

REASON WHY?

The Improvement Hub has developed various initiatives to increase CQI (Continuous Quality Improvement) capability across the Trust, with the key component being an updated training programme. The mainstay of the training package is the one-day Fundamentals course aimed at all levels across the organisation. However, the uptake from non-corporate colleagues is not as high as required to spread the methodology more widely.

PLAN

Following feedback from colleagues, it was identified that a full day workshop style course did not meet all customer requirements for the following reasons:

- Unable to take full day off as study leave
- Too costly to replace staff member when attending a one-day course
- Neurodiverse needs not met by being immersed in a classroom environment
- Lack of time to attend
- Prefer to work at a slower pace

Following engagement, it was agreed to create and test out an on-line course that could be completed in sections, by watching the associated Fundamentals Bitesize Videos. A short test was created to ensure colleagues had watched and understood the videos.

DO

Through engagement with the Education support team, an electronic version of the Fundamentals course was created and put onto LMS (Learning Made Simple).

Comms were sent out, including updating the intranet site to inform colleagues of the option to complete the course on-line. In addition, it was regularly advertised at the Nursing & Midwifery meeting.

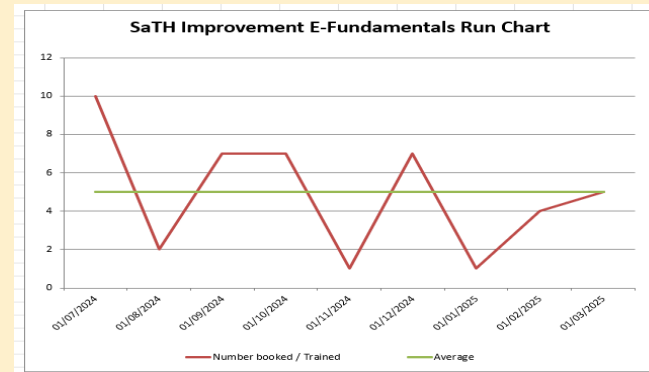
My Verifications		
Title	Status	Valid From
Introduction to SaTH Improvement	Completed	25/05/2025
Create a Standard	Completed	15/05/2024
Models for Improvement	Completed	15/05/2024
Process Map	Completed	15/05/2024
Smart Alerts	Completed	15/05/2024
User Stories	Completed	15/05/2024
The 3 Whys	Completed	15/05/2024
Stakeholder Engagement	Completed	15/05/2024
Stories To Change	Completed	15/05/2024
Charality	Completed	25/05/2024
SDG	Completed	25/05/2024
Measurement for Improvement	Completed	25/05/2024
Project Brief	Completed	25/05/2024
Improvement Fundamentals Assessment	Completed	



S M A R T AIM

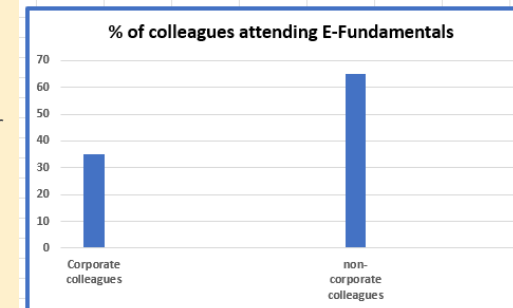
To increase the number of non-corporate colleagues completing the SaTH Improvement Fundamentals course by 1st May 2025

STUDY



Initial uptake of the course was good, with some fluctuation seen over the months, possibly due to a training freeze (Jan-April) as a cost-saving measure. Overall figures are 31, with the majority (65%) from non-corporate colleagues, which includes ACPs, RNs, Specialist RNs, a Dietician and Sonographer.

Feedback has been very positive as the course enables colleagues work at their own pace and in an environment that better suits their needs. Some colleagues, having started the on-line course, chose to transfer onto the one-day face-to-face course.



ACT

Although the take-up has not been as high as hoped, those that did undertake the course found it highly beneficial and therefore, it has been decided to Adopt this as an option for colleagues unable to attend the one-day course.

