



Clinical Education Team Annual Report 2022/2023

1. Contents



1. Contents	2
2. Introduction.....	3
3. Board Wide training.....	4
3.1 Resuscitation Training Team.....	4
3.2 Caring Behaviours Assurance System (CBAS).....	5
3.3 Dementia Training	5
4. Divisional updates.....	6
4.1 Perioperative Department	6
4.2 Critical Care	7
4.3 3 East, 3 West, Cardiothoracic Rehabilitation Service and National Services Division (NSD).....	8
4.4 Orthopaedic wards	9
4.5 General (Colorectal) Surgery & Surgical Day Unit	9
4.6 Outpatients department (OPD).....	11
4.7 Eye Centre	11
4.8 Interventional Cardiology	12
4.9 International Registered Nurses Programme.....	12
4.10 Team Working	13
5. Training reports.....	14
6. Supporting Staff	16
6.1 Clinical SVQ Programme	16
6.2 Pre-registration students	17
7. Successes	18

2. Introduction



Welcome to the Annual Report for the Clinical Education Team for 2022/2023.

International Nurse Recruitment has been a significant project over this year. The workload to support and train our overseas international recruits to be ready to join the Nursing and Midwifery Council (NMC) register has been a focus for some of the team. We required additional nurse educators for this project to ensure success and sustainability. We are continuing to develop local intelligence for delivery of this work, both to support our overseas nurses to pass exams, but also to help them settle into Scotland and to feel part of Team Jubilee. We have worked closely with colleagues from both clinical and non-clinical departments to implement this work, and I am grateful for their support in making this a success.

We are also supporting training at all levels of nursing staff to support workforce plans for the opening of the new Surgical Centre later this year.

We continue to work closely with our colleagues in NHS Scotland Academy for the delivery of accelerated training programmes.

We have welcomed new members to the Clinical Education team, both in new roles and as colleagues have moved to new career opportunities. This has included a new Senior Nurse role providing operational leadership for the international nursing project and clinical educator team.

This report highlights the wide and varied work that the clinical education team contributed to the Nursing Department in 2022/23.

Eleanor Lang, Associate Nurse Director



3. Board Wide training



3.1 Resuscitation Training Team

As the COVID-19 pandemic restrictions are downscaled, we are returning to a more recognisably normal resuscitation training programme for all appropriate staff. Group sizes and training venues now resemble pre-pandemic levels.

In addition to our Basic, Immediate and Advanced life support courses, we continued to support other educators and departments in simulation training and course development. These include Tracheostomy, Internationally Recruited Nurses, Anaesthetic Emergency in Intensive Care Unit (ICU), Extra Corporeal Membrane Oxygenation (ECMO), Electrocardiogram (ECG) training, Cardiothoracic Advanced Life Support (CALS) and a variety of initiatives linked to resuscitation or simulation.

The Hospital purchased a second Mechanical Cardio Pulmonary Resuscitation (CPR) device, Corpuls CPR, to assist at resuscitations; this has now been deployed in Critical Care. We developed an education package to support this, including a Train the Trainer programme and have trainers in Cardiac Physiology and Critical Care. We also have Anaesthetic Assistants to assist in training and use with this specialist equipment.

This programme was developed with the assistance of Alison Brown, Cardiology Clinical Educator. The supplier is now using this as the base for their own training programme and we are collaborating with them on its ongoing development.

The Resuscitation Team is also working with Clinical Governance on a Healthcare Improvement Scotland / Scottish Patient Safety Programme project to identify potential learning from cardiac arrests to improve patient care. This will require multidisciplinary input and support as we change how we audit and investigate resuscitation calls.

Calum Cassidy, Resuscitation Officer



3.2 Caring Behaviours Assurance System (CBAS)

The principles of caring behaviours continued to be evident within teams and departments. A focus was revisiting the Person Centered Care Instrument (PCCI), a framework describing what person-centered, quality, safe and effective care for patients and staff means to each team. In November 2022, multidisciplinary workshops brought staff together from across the organisation to focus their ideas on developing statements to create the newly revised PCCI.

The key driver for CBAS training is the emphasis of caring for staff, focusing on self-care for individuals and teams in order to enhance resilience and improve team working. The main themes of the training include:

- recognising own and others need for self-care,
- importance of resilience,
- strategies to enhance resilience, and
- resources available within the organisation to help maintain resilience.

The 2-day CBAS training runs 3 to 4 times a year and is offered to all staff within NHS Golden Jubilee. The focus of the training aligns to the Board's Health and Wellbeing Strategy.

CBAS Facilitators Jacqui Brown and Alison Brown continued partnership working with Healthcare Environment Inc. and international colleagues, contributing to international research around concepts of caring science. This collaborative working resulted in clinical staff within the organisation, in partnership with Dr John Nelson, conducting its fourth caring science survey.

[Jacqui Brown, CBAS facilitator](#)

3.3 Dementia Training

There was a significant reduction in dementia training for a second year running and challenges in delivering our work plan. We have now appointed a new Lead Nurse for Dementia and a revised work plan for 2023/2024 was recently developed to get this work back on track and revitalise this important area of patient care.

We plan to review the opportunities for participatory training in the coming months and will be reviewing and refreshing the Board Dementia Care Strategy in autumn 2023.

[Eleanor Lang, Associate Nurse Director](#)



4. Divisional updates



4.1 Perioperative Department

The perioperative workforce has continued to grow to support the surgical expansion.

The Perioperative Clinical Education Team continue to facilitate the Theatre Induction programme for all new Nurses, Operating Department Practitioners (ODP), Assistant Perioperative Practitioners and Theatre Assistants. In addition, they deliver reactive training throughout the department.

A new Assistant Clinical Educator joined our Team in November 2022 and has been supporting the growing International Registered Nurse programme since March 2023. Since the programme started, 12 International Registered Nurses (IRN) have joined the Orthopaedic, Thoracic, General and Colorectal teams.

Our partnership with the NHS Scotland Academy has continued with a further 4 Scrub/Circulating Nurses graduating from the Foundations of Perioperative Practice programme and 1 Anaesthetic Nurse graduating from the Accelerated Anaesthetic Practitioner Programme.

We are looking forward to accessing the new NHS Scotland Academy Assistant Perioperative Practitioner programme to allow non-registered practitioners to achieve an SVQ Level 3 allowing them to undertake the role of the Scrub/Circulating practitioner.

The Student ODP programme continues to grow with 3 Student ODPs joining in September 2022. The programme is a 2-year Diploma of Higher Education (DipHE) in Operating Department Practice, incorporating online and work-based learning delivered on placement within the perioperative environment. With support from ODP Mentors, Student ODPs gain competence in clinical skills, allowing them to work in Anaesthetic, Scrub/Circulating and as practitioners in the Post Anaesthetic Care Unit (PACU). Our second year Student ODPs will complete their DipHE ODP programme in summer 2023 and transition into posts within the Department.

We continue to build on the monthly Continuing Medical Education (CME) programme to deliver a blend of mandatory and specialty-specific training, working collaboratively with the wider Clinical Education Team, medical staff and industry representatives.

Lisa Parry, Perioperative Clinical Educator



4.2 Critical Care

Due to vacancies within the Critical Care Clinical Education team, there was opportunity to redesign the clinical educator structure and 2 Assistant Clinical Educators were appointed.

We have supported a high number of newly qualified practitioners (NQP) into all 4 areas of Critical Care. Small classroom teaching sessions have been of benefit to this group of staff and they have also participated in bedside teaching opportunities with the educators.

We continued to provide training and support to all nursing staff in the busy clinical environment and are always seeking alternative forms of education support.

We developed a Critical Care Education 'WhatsApp' group. This allows instant communication and a dynamic learning environment, which encourages interaction between the wider nursing team.

We introduced QR codes into our work-learning environment. The QR codes direct staff to a suite of pre-delivered MS Teams presentations from the multidisciplinary team on various topics, e.g. cardiac monitoring, cardiac pacing, pre and post-operative cardiac surgery, ventilation and thoracic emergencies. Both of these initiatives are proving beneficial and have had excellent feedback.

Scenario-based training remains high priority, in particular the Cardiac Advanced Life Support (CALS) for senior nurses teaching the principles of re-sternotomy in an emergency cardiac arrest after cardiac surgery. We work closely with Intensivists, Resuscitation Officers and surgeons to maintain the high standard of teaching.

Lesley Truesdale, Critical Care Clinical Educator



4.3 3 East, 3 West, Cardiothoracic Rehabilitation Service and National Services Division (NSD)

We have worked to support several new patient care initiatives in in the cardiac and thoracic wards.

3 West

We have supported staff training to continue to embed the Day Zero Project into clinical practice.

The Acute Pain Service team has been working with the Thoracic Anaesthetists, Nurses and Clinical Educator in 3 West to consider implementing bespoke infusion devices to deliver Erector Spinae Local Anaesthetic blocks. This was following a successful trial of Erector Spinae local anaesthetic intermittent bolus injections, administered by trained nursing staff in 3 West to facilitate the management of post-operative pain.

We welcomed new nursing staff into the team and delivered a Thoracic Training Day focussing on the essential thoracic specific skills including chest drain management, acute pain management and enteral feeding. One of the thoracic surgeons presented on thoracic surgery procedures and post-operative complications.

3 East

Newly Qualified Practitioners who joined the team in autumn 2022 attended a Cardiothoracic Training day focussing on the essential skills required for cardiothoracic nursing, with contributions from one of the cardiac surgeons.

In preparation for a development of 4 Enhanced Monitoring Unit (EMU) beds within the ward, we provided Enhanced Recovery after Surgery (ERAS) Training Days to our senior nursing staff. Training days for this project will continue.

3 East has been caring for patients from the Scottish Pulmonary Vascular Unit and the Scottish Advanced Heart Failure Service. The nursing team require different skills and knowledge to support these patients. The specialist nurses, working in both teams and the clinical educator are providing education, training and support to enhance the care of these patients in 3 East.

National Services Division (NSD)

Training priorities for NSD included training on the new Aquavent Continuous Positive Airway Pressure (CPAP) system.

All registered staff were re-familiarised with an Intra-Aortic Balloon Pump (IABP) system previously used within the unit. Updates and refresher sessions were carried out. Looking ahead, blood collection training for Health Care Support Workers is identified as a priority this year.

Margaret Hart, Cardiothoracic wards Clinical Educator

4.4 Orthopaedic wards

Our priority this year was to continue supporting competence and confidence of current and new staff within the following aspects of their roles:

- Enhanced Recovery After Surgery (ERAS).
- Discharge on Day of Surgery (DDOS).
- Effective pain assessment and timely escalation where appropriate.
- Assessment and effective escalation of deteriorating patients.
- Optimising hydration and early recognition and effective management of Acute Kidney Injury (AKI) and hyponatraemia.
- Complex wound care.
- Supporting students on the new pre-registration programme.

We did this through departmental study days and clinical support from multidisciplinary teams across the hospital and associated medical representatives contributed.

One of the orthopaedic surgeons taught on the study days, enhancing staff understanding of the range of techniques and implants used for joint replacement. These study days were designed for Registered Nurses (RN), Health Care Support Workers (HCSW) and pre-registration nurse students.

Facilitation of our monthly CME programmes continued, including time for mandatory training, competency completion, clinical skills updates and revision. The CME programme also provided an opportunity for education around specific quality improvement projects and changes to policy or practice. We collaborated with the perioperative team for staff to access operating theatres for robotic surgery demonstrations.

We continue to support a wide range of quality improvement projects. An example is the introduction of Acupin - a small acupressure needle applied to the patient's wrist to minimise nausea, which has reduced nausea rates from 27% to 12%.

Hayley Doak, Orthopaedic/General Surgery Clinical Educator

4.5 General (Colorectal) Surgery and Surgical Day Unit

General surgery ward

The new general surgery ward has a dedicated Stoma Nurse and Senior Charge Nurse (SCN), both with extensive experience in colorectal surgery. As these surgeries were new to most staff, our priorities were to establish a programme to build knowledge and skills and support staff through this significant change. This was supported by the visiting Stoma Nurses from NHS Greater Glasgow & Clyde and NHS Lanarkshire.

Our priorities were to build on this foundation in collaboration with new senior team through:

- Clinical bedside teaching provided by the Clinical Educator, Assistant Clinical Educator, Senior Charge Nurse and Stoma Nurse.
- Regular General Surgery study days.
- Deteriorating patient study days in preparation for the Enhanced Monitoring Unit beds for colorectal surgery.
- Dedicated stoma care study day for all staff.
- Staff visits to theatres to observe various general surgery procedures.

The Clinical Educator and a Registered Nurse completed the stoma siting course at Salts Academy in Birmingham.

Surgical Day Unit (SDU):

Ahead of the move to the Surgical Admissions and Recovery Unit (SARU) later into 2023, our priorities were to ensure staff:

- are competent and confident in their abilities ahead of the change,
- know the responsibilities and limitations of their role,
- have acquired the correct skill set for their role ahead of the movement, and
- have access to, and knowledge of, wellbeing support within the workplace.

This is being achieved by:

- Staff attendance at clinical skills days appropriate for their role.
- RNs and HCSWs participating in both the orthopaedic and general surgery study days (to enhance their knowledge of each speciality), and the care of the deteriorating patient days.
- Clinical educator support ensuring competency completion/facilitating supervised practice and identifying knowledge gaps.
- Staff attending the new CBAS programme.
- Staff attending a workplace wellness day provided by the Clinical Educator and Spiritual Care team themed around keeping well through times of change.
- Staff have been encouraged to attend the wellbeing sessions provided by Spiritual Care.
- Facilitating Values Based Reflective Practice sessions delivered by the Spiritual Care team.

The Clinical Educator completed the Values Based Reflective Toolkit and is also part of the Spiritual Care and Ability networks. Through these connections, we are committed to enabling staff wellbeing and creating an optimised learning environment beneficial for staff, the organisation and most importantly to optimise patient care.

4.6 Outpatients department (OPD)

We had a reduction in Outpatient Clinical Educator resource over 2022/23 but education needs continued to be supported by the wider Clinical Education team, the Outpatient Senior Charge Nurses and Charge Nurses (CN).

The pre-operative service continues rotation between the multi-specialty assessments it now covers, ensuring a consistent high standard of care delivered. Education is provided by the Clinical Educator with visiting consultants and the senior nursing team.

We continue to support Registered Nurses through the Clinical Assessment course, providing professional development and sustaining our pre-operative service.

Investing and supporting the commitment and professionalism of OPD staff continues via the CME education programme. Each month there is targeted training for each staff group and we support the wellbeing of our team with regular meetings to review and address areas of staff concern.

Jacqui Brown, Senior Nurse Clinical Education

4.7 Eye Centre

The Eye Centre recently held its first Ophthalmology recruitment event. Nursing and Optometry teams had information points and workshops to introduce the work within the Eye Centre. Candidates met with the Clinical Educator to discuss staff roles and career development opportunities.

Induction for our new staff includes a bespoke training package, role specific competencies, 1-2-1 sessions, group work, workshops and a variety of topics covered monthly in CME. Staff feedback has been very positive on the workbook and CME workshops.

We support staff rotation and learning as they rotate to other clinical areas within the Eye Centre. This allows staff to learn new skills, improving their knowledge and offers a good understanding of the patient's journey throughout their care.

The Clinical Educator is also a Scottish Vocational Qualifications (SVQ) Assessor supporting the NHS Golden Jubilee SVQ Centre. Our Assistant Practitioner staff will complete SVQ Level 3 (healthcare) awards as a mandatory requirement of their role. We plan to offer all our HCSWs the opportunity to undertake the SVQ award as more assessors become available to oversee and assess their progress.

The Clinical Educator works closely with the wider nursing team and the Senior Charge Nurses to support the theatre efficiency group. We provide training for all new staff/ rotational staff working within these areas. We have developed several new protocols to provide clear guidelines and promote standard operating procedures.

The Clinical Educator participates in a weekly department debrief, providing staff with the space and time to discuss what is going well, share concerns and put forward ideas for improvement.

Pamela Firth, Ophthalmology Clinical Educator

4.8 Interventional Cardiology

Interventional Cardiology has continued to grow in numbers of patients and in complexity of procedures.

With support from industry educators, we have supported the introduction of new Continuous Positive Airway Pressure (CPAP) circuits to the Coronary Care Unit.

We have supported the introduction of conscious sedation for some Transcatheter Aortic Valve Implantation (TAVI) patients, which results in a faster recovery and earlier discharges.

CME days are used to facilitate scenario-based training and deliver education sessions to the department. This also allows time for completion of departmental competencies and preparation for Practice Assessors and Supervisors required for supervision of pre-registration nursing students.

Alison Brown, Interventional Cardiology Clinical Educator

4.9 International Registered Nurses Programme

Development of an International Registered Nurses Programme was approved to help address recruitment challenges within the nursing department, with an aim of recruiting 10-12 new nurses from overseas every 12 weeks over a 2-year period. In order for overseas-qualified nurses to work in the UK, they must pass an Objective Structured Clinical Examination (OSCE) to gain registration with the Nursing and Midwifery Council (NMC).

We developed an 8-week programme to address the core curriculum requirement of the NMC OSCE exam, to help candidates pass:

- an Assessment, Planning, Implementation and Evaluation (APIE) scenario,
- multiple clinical skill stations,
- a professional values scenario, and
- an evidenced-based practice scenario.

The components of OSCE are practical skills to be demonstrated, practiced and refined in order for the candidates to demonstrate safe practice in a timed assessment during the external exam.

During an APIE class, the educator teaches the principles of, demonstrates and observe each candidate carry out multiple practice APIEs covering 11 scenarios.

During a clinical skills class the educator gives background theory on clinical skill when required, demonstrates all 22 clinical skills, and observes candidates carrying out multiple practices of all skills. During Professional Value (PV) and Evidence Based Practice (EPB) classes, the educator discusses the NMC Code of Conduct, principles of PV and EBP and explains that candidates need to have a working knowledge of the Code of Conduct and the ability to relate it to each of the 15 PV and 14 EBP scenarios.

All international registered nurses attend an NMC Registered Assessment Centre for the exam. Following this, they are supported in their pre-registration period within their area of clinical speciality. When they receive their NMC Personal Identity Number (PIN), they join the supernumerary preceptorship programme for all new staff.

If a candidate fails OSCE they are fully supported to train for their resit exam.

Cohort 1	August 2022	3	Registered November 2022
Cohort 2	November 2022	4	Registered March 2023
Cohort 3	March 2023	12	Registered June 2023

By October 2022 the intensity of the training was evident, even with the small numbers in cohorts and a second business case was written to describe to need of further education support. In February 2023 a second full time educator took up post for 2 years.

We support a holistic approach for international registered nurses to ensure that we support them to settle outside the workplace. Ongoing spiritual care support is provided for all candidates and we help them make links to their local cultural communities.

Jacqui Brown, Senior Nurse Clinical Education

4.10 Team Working

As a team, the Clinical Educators support implementation of training across the Hospital. This has included Nurse Induction (including a bespoke week of induction in Autumn 2022 for all newly qualified practitioners, new clinical equipment training and extended role training. Hospital-wide training courses have been reviewed and updated to ensure they meet the needs of our nursing staff and we are using all online training opportunities available.

5. Training reports

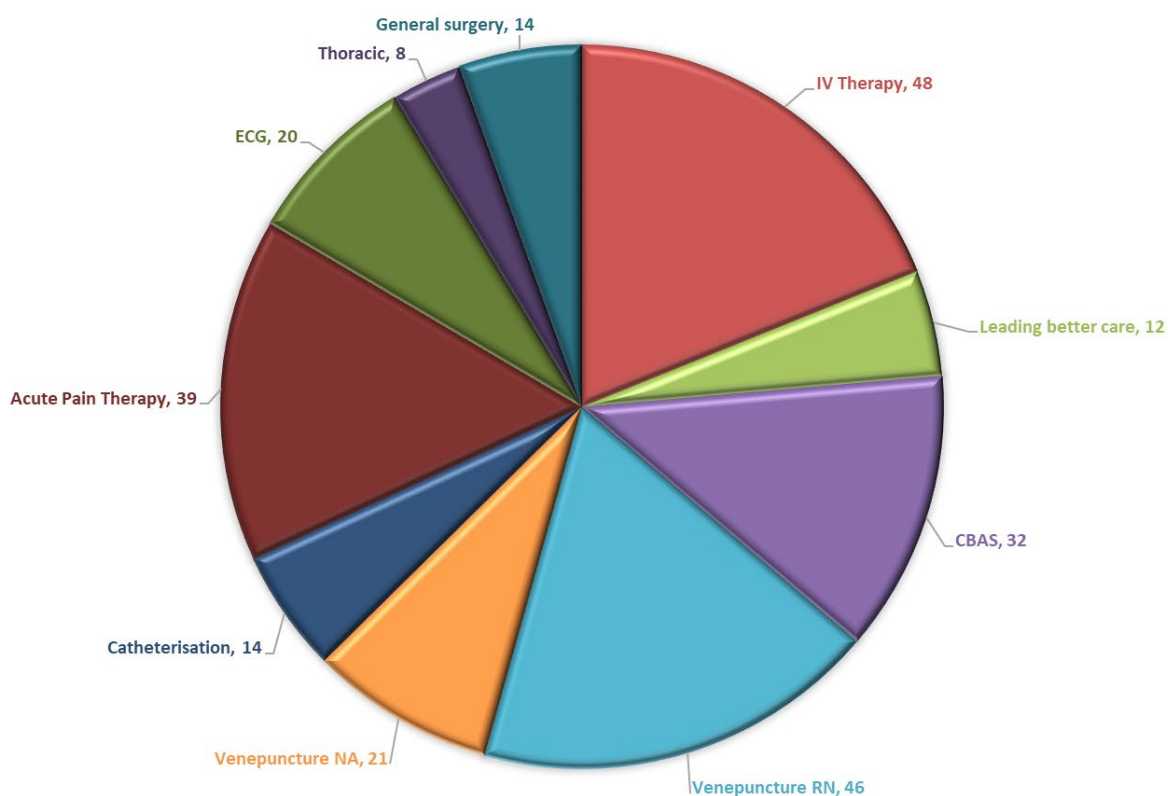


With the support of the Senior Nurse Team, we redesigned the Clinical Education database to avoid duplication of staff training data held within eESS. We continue to work on this to ensure the clinical education database holds information on skills attainment training.

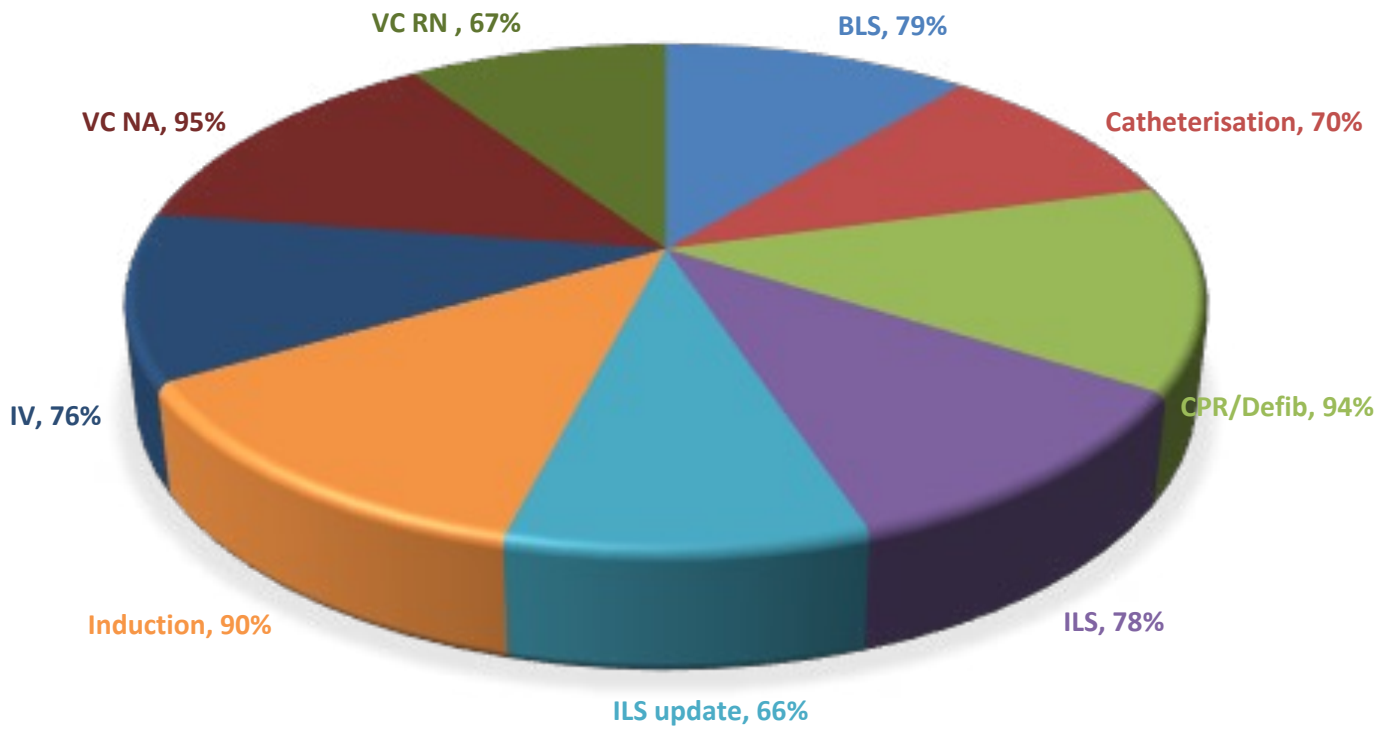
As the COVID-19 restrictions changed over the year we have adapted training and increased class sizes as permitted.

Professional development attendance

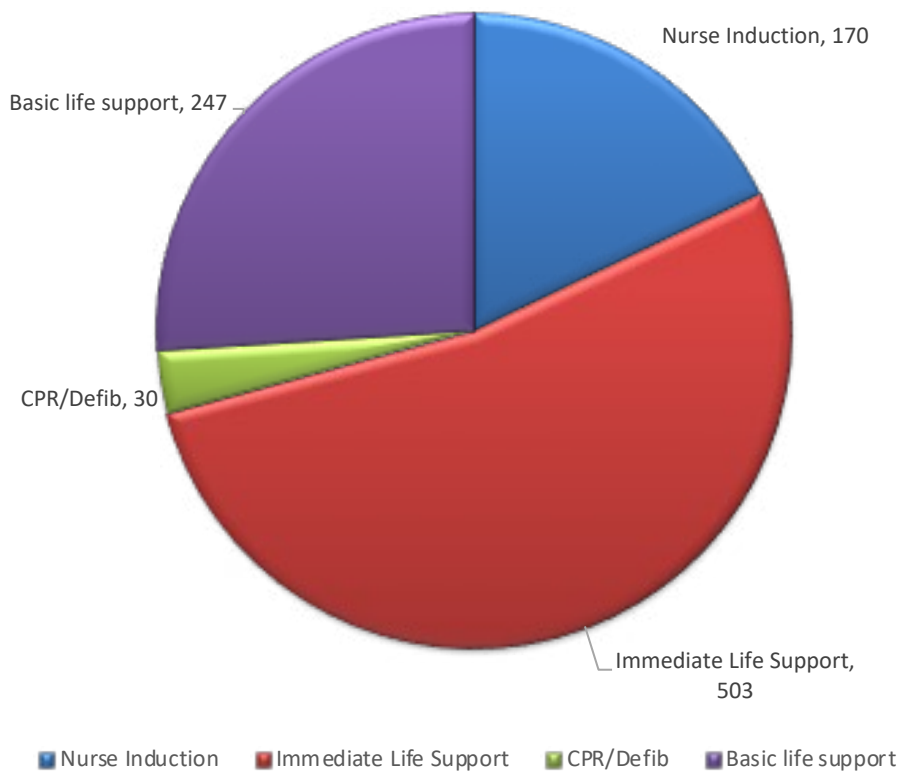
In-house development training 2022-23



Course attendance



Mandatory training 2022-23



6. Supporting Staff



6.1 Clinical SVQ Programme

NHS Golden Jubilee SVQ Centre

Our Vocational Qualifications Team continues to support staff to develop their knowledge and skills by offering Scottish Vocational Qualifications (SVQs) in Healthcare Support – Clinical at Scottish Credit Qualification Framework levels 6 and 7. We also support the Assessor and Internal Verifier (IV) Awards.

Staff have successfully completed the programme and continued their learning journey in various routes, enable staff career development and retaining skills within the organisation. Some have completed Registered Nurse Training, Operating Department Practitioner programmes and other courses.

Our collaboration with NHS Scotland Academy continues with the National Endoscopy Training Programme under way. The new NHS Scotland Academy Assistant Perioperative Practitioner programme will soon commence, enabling healthcare support workers to train whilst in post.

The SVQ Centre had a successful Systems Verification visit from Scottish Qualifications Authority, allowing us to continue to manage all aspects of the awards we deliver. We will be using our electronic platforms to share information requested by SQA at our next qualifications visit in July.

Lynn Wilson, Clinical Educator Vocational training



6.2 Pre-registration students

We had changes within the Practice Education Facilitators (PEF) team, with a new additional part-time post funded and new Lead facilitator appointed.

Support for Practice Supervisors (PS) and Practice Assessors (PA) continues, ensuring that information is shared across the board from all NMC/Higher Education Institutions. This provides support for all pre-registration students to access practice learning experiences in the hospital.

We continue to welcome Return to Practice, Open University and Higher National Certificate (HNC) students to our practice learning experiences.

We are scoping new practice learning experiences with specialist nurse teams for pre-registration nurse students to learn. This work is ongoing and we have recently commenced 'spoke' associated learning experiences within Outpatients and Cardiology.

We successfully ran monthly 'Meet the Director' sessions in summer 2022 for pre-registration nursing students to meet the Nurse Director and Associate Nurse Directors.

We also coordinated opportunities for final placement pre-registration students to shadow Clinical Nurse Managers, Heads of Nursing and Associate Nurse Directors. Following positive feedback, we plan to continue using this.

Use of the nationally developed Placement Capacity Calculator continues.

We have commenced work to introduce Restorative Clinical Supervision to our nursing teams. This work started as a small-scale project, but will be reviewed and spread to all nursing teams within the Board during 2023/2024.

Emma-Louise Kerr, Lead PEF



7. Team successes



I am delighted that members of the Clinical Education team were recognised in NHS Golden Jubilee's Our People Awards in March 2023:



Sustainability Award – **International Nurse Clinical Educators**



Collaboration Award – **International Nurse Clinical Educators**



Special Recognition Award – **Margaret Hart**

Eleanor Lang, Associate Nurse Director



If you have any comments or require further information on our report, please contact Eleanor.Lang@gjnh.scot.nhs.uk

