# FNOB Upskilling group meeting

<table>
<thead>
<tr>
<th>Meeting date</th>
<th>04 July 2019</th>
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<tbody>
<tr>
<td>Paper title</td>
<td>Results and high-level analysis of the DoN survey</td>
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<tr>
<td>Paper number</td>
<td>003</td>
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### Paper summary
This paper presents the results and high-level analysis of the DoN survey

### Purpose (tick one only)
- For approval  ☐
- Item to receive  ☑
- For decision  ☐

### Recommendation
The group is asked to note

### Where was this paper previously discussed?
N/A

### What was the outcome?
N/A
Distribution of responses from DoNs

>30% response (65 DoNs)

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>East of England</td>
<td>11%</td>
</tr>
<tr>
<td>London</td>
<td>14%</td>
</tr>
<tr>
<td>Midlands</td>
<td>15%</td>
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<tr>
<td>North East and Yorkshire</td>
<td>17%</td>
</tr>
<tr>
<td>South East</td>
<td>15%</td>
</tr>
<tr>
<td>South West</td>
<td>9%</td>
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Total: 23% | 11% | 14% | 15% | 17% | 9%
Count

Percentage of workforce with necessary skills, knowledge and experience to provide effective support, supervision and feedback to ‘Future Nurse’ learners

Trust responses (64)
Three upskilling areas

- Clinical skills/Mental health skills/Medicines management
- Teamwork/Relationship management/Communication/Leadership
- Supervision & assessment

- Human Factors/Safety/Quality Improvement
Sub-areas

Clinical skills: 65
Mental health: 25
Medicines management: 28
Human factors/Safety/Quality improvement: 42
Teamwork: 30
Relationships/comms: 19
Leadership: 12
Supervision & Assessment: 42
Needs

Support to help identify needs
• Greater understanding of NMC standards
• Guidance/Tools/career planning, self-assessment/management

Learning environment: models of practice learning
Organisation policies

Supervision: specific needs groups eg overseas nurses, AHPs, MDTs,
Practice Assessor development
## Challenges

| Capacity | Numbers that require upskilling and when, meet demands in particular skills eg medications  
Number of PEFs, AHPs, medics, preceptors, supervisors, band 5s  
Release for upskilling (impact of vacancies)  
Time to learn and requirements of different groups  
Resources available |
| --- | --- |

| Organisational commitment | Updating of policies  
Partnerships eg other organisations, Mutual acceptance of training  
Awareness raising, communication & implementation of frameworks/training, clear guidance on roles  
Engagement of all professional groups, support from managers/others, release of staff, general practice  
Transitional phase of several HEIs using different timescales for SSA migration  
IT Firewalls, updates, new platforms eg Placement QA Tool, volume,  
Ascertain skill set across disciplines, gaps & TNA |
| --- | --- |

| Opportunities available | Situational, staff with skill set, release  
Nurses to adequately self-assess upskilling needs  
Confidence of current - MH nurses, morale, enough opportunities to maintain competences  
Cultural model to embed, Multi-professional learning  
Need clear sign-posting for learning skills, quality eLearning |