

Fareham and Gosport PCT
CHAI Review
2003-2004

What examples exist of the PCT disseminating knowledge of effective education, training and development opportunities and when did they take place?

1. The opening of the Icon Centre in April 2003

The Icon Centre (funded by SEEDA) has been established as an important centre for disseminating information on education and training opportunities for all PCT staff. It's location, within Gosport War Memorial Community Hospital, means that it is easily accessible for staff.

2. The appointment of a Learning Adviser in June 2003

Based in the Icon Centre, working exclusively within the PCT promoting learning and development opportunities, including the use of the centre across all staff groups.

3. Trust Inductions (ongoing)

As part of the Trust induction day all new staff receive details of the PCT's opportunities for lifelong learning from the Learning Adviser.

4. IWL Champions group (ongoing)

The establishment of an IWL Champions group, though in its early stages, is seeking to be an important forum for cascading information to all staff. Training and Development and the lifelong learning agenda is represented at the group by the Lifelong Learning Facilitator (a pan-PCT appointment made in March 2003)

5. Staff meetings (ongoing)

The PCT's Learning Adviser is regularly invited to attend staff meetings, including GP practices) to talk about learning and development opportunities, particularly for the non-professional staff group, promoting the use of things like the NHS Individual learning Account scheme (the PCT exceeded it's target use for 2003-2004), NVQ's, and IT training

6. Open Day at Gosport War Memorial Hospital and St Christopher's Hospital (June 2003)

An Open Day was held at both of the PCT's community hospitals, to promote learning and development opportunities. Individual departments and wards were visited by the PCT's Training and Education team.

7. IWL Roadshows (during 2003 –2004)

These took place at various locations across the PCT. The Lifelong Learning Facilitator attended all of these, to provide information Advice and Guidance to staff on a range of education, training and development opportunities.

8. Secondments (May 2003 & 2004)

The PCT, in partnership with the WDC, support staff in their career development through promoting secondments to pre-registration nurse training (including, for the first time this year, the Open University's part-time pre-registration nurse training programme) and also to the Foundation Degree in Health Care. These were advertised through the Internal Vacancy Bulletin and through the IWL Roadshows.

9. Careers Day for Health Care Support Workers (March 2004)

This was arranged as a joint initiative across the 3 local PCT's and Portsmouth Hospitals Trust, to promote learning and development opportunities for HCSW's

10. Union Learning Representatives

The PCT currently supports 2 ULR's, who are able to promote learning and develop opportunities within the workplace. This initiative, along with the growth of IWL Champions is particularly valued and encouraged by the PCT as it has to reach staff across a wide geographical area.

11. Post-registration diploma and degree pathways for nursing staff (Nov-Dec 2003)

A series of drop-in sessions were held at key locations across the PCT to promote and encourage registered nursing staff without a diploma or degree, to access this opportunity.

12. Training and Development Shared Services (on-going)

Provides regular in-house training courses, that are promoted across all staff groups, through disseminating the Training Calendar on an annual basis. This includes training for appraisers and appraisees, which provides staff with information and guidance on how to make the most of their annual IPR's.