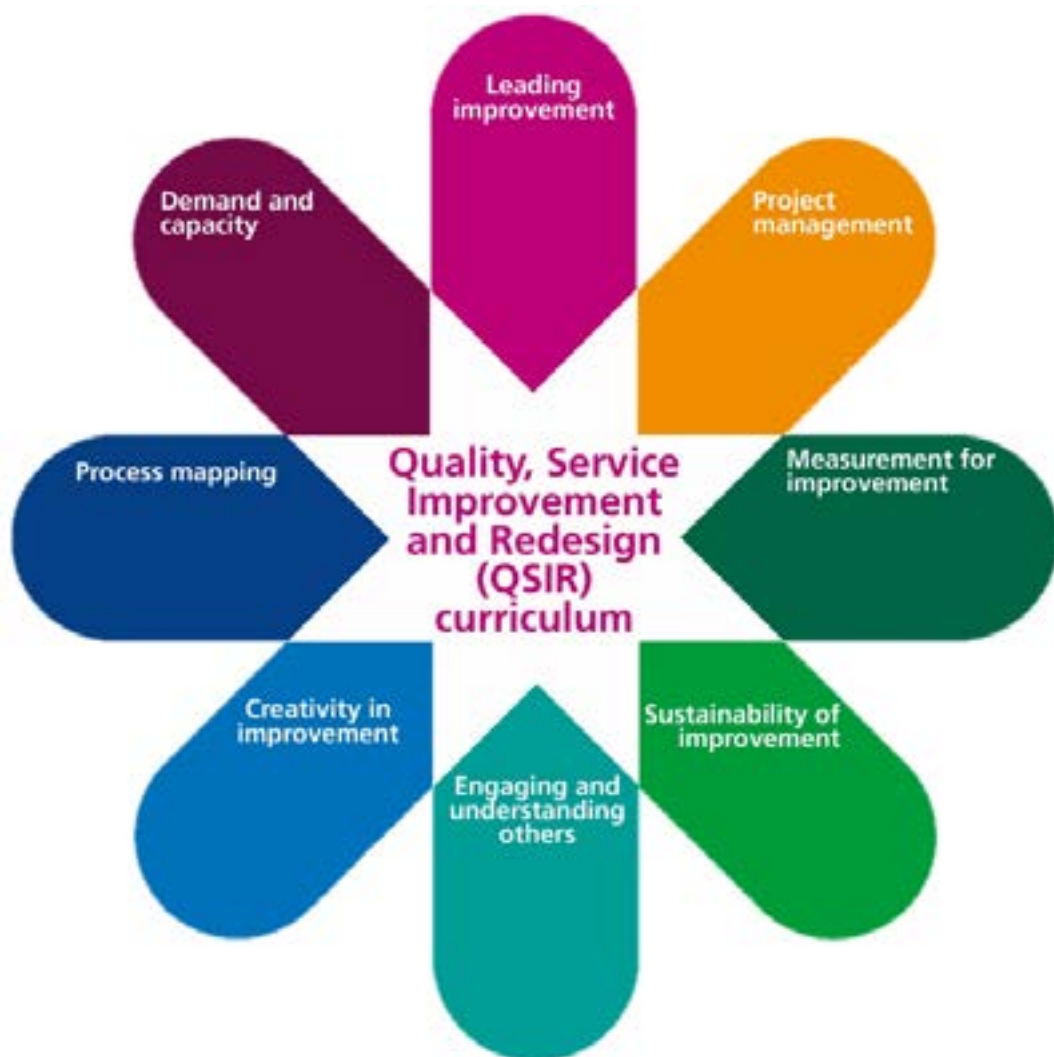
For more details please search for 'QSIR' on the Intranet or email QSIR@wvt.nhs.uk.

Testimonials:

“ Brilliant course, really enjoyed the sessions and have gone away with a lot of resources. Thank you!

“ Useful but also entertaining! Really enjoyed the course. I will definitely use it in my working day – lots of useful tools and techniques.

“ Excellent practical examples and workshops – a really valuable course! The most valuable part of the course was having a chance to practice and apply the learning in group activities in fun and humorous ways.



HASTE Academy



Hereford Academy of Simulation Training and Ergonomics (HASTE)

Mission Statement: To embed simulated practice, high quality clinical skills, and human factors awareness in all healthcare professionals within the trust.

Simulated Practice

Simulation takes place in a purpose built simulation suite in the PGMC, with capacity for livestreaming into separate debriefing rooms. Simulations are led by expertly trained faculty in a psychologically safe space, and are open to all healthcare professionals.

Simulators/Manikins

- Leonardo – Standard High-fidelity manikin
- Victoria – High-fidelity birthing/obstetric manikin
- Lifecast – Vivien - Low fidelity, elderly female lifecast manikin
- SimJunior – High-fidelity paediatric manikin
- Super Tory – High-fidelity neonatal/infant manikin
- Aiden – Low – fidelity neonatal/infant



HASTE Simulation Training

Simulation is an educational tool for quality and safety improvement and has its roots in the aviation industry. It allows health professionals to practice real life scenarios within the safety of a simulated environment, with a strong emphasis on multi professional, multi-disciplinary training and self evaluation.

Simulation encompasses educational techniques from learning to take blood from a pretend arm to breaking bad news to an actor, from practicing

Airway manoeuvres on a basic manikin to a simulated paediatric emergency call using a high fidelity baby manikin.

Simulation is adaptable to the needs of the learner and can be tailored to a wide variety of clinical situations of varying complexity. It can occur in the simulation suite or in the clinical area (in situ simulation). Staff train and learn alongside their team and by using specific debriefing techniques, they also reflect and analyse their own practice, without compromising patient safety.

Simulation helps to not only improve clinical knowledge but to also develop non-technical skills and teach the importance of human factors in the healthcare profession.

The HASTE team can bring simulation to the clinical area, allowing for training to take place in your areas, using equipment that is familiar and exploring the most effective use of your resources. In-situ simulation means that training is more accessible, and fits around the demands of your day.

What happens during a simulation session?

A typical simulation session will involve an introduction to the simulator and its capabilities and limitations. Participants then take part in a specifically written scenario, often based on real cases, within a safe learning environment. We aim to make the scenario as real as possible, with participants acting as if they were treating or managing a real patient in real time.

Each session is followed by a debrief that is conducted by trained facilitators. This is the most important part of the simulation-based experience and the majority of the discussion is focused on human factors, such as leadership, team working and situational awareness. It is not an assessment, nor teaching. The debrief places heavy emphasis on facilitating group discussion and personal reflection, enhancing the learning experience, whilst providing constructive and helpful feedback on clinical elements of the scenario.

Who is it aimed at?

Everyone! Simulation is for both clinical and non-clinical staff of all grades and professions- whether that is large single-profession groups learning a particular clinical skill or the smaller multi-professional training that occurs in clinical areas.

So far, we have trained nurses, healthcare assistants, midwives, doctors, physiotherapists, ODPs and students across Medicine, Anaesthetics, Paediatrics, Obstetrics and Gynaecology, Emergency Medicine and Surgery. The multi-professional, multi-disciplinary nature of our sessions give staff the opportunity to work together towards the common goal of providing high quality, safe care for all patients.



Location

Simulation Suite, PGMC, County Hospital
(or clinical area)

How to book:

Contact: haste@wvt.nhs.uk

HASTE Simulation - Human Factors

What are Human Factors?

A formal definition is: "Human factors refer to environmental, organisational and job factors, and human and individual characteristics, which influence behaviour at work in a way which can affect health and safety" (HSG48).

Delivering healthcare can place individuals, teams and organisations under pressure. During these times staff have to make difficult decisions, often in emergency situations, which can compromise their decision making and potentially cause harm to the patient. Often it is not clinical competence that is the most important determinant of the outcome of an emergency situation, but the human factor elements that contribute to its management.

Human factor practices focus on understanding how humans interact with each other, their environment and the facilities they use, so that adverse events can be reduced within healthcare. These attributes can be deliberately practiced and improved, resulting in more effective leadership, a better functioning team, more streamlined clinical processes and a more user-friendly environment.

Simulation is fantastic at helping to identify and strengthen weakness in human factors. By observing sessions run in real time, especially in clinical areas, the facilitator will often see the interactions between professionals and their environments when the participants are not aware of them. The debriefing process allows candidates to appreciate the influence of human factors on the performance and then share solutions with each other. In doing so it provides an environment where teams working together problem solve and provide the best care for patients.



HASTE Simulation- Facilities and Equipment

We offer all levels of simulation training from low fidelity task trainers to state of the art full immersion high fidelity simulation training with 3D mannequins able to speak, breathe and respond to treatment. The key is using the most appropriate piece of equipment to enhance the learning experience.

The Simulation Suite is located within the post graduate medical center, it is a purpose built simulation facility designed to support high quality and effective simulation based training.

We have a video and audio capture system to support the remote viewing of scenarios in the lecture theatre and other rooms within the Post graduate Medical Centre. This viewing and debriefing space creates an environment for learners to observe and understand their behaviors, building knowledge and improving their practice.

We are keen to train staff within their clinical areas, to enable greater participation and to highlight human factors at play within these environments.

The following task trainers are available from HASTE:

- Lumbar Puncture Model
- Chest Drain Model
- Central Line Model
- Paracentesis Model
- Diagnostic Abdominal Model
- Arterial Puncture Wrist Model
- Catheterisation Models
- Venepuncture Arms
- Digital Rectal Examination Model
- Airway Model
- Resus Sim Model
- Elbow, Shoulder, Knee Joint Models
- Spine section Model
- Diagnostic Face with lesions
- Breast & Testicle examination Models
- Nasogastric insertion manikin (adult & paediatric)
- Obstetric examination model

HASTE Courses

HASTE offer a simulation faculty course that is ran once per year by members of the HASTE committee and other experienced members of education staff.

HASTE also offer an advanced procedures course, this course is delivered twice a year and aims to train staff members in advanced clinical skills as part of their job role. This course is hands on using our part task trainers and is delivered within the PGMC by faculty from across Wye Valley who are experts in their clinical fields.

As part of the regional training programme for international medical graduate doctors, who are working in foundation roles, HASTE offer a full day of simulation training covering topics set out by the regional group. This allows trainees to access education delivered by Wye Valley staff, using equipment, policies and guidelines that they will be working with, increasing confidence and skill.

HASTE support the education of the Health Care Support Workers by offering a bespoke session on the care certificate study day, this session is designed around the care certificate standards and offers a unique opportunity to our health care support workers.

For more information on any of our course offerings, please email HASTE@wvt.nhs.uk



Clinical Skills – Care of midlines

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable health practitioners to safely and correctly manage and remove midlines for patients in their care.

Topics covered:

- Role of the practitioner & scope of responsibility in caring for midlines.
- Infection prevention control measures pertaining to Midlines.
- Indications and contraindications for use of midlines.
- Preventing and managing complications.
- Personal protective equipment, sharps and waste disposal.
- Skills required to competently and confidently provide the essential care, maintenance and safe removal of Midlines.
- Human factors & learning from incidents

Pre-requisites:

You must be deemed competent in administering IV medicines.

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skill to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

3 hour workshop, followed by skill acquisition under supervision and achievement of competency within 12 weeks and if new to this skill.

Proposed audience:

Any registered healthcare professional required to maintain and give IV therapies via a midline catheter within their scope of practice and is new to this skill.

How to book:

Contact: education@wvt.nhs.uk

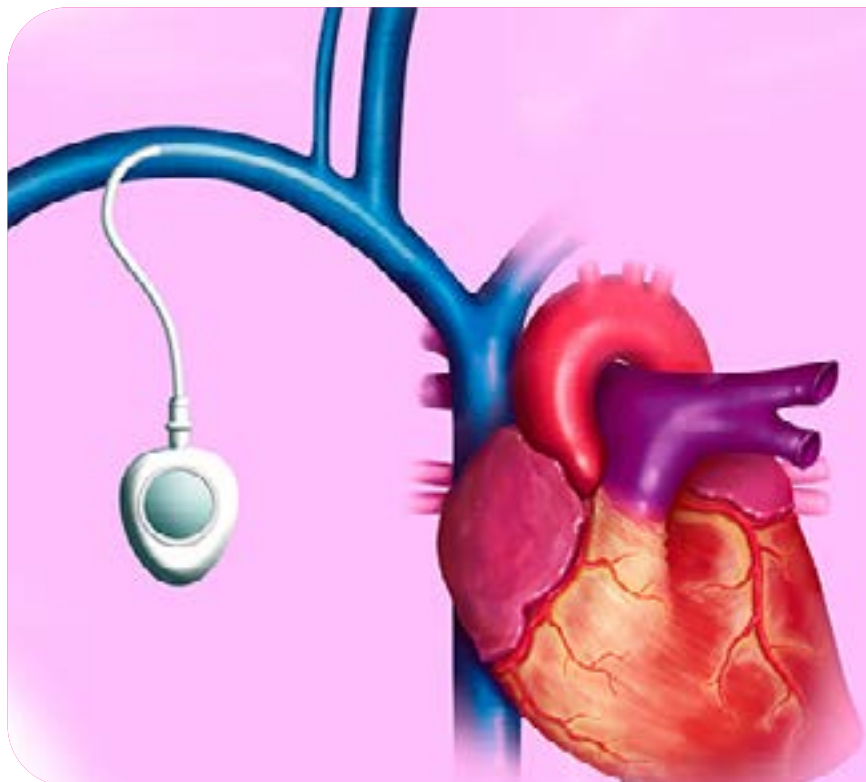
Clinical Skills – Central Venous Access Devices (CVAD)

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable registered health professionals to safely and successfully perform care, management and removal of CVAD lines for patients in their care.

Topics covered:

- Infection prevention control measures pertaining to care, maintenance and removal of CVAD's.
- Anatomical structures and vessels relating to CVAD use.
- Role of the practitioner in care, maintenance and removal of CVAD's.
- Indications for care, maintenance and removal of CVAD's.
- Preventing and managing complications.
- Personal protective equipment and waste disposal.
- Effective care, maintenance and removal of CVAD's techniques.
- Human factors.



Pre-requisites:

You must be competent in IV therapies.

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skills to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

3 hour workshop, followed by skill acquisition under supervision and achievement of competency within 6 weeks.

Proposed audience:

Any healthcare practitioner who is required to care for, maintain and remove CVAD's within their scope of practice and is new to this skill.

How to book:

Contact: education@wvt.nhs.uk

Clinical Skills – ECG-12 lead placement and recording

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable health practitioners to safely and successfully perform ECG lead placement and recording for patients in their care.

Topics covered:

- Infection prevention control measures pertaining to ECG lead placement and recording.
- Anatomical structure of the heart and its conductive system.
- Role of the practitioner in ECG lead placement and recording.
- Indications for ECG lead placement and recording.
- Preventing and managing complications.
- Personal protective equipment and waste disposal.
- Effective ECG lead placement and recording techniques.

Pre-requisites:

Precourse reading materials, downloadable from the intranet site or contact the education centre for a hard copy.

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skills to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

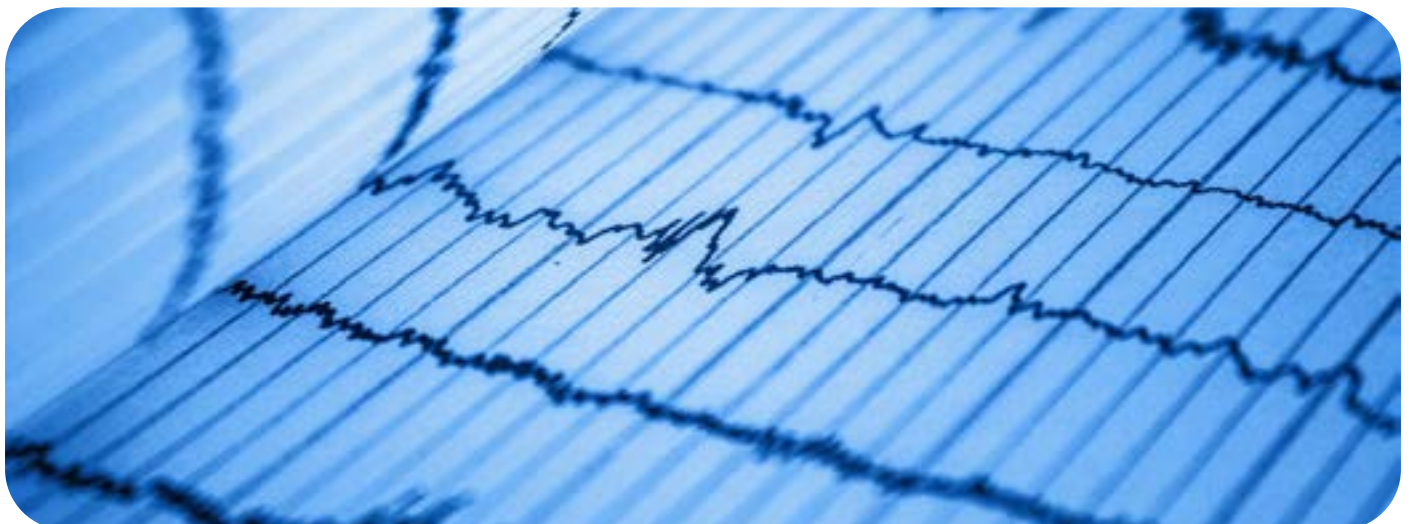
2 hour workshop, followed by skill acquisition under supervision and achievement of competency within 6 weeks.

Proposed audience:

Any healthcare practitioner who is required to undertake ECG within their scope of practice and is new to this skill.

How to book:

Contact: education@wvt.nhs.uk



Clinical Skills – Intravenous (IV) Therapy

Intravenous (IV) Therapy - including use of the BBraun Infusomat pump and BBraun syringe pump

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable health practitioners to safely and successfully perform IV therapy for patients in their care.

Topics covered:

- Role of the practitioner & scope of responsibility in IV therapy and use of BBraun Pumps.
- Infection prevention control measures pertaining to IV therapy and use of BBraun Pumps.
- Indications for IV therapy and use of BBraun Pumps.
- Preventing and managing complications.
- Personal protective equipment, sharps and waste disposal.
- Effective IV therapy techniques and use of BBraun pumps.
- Human factors & learning from incidents.

Pre-requisites:

- Drug Calculations in IV Therapy eAssessment via IV therapy passport on ESR/elfh. All attendees must pass the assessment and present a copy of their certificate to the facilitator prior to commencement of the workshop.
- BBraun eLearning via ESR

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skills to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

5.5 hour workshop, followed by skill acquisition under supervision and achievement of competency within 6 weeks.

Proposed audience:

Any registered healthcare professional required to undertake IV therapy within their scope of practice and is new to this skill.

How to book:

Contact: education@wvt.nhs.uk



Clinical Skills - Intravenous (IV) Therapy Update

It is the responsibility of the healthcare practitioner to 'maintain the knowledge and skills you need for safe and effective practice' (NMC, 2018).

All practitioners must attend an update every 3 years (WVT Injectable policy, 2019).

Topics covered

- Role of the practitioner & scope of responsibility in IV therapy and use of BBraun Pumps.
- Infection prevention control measures & audit findings concerning IV therapy.
- Review of evidence based practices pertaining to IV therapy and use of BBraun Pumps.
- Human factors & learning from incidents

Duration:

1 hour (Virtual session)

Proposed audience:

Any registered healthcare professional required to undertake IV therapy within their scope of practice

Pre-requisites:

You must be deemed competent in administering IV medicines.

How to book:

Contact: education@wvt.nhs.uk



Clinical Skills – Peripheral Venous Cannulation

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable health practitioners to safely and successfully perform cannulation for patients in their care.

Topics covered:

- Infection prevention control measures pertaining to cannulation.
- Anatomical structure of vessel and vein selection.
- Role of the practitioner in cannulation.
- Indications for cannulation.
- Preventing and managing complications.
- Management of vascular devices
- Effective cannulation technique.
- Human factors.

Pre-requisites:

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skills to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

4 hour workshop, followed by skill acquisition under supervision and achievement of competency within 6 weeks if new to this skill.

Proposed audience:

Any healthcare practitioner required to undertake cannulation within their scope of practice.

How to book:

Contact education@wvt.nhs.uk

Clinical Skills – Venepuncture

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable health practitioners to safely and successfully perform venepuncture for patients in their care.

Topics covered:

- Infection prevention control measures pertaining to venepuncture.
- Anatomical structure of vessel and vein selection.
- Role of the practitioner in venepuncture.
- Indications for venepuncture.
- Preventing and managing complications.
- Personal protective equipment, sharps and waste disposal.
- Effective venepuncture technique.
- Human factors.

Pre-requisites:

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skills to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

4 hour workshop, followed by skill acquisition under supervision and achievement of competency within 6 weeks and is new to this skill.

Proposed audience:

Any healthcare practitioner required to undertake venepuncture within their scope of practice and is new to the skill.

How to book:

Contact: education@wvt.nhs.uk



Clinical Skills – Blood Cultures

Aim:

To provide the evidence based knowledge, attitude, skills and competence to enable health practitioners to safely and successfully perform blood cultures for patients in their care.

Topics covered:

- Infection prevention control measures pertaining to blood cultures.
- Indications and importance for blood cultures.
- Blood culture bottles and importance of volume
- Personal protective equipment, sharps and waste disposal.
- Processing of blood cultures
- Sepsis including red & amber flags
- Contamination of blood cultures
- Demonstration of taking blood cultures

Pre-requisites:

You must be competent in venepuncture.

The candidate must have identified an assessor (or assessors), and have agreement with their manager that opportunity will be made available for them to practice this skills to enable them to become competent.

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Practice Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Duration:

2 hour online workshop, followed by skill acquisition under supervision and achievement of competency within 6 weeks.

Proposed audience:

Any healthcare practitioner required to undertake blood culture within their scope of practice and is new to the skill.

How to book:

Contact: education@wvt.nhs.uk



Clinical Education – Resuscitation Services

The Resuscitation Team provide training for all clinical staff from basic to advanced Resuscitation Council courses. Courses are mainly delivered in the training rooms at Johnsons Hospital. All courses are free of charge for internal NMC & HCPC registrants.

BLS (Basic Life Support)

For ALL clinical staff in a patient facing role.

The session covers the recognition of the deteriorating patient, how to summon help and call 2222 / 999, confirm cardiac arrest and commence effective compression only CPR and safe prompt defibrillation. This is an assessed competency.

To Book
Email
education@wvt.nhs.uk

PBLS (Paediatric Basic Life Support)

For ALL clinical staff in a paediatric patient facing role.

The session covers the recognition of the deteriorating child, how to summon help and call 2222 / 999, confirm cardiac arrest and commence effective CPR. This is an assessed competency.

To Book
Email
education@wvt.nhs.uk

AIM (Acute Illness Management)

The AIM course is developed and licensed by the Greater Manchester Critical Care Skills Institute. The course was developed to address the growing evidence base, raising concern about detection of deteriorating illness in patients on general wards and the initiation of appropriate care, which was affecting the length of stay in hospital, and mortality.

Here at Wye Valley we are licensed to deliver three variants of the AIM Course:

- Adult AIM, for registered nurses and AHP's from the ward environment
- Maternal AIM for Registered Midwives of Maternal Nurses
- Clinical Support Worker AIM

For further details and applications email: AIMS@wvt.nhs.uk

NLS (New Born Life Support)

Resuscitation Council UK accredited New Born Life Support focuses specifically on the resuscitation of the newborn infant. NLS teaches healthcare professionals the essential practical skills and theoretical knowledge needed to best aid the newborn infant in an emergency.

It is necessary for all healthcare professionals who are involved in the delivery and care of the new-born.

This is an assessed course under continuous assessment to the Resuscitation Council UK standards valid for four years.

COST:
Internal Medical: £160.00
External £190.00

To Book
Email
resustraining@wvt.nhs.uk

ILS (Immediate Life Support)

Resuscitation Council UK developed Immediate Life Support for registered healthcare professionals who may have to act as the first responder in an emergency, giving them the skills to manage patients who are deteriorating or in cardiac arrest before an emergency team arrives.

An ILS course provides a variety of skills, from managing a deteriorating patient, identifying causes and treating cardiac arrest, to improving abilities as both a team member and leader.

Wye Valley offer two formats of ILS:

- Acute Hospital for registered ward staff and specialist nurses in Cardiology, Emergency Medicine, Theatres and Critical Care, and some Imaging and Therapies staff, and covers the time whilst awaiting for the Adult Emergency Team.
- Community for registered staff at Community Hospitals, Dentists and Dental Nurses, Podiatric Surgeons and Nurses, and covers the time whilst waiting for a 999 ambulance.

A full day initial course is available, and then ½-day recertification courses follow that, on an annual basis.

This is an assessed course under continuous assessment to the Resuscitation Council UK standards.

COST:

Internal Medical / Dental: £90.00

External: £120

½ Recertification Internal Medical / Dental: £90.00

External: £60.00

To Book

Email

resustraining@wvt.nhs.uk

PILS (Paediatric Immediate Life Support)

Resuscitation Council UK developed Paediatric Immediate Life Support for registered healthcare professionals who may have to act as the first responder in a paediatric emergency, giving them the skills to manage children who are deteriorating or in cardiac arrest before an emergency team arrives.

A PILS course provides a variety of skills, for recognizing and managing a deteriorating child, identifying causes and treating cardiac arrest, to improving abilities as both a team member and leader.

Wye Valley offers pILS to:

- Paediatric ward staff and specialist nurses, Emergency Medicine, Theatres and Critical Care, Dentists and Dental Nurses, and covers the time whilst awaiting for the Paediatric Emergency Team or a 999 ambulance to arrive.

A full day initial course is available, and then ½-day recertification courses follow that. In some professional groups, a combined ILS & PILS Recertification day is available.

COST:

Internal Medical / Dental: £90.00 External: £120.00

½ Recertification Internal Medical / Dental: £90.00

External: £60.00

To Book

Email

resustraining@wvt.nhs.uk

This is an assessed course under continuous assessment to the Resuscitation Council UK standards

ALS or eALS (Advanced Life Support)

Resuscitation Council UK accredited Advanced Life Support for members of staff holding FULL registrations with GMC, NMC, HCPC, and whose clinical role would require them to be fully active Resuscitation Team Leaders. The course covers the recognition of the deteriorating patient, advanced airway, cardiac arrhythmias, special circumstances and reversible causes and management of cardiac arrest and post resuscitation care following the universal algorithm.

- ALS is a two-day face-to-face format recommended for first time candidates to the world of life support simulation. The course consists of lectures, skills stations, workshops and scenario practices leading to a formal simulation test and multiple choice question paper.
- eALS is a modular programme of a minimum of ten hours eLearning personal preparation for a one day of workshops and scenario practices leading to a formal simulation test and multiple choice question paper.

This is an assessed course under continuous assessment to the Resuscitation Council UK standards valid for four years.

COST:

ALS

Internal Medical: £375.00

External: £450.00

eALS

Internal Medical: £270.00

External: £320.00

To Book

Email

resustraining@wvt.nhs.uk

EPALS (European Paediatric Advanced Life Support)

Resuscitation Council UK accredited European Paediatric Advanced Life Support for members of staff holding FULL registrations with GMC, NMC, HCPC, and whose clinical role would require them to be fully active Paediatric Resuscitation Team Leaders.

The course covers the recognition of the deteriorating child, advanced airway, cardiac arrhythmias, special circumstances and reversible causes and management of cardiac arrest and post resuscitation care following the universal algorithm.

- EPALS is a two-day face-to-face format. The course consists of lectures, skills stations, workshops and scenario practices leading to a formal simulation test and multiple choice question paper.

This is an assessed course under continuous assessment to the Resuscitation Council UK standards valid for four years.

COST:

EPALS

Internal Medical: £375.00

External: £450.00

To Book

Email

resustraining@wvt.nhs.uk



Clinical Education – Essential to Role

Blood Transfusion

Healthcare Professionals who have received specific training which includes Medics, Advanced Clinical Practice, Registered Nurses, Midwives, Operating Department Practitioners.

Training is mandatory if you work in an area which administers Blood Products.

- Theory must be undertaken every 2 years. Weekly classroom sessions are available
- Practical Assessment must be undertaken every 3 years with an approved Blood Transfusion Assessor. This can be done on the ward or through simulation.

Classroom Sessions/via Teams

- Induction - For new starters at the Trust and for those returning to Transfusion Practice - 3 hours classroom only - limited numbers
- Refresher - For continual learning, classroom learning or via Teams
- Blood Transfusion Assessor courses run monthly classroom following refresher

To Book

Email: education@wvt.nhs.uk

Medical Staff

Blood Transfusion Training is mandatory for Doctors involved in the transfusion process. Training is via ESR.

Medical Staff must undertake competency assessments as appropriate to their roles.

Blood Transfusion – Sampling

HCA's, Phlebotomists, District Nurses, Outpatients Department and POA

You are required to do training if you take blood for G&S and crossmatch. Theory is undertaken using the Face to Face Blood Transfusion Sampling. This must be updated 2 yearly, run monthly via Microsoft Teams online sessions.

Practical assessment is 3 yearly and must be completed by an approved Assessor using Module 1 of the Blood Transfusion workbook.

For information

Email: education@wvt.nhs.uk



Clinical Education – Healthcare Support Workers Programmes

Healthcare Support Workers Induction Programme

Delivered as part of the HCA Induction programme

Introduction to the role of HCSW at WVT

- The role of the Healthcare Support Worker
- Neurodiversity support
- HCSW Code of Conduct
- The 6cs and Trust values
- Equality and Diversity
- The Multi-disciplinary team
- Protected Characteristics
- The Care Certificate
- Apprenticeships and Career Progression
- Agreed Ways of Working, Code of Conduct and Uniform Policy

Essential Care

- Infection Prevention and Control
- Commode Cleaning
- Activities of Daily Living, Personal Care, Oral Hygiene and Elimination
- End of Life Care
- Maintaining a safe environment – Falls and Enhanced Care
- Skin Integrity
- Blood Glucose Monitoring
- **Nutrition and Hydration, Fluid Balance and AKI**

Clinical Observations

- Consent
- National Early Warning Score 2
- Clinical Observations using the A-E approach
- Practical application of taking clinical observations
- Documentation of each observation – paper and electronic
- Recognition of the deteriorating patient
- Escalation of care
- Sepsis and Sepsis screening
- Practical session
- Removal of Cannula and VIP
- Basic Life Support

Proposed audience:

All new Healthcare Support Workers.

How to book:

Part of the Welcome to the Trust (Induction)
Contact education@wvt.nhs.uk for more information

Reasonable adjustments:

If you have any disability that might affect participation, please inform the Education Team in advance. The team will attempt to make reasonable adjustments to facilitate your learning.

Care Certificate

The Care Certificate was launched in 2015 and aims to equip all new health and social care support workers with the knowledge and skills they need to provide safe and compassionate care. The standards are delivered via the Healthcare Support Workers Induction Programme with a competency workbook to be signed off in practice and a Care Certificate Study Day 2 weeks after your initial induction period.

Care Certificate Day

A 6 hour study day to empower you to achieve and embed the 15 minimum core competencies through exploration of current organisational priorities. You will be supported to consolidate skills learnt during your initial induction period in our bespoke Simulation Suite, exposing you to the world of Human Factors.

This session provides you with an opportunity to revisit the importance of communication in healthcare and highlights your priorities as a Health Care Support Worker with a focus on Compassion, Civility and Supervision in practice.

Open to all Health Care Support Workers whether you are new to the care certificate, working your way through it or want an opportunity to remind yourself of the key components of your role.

The Skills for Care website details the standards, includes presentations on each standard as a refresher for your knowledge, and includes a self-assessment tool so you can check your understanding.

For more information about the Care Certificate at Wye Valley NHS Trust, please contact the EDC Team (induction@wvt.nhs.uk).

Advanced Development and Professional Training (ADAPT) for Nurses

ADAPT is a tailored program for nurses aimed at enhancing their skills and knowledge to improve patient care and outcomes through two focused study days.



Advanced Practice Academy

The Advanced Practice Academy started in November 2019 as a teaching program for Physician Associates and Advanced Clinical Practitioners. It is a rolling program which covers a broad range of specialities including respiratory, cardiology or gastroenterology. The APA encourages collaboration between different professions and specialities and covers topics such as quality improvement and clinical procedures.



The Academy facilitate and coordinate opportunities for further development in education, leadership and quality improvement through various programs in the trust and through NHS England. .

We run sessions via MS teams and face to face.

Our aims are to provide members with:

- Excellent teaching sessions from a range of specialties to aid the development of clinical practice
- Engaging sessions with regular case based discussions
- Develop advanced clinical skills and procedures such as midline insertion and lumbar punctures
- Help and support with quality improvement projects
- Collaboration and communication between different professions and specialties

Advanced Clinical Practitioners

Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master's level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.

Advanced clinical practice embodies the ability to manage clinical care in partnership with individuals, families and carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people's experience and improve outcomes.



Physician Associates

Physician associates are medical professionals who work alongside doctors and other healthcare professionals to provide multidisciplinary and holistic care for patients. Physician associates have a generalist medical education in the form of post graduate qualification and must pass a national examination in order to qualify.

They work in collaboration and with supervision from consultants to diagnose and manage patients working from the matrix of core clinical conditions. Currently, they are unable to prescribe or order ionising radiation.

Physician associates work in many different areas, including primary and secondary care. WVT has PAs across many areas of the Trust who all have a named Educational Supervisor. We run a PA student programme through the University of Worcester training first and second year students across a wide variety of departments in the Trust. The student programme is coordinated by a dedicated team and senior medics hold Student Tutor roles.

Medical Education

The Medical Education Team are based in The John Ross Postgraduate Medical Centre at the Hereford County Hospital. The department oversees the delivery of Postgraduate Medical Education and Training and Undergraduate Medical Student Placements and Teaching programmes.

About the Centre

We have a lecture theatre and smaller seminar rooms, equipped to provide good quality education, with links to the Trust patient systems, and medical equipment all designed to support innovative ways of teaching. We also have a Simulation Suite on site with the latest High Tech Simulation Equipment.

Our Key Responsibilities include:

Providing a learning environment that is safe and supports learners, helping them to acquire the necessary skills and experience through induction, effective educational supervision, an appropriate workload and time to learn:

- Provision of regular protected bleep free teaching time
- Ensuring that you receive good pastoral support with your education and training to enable you to demonstrate good medical practice and achieve the learning outcomes required by your curriculum and as defined by the GMC.
- Continual improvement of the quality and outcomes of education and training by measuring performance against standards and responding when standards are not being met, addressing concerns about patient safety, standards of care and the standard of education and training, thus demonstrating accountability
- Ensuring that education and training is fair and based on principles of equality and diversity
- To guarantee that Educators are trained and appraised to reflect their education and training responsibilities, in line with GMC Accreditation of Educational and Clinical Supervisors.

What we do:

Postgraduate medical education is the continuation of training for all junior doctors including Foundation, Core Medical Trainees and Specialty Trainees.

We also support Specialty Doctors pursuing CESR applications as well as the lifelong learning that SAS, LED and consultant colleagues engage in through CPD activities.

All Doctors in Training within our Trust have an educational supervisor whose role is to ensure their trainee develops against good standards expected for their level of training.

Why should I train here?

Wye Valley NHS Trust has a strong commitment to the training and development of all medical staff. It is a small well-established district general hospital with strong academic links with Birmingham and Aston Medical Schools and more recently the Three Counties Medical School.

We promote a culture of teaching and learning for all our staff, trainees and students to underpin the safe, high quality healthcare that we provide for patients.

NHS England Quality Assurance visits commend the helpful and supportive atmosphere of the Centre and the friendliness of the hospital staff.

Medical Education has a dedicated team of staff who continually evolve to meet the changing demands of medical education. The focus of this team is to pull together a framework of quality assurance and support to the undergraduate and postgraduate medical staff and students in the hospital.

Contact Details:

The John Ross Postgraduate Medical Centre,
County Hospital
Wye Valley NHS Trust
Hereford. HR1 2ER
Tel: 01432 364025



Foundation Programme

The Foundation Programme is a 2 year programme and each year is split into 3 rotations.

We are part of the West Midlands South Foundation School, which incorporates Worcester, Redditch, Coventry and Warwickshire. The Foundation School Director is Dr Murthy Narasimha and the local Foundation Programme Directors are Ms Savita Kale, FY1 and Mr Christian Nayar, FY2.

We offer excellent teaching and pastoral support from GMC Accredited Educational and Clinical Supervisors.

Teaching Programmes:

- FY1 Doctors Core Curriculum Teaching: Thursdays, 12.30-2.00pm at PGMC
- FY2 Doctors Core Curriculum Teaching: Tuesdays, 2.00-4.00pm at PGMC
- Extra Curricula/Practical Teaching - Monday lunchtimes at PGMC

We have active Foundation Doctors' forums which aim to address any issues or problems you may be experiencing during your day to day work/training. These are led by the Foundation Training Programme Directors. Dates are circulated by the Postgrad Centre and displayed on noticeboards.

Medical Education Teaching Programme

The following educational events take place here in the Postgraduate Medical Centre and you are very welcome to attend.

- The Grand Round - Tuesdays, 1 - 2pm - held virtually/ and face to face at PGMC.
- Surgical Departmental Teaching - Tuesdays, 1pm - 2pm
- Education and Audit Afternoons - held monthly (except for August and December). Surgical E& A programmes are co-ordinated and circulated by the PGMC, and take place at the PGMC, other specialties and departments arrange their own programmes.
- Extra Curricula/Practical Teaching - Monday lunchtimes

Reminders are circulated to Doctors in Training on a weekly basis and all current programmes are displayed on the noticeboards at the Postgraduate Medical Centre.

Generic Skills Workshops

At Wye Valley Trust we have a programme of multidisciplinary Generic Skills Workshops based on the GMC's Generic Professional Capabilities Framework which will enable you to build your portfolio for revalidation, CESR and specialty training applications.

The monthly workshops are open to SAS doctors, LEDs, ACPs, clinical nurse specialists and physicians associates. Topics include, Quality Improvement, Communication, Clinical Governance and Human Factors. For more information please contact the medical education team.





Specialties

As a junior doctor in training:

There are development opportunities within the organisation with excellent teaching and pastoral support from GMC Accredited Educational and Clinical Supervisors

- There is the chance to work and learn in a hospital that delivers a range of acute and specialist services
- Options of having speciality training in the following areas: Internal Medicine Training and Medicine Specialties: Cardiology, Gastroenterology, Geriatrics, Respiratory, Rheumatology, Anaesthetics, Radiology, Obstetrics & Gynaecology, General Surgery, Ophthalmology, Paediatrics, Trauma & Orthopaedics and Urology
- Higher specialty trainees are all supported by clinical placements and regionally based training programmes run by the relevant royal colleges and regional postgraduate schools
- The PGMC team supports all doctors in training at the Trust and processes study leave and relocation expense claims
- Specialty training is supported by an active simulation programme delivered by HASTE
- Opportunities to participate in a range of clinical audit, research and presenting case reviews/ teaching topics at grand rounds.
- Teaching opportunities to facilitate sessions for Foundation Year doctors, Medical Students and Physician Associate Students
- The Trust has an active Junior Doctors' forum which all doctors in training are encouraged to attend which aim to address any issues or problems a doctor in training may be experiencing during their day to day work/training. These are led by the Clinical Tutor and the Guardian of Safe Working.

Specialty and Associate Specialist (SAS)

SAS doctors who aspire to undertake CESR (Certificate for Specialist Registration) are given support by having an initial 1:1 meeting with the SAS tutor who has an in depth knowledge of the CESR pathway. They can apply for the WVT programme which supports a nominated CESR Education Supervisor who has job planned time allocated to help the aspiring CESR candidates navigate the CESR pathway with documentation and signing off competencies. WVT also has a suite of resources on the intranet on CESR including a bespoke WVT database which gives vital information on which competencies can be undertaken in WVT and which competencies might need a secondment at a tertiary hospital.

Key Contacts

Postgraduate Clinical Tutor
Guardian of Safe Working Hours
SuppoRRT Champion
Wellbeing Champion
Less than Full Time Champion
SAS Tutors

Dr Julian Chilvers
Dr Akshay Lekhi
Dr Charlotte Small
Luke Williams
Dr Amanda Barclay
Dr Liz Torrance & Dr Gajendran Kanagalingam

GP Vocational Training Scheme

Herefordshire GPVTS offers:

- Experienced trainers working from attractive premises in Hereford City, the market towns of Bromyard, Leominster and Ross-on-Wye and more rural village locations in the county.
- A well-resourced Postgraduate Medical Centre on the Hereford County Hospital site, where you will find our friendly, helpful administrators and where the HDR (half day release) educational programme is run each Thursday, 2-5 pm, during term time.
- Four experienced Training Programme Directors, Dr Richard Walthew, Dr Lisa Price, Dr Saadi Hasan and Dr Jade Woolley who value you as an individual and will deliver a relevant, interesting and learner-led educational programme
- Excellent employment opportunities locally post-CCT

The Teaching Programme

We run 3 x 8 week terms per year:

- Autumn Term - Sep-Nov
- Spring Term - Feb-April
- Summer Term - May-July

We commence each Autumn Term with a two day residential course near Ross-on-Wye. This is to welcome new starters, facilitate socialising within the whole group and provide an introduction to the academic year.

Career prospects in Herefordshire post-CCT are excellent in whatever capacity you want to work (partner, salaried, retainer or sessional doctor) and with the flexibility to move between these roles.

The quality of life for families in Herefordshire is second to none, with excellent primary and secondary level education readily available in both the state and private sector.

- ST1 year is spent in 3 four month posts which includes four months in general practice.
- ST2 year comprises 3 four month posts which includes eight months in general practice. This is likely to include a job in a new innovative post which is part time general practice and part time in a clinical specialty.
- ST3 year is spent in a single different GP Training Practice. We try to give you a taste of both rural and city practices during your time in Herefordshire

The Teaching Programme includes Simulated Consultation Assessment practise days, special interest education days (e.g. Veterans Health Study Day, Substance Misuse Study Day, Teenage Health Problems) and learner-led educational sessions, which are both determined and led by our trainees.

Want to know more?

Please contact any of the TPDs via luke.williams3@wvt.nhs.uk, Medical Education Manager at the PGMC, Hereford County Hospital.



Undergraduate Medical Students



Wye Valley Trust currently accepts undergraduates from the University of Birmingham, the University of Aston and Three Counties Medical School (TCMS).

We offer excellent onsite accommodation and an outstanding experience in General Medicine, General Surgery, Emergency Medicine, Anaesthetics, ITU, Specialist Surgery, Special Senses, ENT, Ophthalmology, Dermatology, Paediatrics, Obstetrics & Gynaecology and the Acutely Ill Patient modules. We also welcome students for electives and for their apprenticeships prior to graduating.

We have the smallest ratio of students: teachers in the region which has helped us to consistently achieve some of the highest feedback ratings in the region, and outstanding University monitoring reports from both the University of Birmingham and the University of Aston this year.

The Academy is led by Dr Penny with wonderful support from her undergraduate coordinators, academy tutors and clinical teachers, and Clinical Education Fellows.

It is an exciting time for Hereford Academy!

Clinical Education Fellows

Clinical Education Fellows are in post for a period of one year and based wholly at Wye Valley NHS Trust. We offer these prized fellowships to doctors in a wide variety of specialties, where they spend 50% of their time, and also to allied healthcare professionals such as nurses, pharmacists and physician associates. We have increased the scope and numbers of the fellowships year on year since their introduction, and have appointed to over 15 posts this year in eight different clinical specialties!

The Fellows develop their skills in medical education through planning and delivery of teaching to medical students, junior doctors and multidisciplinary teams, whilst maintaining and progressing with clinical experience within their own specialty. We also offer Consultant-led training opportunities with additional support to undertake management and leadership training, quality improvement projects, research, regional & national presentations and publication.

They are also encouraged and financially supported to complete a Postgraduate Certificate in Medical Education (or equivalent credits).

We have an extremely high number of Education Fellows who successfully use this year to springboard into competitive national training schemes, and are proud to have some of the best student feedback in the region.

Practice Education Team

Practice Education:

The Practice Education Team works in partnership with Specialist teams, Foundation Group Colleagues, Universities and our wider system to ensure high quality learning opportunities are available for our future and existing workforce. The aim of the Team is to support the delivery of outstanding healthcare in practice and to promote the values, skills and behaviours at the heart of Wye Valley Trust's CARE values. The Practice Education Team is made up of several different streams which include:

Resuscitation Service	Pre-registration Nursing
Clinical Skills Team	Pre-registration Midwifery
HASTE and SIM Suite	Pre-registration AHP's
Preceptorship Team	

Our key responsibilities include:

- Working collaboratively with education providers to develop pre and post registration programmes and clinical provision
- The management of all pre-registration nursing, midwifery and allied health professionals activity to include placement allocation, quality assurance, adequate provision of practice supervisors and assessors and supporting managers to enable continuously improved learning environments for students and our staff alike.
- The provision of a clinical skills programme delivering high quality, evidence based skills acquisition training to the MDT, including high level simulation learning opportunities with HASTE
- Ensuring all newly qualified staff receive a period of preceptorship and an opportunity to engage in the ADAPT Programme to ensure colleagues are competent and confident to execute their skill in practice.
- Ensuring our newly recruited Health Care Support Workers are appropriately prepared to enter the workforce and can maintain skills and continue to develop knowledge
- Supporting our Trainee Nursing Associates and Registered Nurse Degree Apprentices, apprenticeship providers and managers throughout their training
- Ensuring CPD opportunities are promoted and liaise with managers and individuals to engage in identifying and procuring non-mandatory development opportunities.

Preceptorship

The Preceptorship Programme delivered to all new NMC and HCPC registrants has been designed to reflect the standards outlined within the National Preceptorship Framework produced by NHS England. The programme incorporates a multi-professional approach that has moved away from the assessment of clinical competencies and more towards the development of softer skills such as communication, leadership and management and quality and improvement.

The programme is delivered over a 12 month period with 7 contact sessions. The Team also deliver a Preceptor Programme for those supporting newly qualified staff in practice.

Supervision is a key element of the Preceptorship Programme and will provide direct clinical supervision in practice throughout the 12 month period and uses coaching and restorative approaches to developing competence and confidence in your new role.

The Preceptorship Team were awarded the NHSE Interim Quality Mark for Preceptorship Nursing in January 2024 and are striving towards retaining this in 2025.

Contact Details:

Practice Education Team
Franklin House
Wye Valley NHS Trust
Hereford
HR1 2ER

Tel: 01432 355444 Ext 5514
Email: education@wvt.nhs.uk

Practice Assessors and Practice Supervisors

Practice Assessors (PA) and Practice Supervisors (PS) updates along with initial PS preparation workshops, are facilitated by the Practice Educators (PE) and Practice Facilitators (PF) for Nursing and Midwifery.

PA and PS updates run throughout the year, with a range of options to update. There is a PS workshop aimed specifically at newly qualified staff as part of preceptorship, and those new to learner supervision. Dates of sessions are available on ESR, however teams may also arrange bespoke sessions locally with the PE/PFs.

There is an expectation for all registered nurses, registered nursing associates and registered midwives after 18 months of registration to complete PA preparation course. This is a 2 day course via the University of Worcester comprising of an eLearning package completed prior to day two which is either delivered face to face or an online session via Microsoft Teams.

The team also deliver PA/PS updates in alternative formats, allowing staff to access learning on specific subjects tailored to the areas of practice they feel that they require further support with. These are delivered either face to face or via Teams.

This ensures the trust has an appropriate number of staff to assess learners in practice, which facilitates a greater number of student placements with benefits to educational funding and recruitment.

Practice Educator/Practice Facilitator Role

The role of the PE/PF is to support PA/PSs in supervising and assessing student learners on placement within Wye Valley Trust. The PE/PFs will support student learners as required who are undertaking the following programmes:

- Preregistration nursing: adult, child and mental health field
- Trainee nursing associates
- Preregistration midwifery
- Nursing associate apprenticeship
- Registered nurse degree apprenticeship
- Return to Practice nursing
- Preregistration Allied Health Professionals

Student learners receive an online Moodle induction to WVT at the start of their programme/placement, and are notified of relevant mandatory training to attend prior to commencing placement e.g. fire awareness and MAXIMS.

PE/PFs are also involved in:

- Monitoring the quality of the learning environment and learner experience, through undertaking placement educational audits every two years, and reviewing post placement evaluations.
- Practice Facilitators also review placement evaluations and work with the manager to implement required changes.
- Partnership working with NHS England re. Quality Assurance and 'Student Data Collection'
- Facilitating coaching and collaborative learning in practice e.g. SCiP
- Managing student concerns or issues raised in practice
- Working in partnership with higher education institutions on curriculum development of preregistration programmes, e.g.
 - University of Worcester
 - Gloucester University
 - Open University
- Facilitating clinical skills teaching at appropriate points of the programme
- Facilitating classroom based/ ward based teaching to students on a wide range of health and care related topics



Allied Health Professions undergraduate students

The Allied Health Professions (AHPs) are the third largest clinical workforce in health and social care in England. They provide high quality care to patients and clients across a wide range of care pathways and in a variety of settings that include, hospitals, community, the independent and charitable sectors and schools. They work in health promotion to prevent accident or illness, they are active in treatment and rehabilitation and they promote self-help and independence.

As of February 2023, WVT boasts 10 of the 14 AHP groups including:

- Dietetics
- Occupational Therapy
- Operating Department Practitioners
- Orthoptics
- Paramedics
- Physiotherapy
- Podiatry
- Prosthetics & Orthotics
- Diagnostic & Therapeutic Radiography
- Speech & Language Therapy

Whilst on placement within Wye Valley NHS Trust, student learners can be expected to be supported by the AHP Education Lead from the Practice Education Team:

Allied Health Professions undergraduate students

Wye Valley NHS Trust is proactive in offering undergraduate students good quality clinical placements to contribute to their training to become qualified practitioners. Whilst on placement within Wye Valley NHS Trust, student learners can be expected to be supported by a Practice Educator from the Practice Education Team.

Practice Education for clinical placements

All qualified staff, apart from those undertaking a 12 month preceptorship within WVT are expected to engage with undergraduate student education by offering clinical placement opportunities based on fair share allocation. Practice Educator training is offered by the universities and staff are supported to obtain this education, remain up to date as a practice educators and offer clinical placements regularly. Practice Education training offers for qualified staff can be found on WVT Allied Health Professionals (AHPs) [Student Placement intranet page](#) (accessible only on a WVT device).

Occupational Therapy and Physiotherapy undergraduate students

Students follow a university accredited degree programme to become a registered occupational therapist or physiotherapist usually studied over three years full time or up to six years part time. Postgraduate courses are also available to gain a Master's degree in one to two years. Clinical placements in Wye Valley NHS Trust are offered to undergraduate students from a range of universities including:

- Birmingham City University
- Cardiff University
- Coventry University
- University of Gloucester
- University of Worcester

Wye Valley NHS Trust also support degree apprenticeship training enabling support staff to gain a registered professional qualification in Occupational Therapy or Physiotherapy. For more information on Apprenticeships, please [click here](#).



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