

Supervision & training.II Medical	Site Interview- Friday.BarbraMelrose - Complaints	Culture of the trust is open and honest. No particular problem with Doctors
Supervision & training.II Medical	Site Interviews- Tuesday.BarbaraRobinson- DepGenMgr	She managed the change, used multidisciplinary team approach - included services such as catering/portering?? aswell as care staff.
Supervision & training.II Medical	Site Interviews- Tuesday.BarbaraRobinson- DepGenMgr	Gap in appraisal - Hosp Med staff and GP assts. How manifest??: Dr B superb doctor, also knew her as a D/N, caring, always came when called. But abrupt, extremely good doctor, favoured by the staff. How would appraisal have made a difference? Attitude to relatives (not patients) - willing to speak. But if rels were unreasonable eg. demanding her immediate attendance.
Supervision & training.II Medical	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Also locum SHO 8.30 - 5pm - Dr Yokorone?? Staff grade.
Supervision & training.II Medical	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Dr B would not attend MDT. She came in before her surgery. Would deal with patients, prescription charts, case by case. Would revisit later in the day. Would revisit to meet relatives. Nurses feedback to the team. Separate notes at the time medical/nursing/ therapy. Nurses could write in medical notes.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Supervision of clinical assistants -> no formal appraisal process for GPs / clinical Assistants (Cas)
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Teaching programme 4 x a year for CAS who covering wards at night.

Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Otherwise discusses matters informally with GPs.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Attendance at training programmes by GPs after pass - tend to be better attended by Consultants.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Docs have joint training meetings led by Dr Barter.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Dr Vardon (Associate Specialist) in palliative care at GWM) leads training on palliative care.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Dr Lord leads induction on new HCAs and staff grade doctors.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Dr Barter working really hard, sometimes starting early in the morning and visiting GWM up to three times a day.
Supervision & training.II Medical	Site Interviews- Monday.DrAltheaLord	Possible problem of staff grade reporting to different consultants.
Supervision & training.II Medical	Site Interviews- Monday.IanReid-Med Dir	Training to be a Medical Director? 1993 Cranfield 3/52 Department of Health sponsored and odd things at The Kings Fund.
Supervision & training.II	Site Interviews-	

Medical	Monday.IanReid-Med Dir	Ian's appraisal 0 x 1 per year by Max re Medical Director role as Consultant x 1 per year by Lead Consultant (D Jarrett). Have had Consultant appraisal within the Trust for three years. He conducts 'management bit' of x 10 Lead Consultants within Trust.
Supervision & training.I1 Medical	Site Interviews- Monday.IanReid-Med Dir	CPD? Well established for medical staff. For non-medical staff trying to move towards comprehensive assessment of need and approach Universities etc to provide what needed. Looking at work based education
Supervision & training.I1 Medical	Site Interviews- Monday.JeffWatling- ChiefPharmacist	Training to other staff. He regards as "totally inadequate" - Doctors & Nurses become theoretical rather than practical. Training not taken seriously by the pupils, even though pharmacists do regard it as serious. Participate in Induction.
Supervision & training.I1 Medical	Site Interviews- Monday.JeffWatling- ChiefPharmacist	No input into training GP Clinical Assistants. Does not know if pharmacists train nurses on syringe Drivers.
Supervision & training.I1 Medical	Site Interviews- Monday.PeterKing-PersDir	PK has responsibility for making & renewing contracts, but consultants & local managers handle day to day things.
Supervision & training.I1 Medical	Site Interview- Thursday.DrBeasleyGP	Relationship between GPs and the Trust - re: management, ward policies, appraisals document. Does not appear to be one. Doctors asked if they understood difference between contracts of and for employment.
Supervision & training.I1 Medical	Site Interview- Thursday.DrBeasleyGP	what specialist training does he have eg. palliative care or elderly care? Has done course at Rowans. What about general medical courses? All GPs will have particular interests - would have to look through his files.

Supervision & training.II Medical	Site Interview- Thursday Code A PractDevlFacil	Guidance of junior doctors needed. Need joint training. Evidence based training important.
Supervision & training.II Medical	Site INterview- Wednesday.AnitaTubrittSenSt afNursDryad	Culture – higher you are the more support you get, issue has been noticed. HRSW less training updates they feel they need or want.
Supervision & training.II Medical	Site INterview- Wednesday.DrJosephYikona- StafGradePhysi	If patient becoming seriously unwell, Dr Yikona will speak to Dr Lord and make arrangements for finding bed at QA.
Supervision & training.II Medical	Site INterview- Wednesday.DrJosephYikona- StafGradePhysi	Fortunately, has been able to call on same locum recently. Dr Yikona has been in UK for five years, has worked at QMC, Sheffield, Cornwall, Manchester.
Supervision & training.II Medical	Site INterview- Wednesday.DrJosephYikona- StafGradePhysi	All care of elderly posts (he has specific palliative care training)
Supervision & training.II Medical	Site INterview- Wednesday.DrJosephYikona- StafGradePhysi	No formal appraisal but has had two "discussions" about his objectives with Dr Lord - accepted now that they should be done every six months.
Supervision & training.II Medical	Site INterview- Wednesday.DrQureshi- CltDryad	Opportunity for feedback from training, he has been funded to do course at RCP, etc. CPR mandatory.
Supervision & training.II	Site INterview-	

Medical	Wednesday.DrQureshi- Cltdryad	Education Programme - he has done around 10 things since here.
Supervision & training.I1 Medical	Site Interview- Wednesday.TLDrRavindraneC onsult	Appraisals done by Dr David Jarrett, Clinical need. Given specialist Registrar in 1989 - Dr Reed.
Supervision & training.I1 Medical	Site Interview- Wednesday.TLDrRavindraneC onsult	Had 6 weeks training in palliative care.
Supervision & training.I1 Medical	Site Interview- Wednesday.TLDrRavindraneC onsult	Local elderly care - he assesses the patients treatment: clear instructions given to staff grade doctor and nurses including pain management.
Supervision & training.I2 Nursing	Site Interview- Friday.AnneHasteClinical manager	we employ staff, ?, continence, care of elderly, palliative care, orthopaedic and intermediate care. NHS a nurse specialising in leg ulcers and postoperative wounds. Awaiting a chronic lung course and some have done nutritional course. Otherwise staff have done health promotion and ITU courses.
Supervision & training.I2 Nursing	Site Interview- Friday.AnneHasteClinical manager	Management issue-doing postprac Clinical governance Course and gerontological course and done reflective course. During master degree and professional Policy Study and management Course
Supervision & training.I2 Nursing	Site Interview- Friday.EileenThomas- NursingDir	Processes of system in clinical practice since 98: have been major changes in 3 areas: (7) Management of pain training related to it triggered by incidents, primarily for nurses. (8) Very broad variation in clinical practice in trust so clinical practice development programme appointed f?????????? to ensure s????? of

		good practice and circulation of evidence-based practice. We would have commissioned an investigation without question if it hadn't been for police investigation starting.
Supervision & training.I2 Nursing	Site Interview- Friday.EileenThomas- NursingDir	Initiated post-grad. Certificate on clinical governance.
Supervision & training.I2 Nursing	Site Interview- Friday.EileenThomas- NursingDir	Gerontology nursing programme focuses on attitude change and how nurses relate to patients.
Supervision & training.I2 Nursing	Site Interview- Friday.EileenThomas- NursingDir	We do have some nursing staff that we'd prefer not to have our most difficult ward managers do need a lot of help to change.
Supervision & training.I2 Nursing	Site Interview- Friday.IanPiper/FionaCameron	Gill Hamblin, ward manager, Dryad - how engaged with mine - reintroduce her to ward - end game - return to ward in part Have thought it through - history 2 years ago deal with serious grievance about her. No question of clinical competency, managerial problem. Performance plan for her - Jan Peach 2 years performance manager. Often not at work - difficult.
Supervision & training.I2 Nursing	Site Interview- Friday.IanPiper/FionaCameron	Ginny Day is a cohort of staff - have to break that up. Dealing with bullying and harassment - part of gerontological programme - attitudes and beliefs and the care.
Supervision & training.I2 Nursing	Site Interview- Friday.JoTaylorSenNursDayW	4 week training course about practice development facilitator.

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Supervision & training.I2 Nursing	Site Interview- Friday.JoTaylorSenNursDayW ard	Training - practice development facilitator course - years group work group dynamics
Supervision & training.I2 Nursing	Site Interview- Friday.JoTaylorSenNursDayW ard	Training with dealing with families eg. working with patients who are dismissive – physical and verbal contact.
Supervision & training.I2 Nursing	Site Interview- Friday.MaxMillett-CEO	Professional Advices for the rapists ?? ??? Trust in being wound on, only half way there. Would like to see impact of Gerontological programme, would like therapy consultants.
Supervision & training.I2 Nursing	Site Interview- Friday Code A Senior Diet	Initially Nutritional reps would volunteer to do nutrition.
Supervision & training.I2 Nursing	Site Interview- Friday.SharonLundy Telephone Int	Training and communication excellent.
Supervision & training.I2 Nursing	Site Interview- Friday.SharonLundy Telephone Int	Informal reflective at least once a week. Monthly teaching session planned.
Supervision & training.I2 Nursing	Site Interview- Friday.SharonLundy Telephone Int	Induction - within first week. Full induction day - infection control, manual handling, CPR, fire training. Induction programme for her for first month. Met all the wards etc.
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell-	Came from QA ward manager medical ward intermediate care. Started November 2000.

	SenNursCoord	11m in post with gap*, new post role is supporting/managing clinical manager/areas. Also facilitate clinical practice. 50:50 clinical admin. Involved in training and development of nurses at GWMH eg. alert system. Back before care wards tended to deal with issues alone. Now have "common" ACD .
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell- SenNursCoord	Nurses lacking acute skills. OK for post mix of patients, now getting more older, sicker and more dependent patients. Bartel 3-4 to 2-3 hip replacements 12/3 to 7/8 day. All qualified nurses - 5 through alert course. How did staff respond? Nervous at first.
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell- SenNursCoord	Now assess your getting skills you need/want? Observing, action learning, clinical governance groups. In Daedelus all F16 grades have acute learning groups.
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell- SenNursCoord	Ward don't have clinical supervision yet but have regular ward meetings including how to implement things.
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell- SenNursCoord	Were going to look at document audit, but waiting to see if it becomes a benchmark tool for essence of care.
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell- SenNursCoord	Plan for monitoring and development? Ward Managers all on gerontological course. Monthly clinical supervision (1:1) clinical managers meeting monthly (for policies, news, documentation liaison). Gerontological course action learning.
Supervision & training.I2 Nursing	Site Interview- Friday.ToniScammell- SenNursCoord	Need more staff for lots of reasons sorting that out now. Also need management development time.

Supervision & training.I2 Nursing	Site Interviews- Tuesday.AngelaWilson- SenStafNursDaed	Nurse training En V nurse 2000.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.BarbaraRobinson- DepGenMgr	She managed the change, used multidisciplinary team approach - included services such as catering/portering?? aswell as care staff.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.BarbaraRobinson- DepGenMgr	Training - Drugs/syringe drivers. Within the Trust and staff from Countess Mountbatten Hospital - ended up only using one type of syringe drivers. Also attend courses at The Rowan Hospital at Portsmouth.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.BillHooper-ProjDir	Support of nurses. Barbara inservice training. Comms & written communications & review of medical notes.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.FionaCameron-Gen Mgr	Difficult to keep up nursing skills. (Alert course helps nurses to recognise urgent cases).
Supervision & training.I2 Nursing	Site Interviews- Tuesday.FionaCameron-Gen Mgr	Level of competence of nurses have been high. Have come every day. Philip Beed has kept to ward ???.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.FionaCameron-Gen Mgr	We need to change attitudes, beliefs of RG Nurses E, F & G Grade Genontological Nursing Course will held. Nurses initially reluctant to take it. Now ???

Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	At Daedalus - would be in charge if for G away, would hold the hospital bleep. Team leader for 8 patients - 8 stroke. Rest 16 Cont care. Then stroke & rehab. 16 stroke - sometime & 8 general rehab.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Organisation of ward - Manager, F, other E/D. Some physio was ward based, some OT was ward based - sometimes. Needed ones?? From other areas.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Her Induction at Daedalus - started about 10/12/98, some ward support. Shown round, then Xmas/New Yr, no structured induction. "Kind of found my feet". Did attend an induction day - late Jan/early Feb.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Study leave - went on a course - tissue viability then ultimately she left. It was a good course.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Mandatory Training - eg Fire/Rescue/Moving handling. Was told about these events.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Other training - ear syringing, extended roles, male catheter. Later IV training - refresher.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Has attended syringe driver course whilst at Gosport Health Centre. Other sessions were held at The Rowans, Countess Mountbatten - training covered medication.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex-	General Training - ENB - some staff went.

	StaffNursDaed	
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneNeville-Ex- StaffNursDaed	Loss/ Bereavement - sessions were held.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneWilliams- NursClt	Organised workshops etc on Daedalus. Some anxiety and excitement.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.JaneWilliams- NursClt	On secondment. Worked for several weeks on Daedalus - as practice in two degree. (8 stroke, 16 continuing care). Good care but not rehabilitative.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Linda Woods-Staff NursDaed	Alert courses used to assess of sudden deterioration. ECG anxiety-fax ECG to cardiac unit.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Linda Woods-Staff NursDaed	courses difficult to attend due to lack of out of hours cover
Supervision & training.I2 Nursing	Site Interviews- Tuesday: Code A HC SWDaed	Cannot always go on training courses because of staffing and workload pressures. Plenty of information is available on wards for everyone. Philip makes sure all information is available.
Supervision & training.I2 Nursing	Site Interviews- Tuesday: Code A HC SWDaed	Plenty of information is available on wards for everyone. Philip makes sure all information is available.
Supervision & training.I2 Nursing	Site Interviews- Tuesday: Code A HC SWDaed	thinks patient care has improved since Philip come on to ward. Not all changes were welcomed at first but with hind sight, can see these have improved pt care.

Supervision & training.I2 Nursing	Site Interviews- Tuesday.MarilynBarker- ENNursDaed	PDP? 10 week intro to rehab course.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.MarilynBarker- ENNursDaed	Comm Mitt rels action?? Apply personal values. 1st time PB - do it or? sit in??
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Pat Wilkin-SenStaffNursDaed	Induction - was continuing care ward. Had continuing care & slow stream stroke. Now has fast stream stroke and general rehab. Take orthopaedic cases - fractured neck of femur & general rehab.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Pat Wilkin-SenStaffNursDaed	No communication courses attended by either her or colleagues.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Pat Wilkin-SenStaffNursDaed	Takes part in Self Awareness reflective practice.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	?? but haven't. Clinical supervision - eg given on ear syringing.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	What other training - lob?? Ward management. How decide what you do? Form and managers.
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	1998 SD's - Range?? - written up to cover docs absence. Not misused. Not a problem. SD's not started at night. Shown how to use SD's.

Supervision & training.I2 Nursing	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	If setting up 1st time, get peer advice. Step up now?
Supervision & training.I2 Nursing	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	How about new policies. PB sends them to staff.
Supervision & training.I2 Nursing	Site Interviews-Monday.Debra Hunt-telephone	Has further qualifications in nursing older people (ENB 941) and has had a good access to CPD
Supervision & training.I2 Nursing	Site Interviews- Monday.DrAltheaLord	Now that nurses have had ALERT course, able to recognise when patient becoming hypotoxic or hypertensive
Supervision & training.I2 Nursing	Site Interviews- Monday.DrAltheaLord	Not until 99 did GWM appreciate that Dr Barton's workload becoming unsustainable.
Supervision & training.I2 Nursing	Site Interviews- Monday.Eileen Thomas Nursing Dir	interest is patient centre. Medical-Clinical Practice at University. Should be up-to-date with research. Previous holder was traditional, concerned with compliant development.
Supervision & training.I2 Nursing	Site Interviews- Monday.IanReid-Med Dir	CPD? Well established for medical staff. For non-medical staff trying to move towards comprehensive assessment of need and approach Universities etc to provide what needed. Looking at work based education
Supervision & training.I2 Nursing	Site Interviews- Monday.JeffWatling- ChiefPharmacist	Training to other staff. He regards as "totally inadequate" - Doctors & Nurses become theoretical rather than practical. Training not taken seriously by the pupils, even though

		pharmacists do regard it as serious. Participate in Induction.
Supervision & training.I2 Nursing	Site Interviews- Monday.JeffWatling- ChiefPharmacist	Attended syringe driver/drug competency course - 98 - 01 from Dryad/Daedalus Wards.
Supervision & training.I2 Nursing	Site Interviews- Monday.PennyWells-District Nurse	IPR enable training and development removes the worry of being viewed incompetent.
Supervision & training.I2 Nursing	Site Interviews- Monday.PennyWells-District Nurse	Work groups - across the board and grades. It is offered but not all taken up.
Supervision & training.I2 Nursing	Site Interview- Thursday.FionaWalker- SenStafNursSultNt	<p>Training</p> <ul style="list-style-type: none"> - ENB 998 – assessing and teaching clinical - ENB 931 – palliative care - ENB 932 – sexual health - Gerantological project, 6 months training once a month study day. Not learning, not at right level – others feel the same. Management has been told about this feeling. Mandatory. - Other courses able to attend – keen to update.
Supervision & training.I2 Nursing	Site Interview- Thursday.FionaWalker- SenStafNursSultNt	Staff are trained to deal with dosages for suffering patients.
Supervision & training.I2 Nursing	Site Interview- Thursday.FionaWalker- SenStafNursSultNt	Info. development – read journals, internet.
Supervision & training.I2 Nursing	Site Interview- Thursday.FionaWalker- SenStafNursSultNt	NSF older people – no discussion, no opportunity to discuss new research and effect on staffing.

Supervision & training.I2 Nursing	Site Interview- Thursday.FionaWalker- SenStafNursSultNt	Meeting – not always at right time, weeks could go by before had opportunity to discuss nursing issues.
Supervision & training.I2 Nursing	Site Interview- Thursday.JaneParvin Senior Personn	F Grade level work on leadership course. Good thinking predictive.
Supervision & training.I2 Nursing	Site Interview-Thursday.Joan LockExSisterSultan	yearly review of skills. Got talks on pain relief from Countess Mountbatten doctors and nurses-prompt response fro advice
Supervision & training.I2 Nursing	Site Interview-Thursday.Joan LockExSisterSultan	Study days on care of dying/leg ulcers/skin treatment
Supervision & training.I2 Nursing	Site Interview- Thursday.JoDunleavystaffnurs SultanNt	941 care of Elder patients 931 care of cancer patients
Supervision & training.I2 Nursing	Site Interview- Thursday.JoDunleavystaffnurs SultanNt	Sultan - palliative care - very good care training at Southampton.
Supervision & training.I2 Nursing	Site Interview- Thursday.JoDunleavystaffnurs SultanNt	Medicine update knowledge - 2 yearly assessment by clinical manager - if not sure of drug look up in BNF - literature - pharmacist input - not aware of input.

Supervision & training.I2 Nursing	Site Interview- Thursday.JoDunleavystaffnurs SultanNt	ENB 941 Elderly care. 2 nurses are F grade, 2 nurses E grade - one module. Day nurses.
Supervision & training.I2 Nursing	Site Interview- Thursday Code A PractDevlFacil	Alert training, gerentological programme. Participant Action group has two persons.
Supervision & training.I2 Nursing	Site Interview- Thursday Code A PractDevlFacil	Joint working. Automatic extend defibrillator. Hospital wide policy where should automatic defibrillator be carefully maintained. Nurses debrief after an incident. DNR? All E&D grades are trained through other funding. All Ortho staff are trained. Results empowering nurses.
Supervision & training.I2 Nursing	Site Interview- Thursday Code A PractDevlFacil	Clinical supervisor, leadership course brought reflective practice into reality. Challenging them into self-Audit. One-off action learning group around a complaint. Issues debated over - resulting in a solid action plan. Move from anger to improved thinking to change. At Petersfield, does not know about Gosport.
Supervision & training.I2 Nursing	Site Interview- Thursday Code A PractDevlFacil	Take up of gerentological training variable more positive of those need to reflective practice. At first Anti, the positive towards Action from S Gorpals, Daedalus, Dolphin Day, Sultan.
Supervision & training.I2 Nursing	Site Interview- Thursday Code A HCSW	Training/Development Goes to Clin Mgr for courses - mandatory. Other courses to ward manager. Done fine Life Support Hygiene, Lifting & handling. Done NVQ2. But retiring, 63 next year - NVQ3 available.
Supervision & training.I2 Nursing	Site Interview- Thursday Code A HCSW	Not been on courses for older people. "Communicate" - staff newsletter - talks of NSF.

		But too busy, patients need 2 to be treated rather than 1 carer. Staff nurses keep her informed - opportunistically as they cooperate on care planning. Could not name an example.
Supervision & training.I2 Nursing	Site Interview- Thursday. Code A HCSW	Ward team "got together" to learn?? of politics or through Clin Manager at monthly meetings and other chats 3-4 x month in her office - for a few minutes at a time.
Supervision & training.I2 Nursing	Site Interview- Thursday. Code A HCSW	No specific training to meet this behaviour - only general from trained staff. Some 2-3 pts like this on the ward at a time.
Supervision & training.I2 Nursing	Site Interview- Thursday. Philip Beed clinic Mgr Daed	Philip oversees practice of other nurses on wards and will use instances of whole things have gone wrong as learning opportunities to improve patient care.
Supervision & training.I2 Nursing	Site Interview- Wednesday. Anita Tubritt SenSt afNursDryad	Training – ALERT course, ALERT training for teachers, five lectures, intravenous therapy theory, Defib training, Manual handling, Geratological Nurse programme.
Supervision & training.I2 Nursing	Site Interview- Wednesday. Anita Tubritt SenSt afNursDryad	Personal training development – training matrix, personal job learning needs.
Supervision & training.I2 Nursing	Site Interview- Wednesday. Anita Tubritt SenSt afNursDryad	Training specifically at night – informal peer teaching.
Supervision & training.I2 Nursing	Site Interview- Wednesday. Anita Tubritt SenSt afNursDryad	Training courses – areas ENB 941 Caring of Elderly, Loss and Bereavement course on the job.

Supervision & training.I2 Nursing	Site INterview- Wednesday.AnitaTubrittSenSt afNursDryad	Access to training - easy access to training - speak to manager and arrange
Supervision & training.I2 Nursing	Site INterview- Wednesday.DebbieBarker- StafNurseDryad	No training in rehab but ALERT course in 2001. Updates on CPR and entered defibrillation training.
Supervision & training.I2 Nursing	Site INterview- Wednesday.DebbieBarker- StafNurseDryad	Care nurse. ALERT course attender or staff attender.
Supervision & training.I2 Nursing	Site INterview- Wednesday.DebbieBarker- StafNurseDryad	Clinical supervision used to be in groups. Fizzled out, since retirement of nurse at Dolphin Day hospital.
Supervision & training.I2 Nursing	Site INterview- Wednesday.DrQureshi- CltDryad	Two meetings every week Wednesday and Friday lunchtime (held at) QA that all Drs attend Radiology conference meetings Wednesday am all Consultants attend with Radiology consultants. Opportunity to discuss problem cases. All junior Drs, SpRs, juniors and staff grade can attend.
Supervision & training.I2 Nursing	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Specific to ward - learn on job. Future CG Continuing care which is every two months.
Supervision & training.I2 Nursing	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	System for clinical supervision - not involved in formal manner. Aware what is going on. E grades supervise phillipino's.

Supervision & training.I2 Nursing	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Training in syringe driver. Personally been trained. Generally - should receive training from basic nursing - not sure of formal training at GWMH.
Supervision & training.I2 Nursing	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	As ward manager. More expertise. Development -> 1 teaching qualification, 2 Pain management course, not as reflection of care, 3 nutrition course - input from dietician weekly.
Supervision & training.I2 Nursing	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Communications - relatives. Support for staff. No formal training. Learn on job. Personal learning. Elderly care course.
Supervision & training.I2 Nursing	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Standard of care is very high. Improved by new H grade structure and training and development.
Supervision & training.I2 Nursing	Site INterview- Wednesday.KatieMann- SenStafNursSultan	Support from staff from H Grade nurses and St Christophers - Clinical Manager Grade G.
Supervision & training.I2 Nursing	Site INterview- Wednesday.KatieMann- SenStafNursSultan	Team meetings held regularly. Clinical supervision.
Supervision & training.I2 Nursing	Site INterview- Wednesday.KatieMann- SenStafNursSultan	Has done ALERT and Gerontological course. Action : learning in St Christopher: one full day a month.
Supervision & training.I2 Nursing	Site INterview- Wednesday.LynBarrat- StafNursDryad	Training. No extra training to equip her for new duties. Physios do assessment. Very limited OT input - 1/2 hr a week.

Supervision & training.I2 Nursing	Site INterview- Wednesday.MargaretWigfall- ENNursDryadNt	Trained - yearly updates - happy with level of training.
Supervision & training.I2 Nursing	Site INterview- Wednesday.MargaretWigfall- ENNursDryadNt	She has done the Alert course.
Supervision & training.I2 Nursing	Site INterview- Wednesday.MargaretWigfall- ENNursDryadNt	Other study events eg diabetes. But difficulty locating suitable courses. Some problems with funding.
Supervision & training.I2 Nursing	Site INterview- Wednesday.MMChrisJoiceNur seExStaffNurs	Feedback on your work/training needs etc? Was ongoing not set discussion. Stroke rehab team - had access to training with St Mary's team. Jane Williams MDT team working Physio provided training. - has training needs analysed in new job in community - annual appraisal - didn't happen on Daedalus (maybe one) in community every year - not always able to attend training in new job - been aware of 1998 problems - how became aware? Not until after left in 1999. Knew Trust inquiry - gave a statement, not heard back. After left told about police inquiry - was surprised.
Supervision & training.I2 Nursing	Site INterview- Wednesday.MM Code A HCSWDryad	What good changes? NVQ2, Activity nurse - going on course - use music a lot/reminiscing.
Supervision & training.I2 Nursing	Site INterview- Wednesday.TinaDouglas- StafNursSultan	Worked for ?? for 8 years at GWMH. Nights on wards. Redcliffe QA/F grade Dryad 1995 Days 18M/ ?? off. Sultan E grade PT?? For 3 years. ENB care for dying, elderly with diabetes.

Supervision & training.I2 Nursing	Site Interview- Wednesday.TLDrRavindraneC onsult	Training oof nurses planned with possible rotation of nurses with Mulberry ward. Considered joint training in dementia with nurses in Mulberry ward.#ENDCODE
Supervision & training.I2 Nursing	Site Interview- Wednesday.YongPease- StafNursSultan	Appraisal included development plan and training. New course next month - development and communication on palliative care.
Supervision & training.I2 Nursing	Site Interview- Wednesday.YongPease- StafNursSultan	New staff nurse - would train syringe driver internally.
Supervision & training.I2 Nursing	Site Interview- Wednesday.YongPease- StafNursSultan	New members of staff - how sure of quality of clinical work - can't be completely sure.
Supervision & training.I2 Nursing	Site Interview- Wednesday.YongPease- StafNursSultan	Staff in general training how to communicate with patients? No.
Supervision & training.I2 Nursing	Site Interview- Wednesday.YongPease- StafNursSultan	Do have shadowing arrangements.
Supervision & training.I2 Nursing	Site Interview- Wednesday.YongPease- StafNursSultan	Students four years ago - now have 3 on same day.
Supervision & training.I3 AHP	Site Interview- Friday Code A Phar ma	IPR in PD yearly. But too busy to see PD often. PD 3/7 per week. VL works part time daily.
Supervision & training.I3 AHP	Site Interview-	

	Friday Code A Pharma	VL has done course at Countess Mountbatten.
Supervision & training.I3 AHP	Site Interviews-Tuesday.BarbaraRobinson-DepGenMgr	She managed the change, used multidisciplinary team approach - included services such as catering/portering?? aswell as care staff.
Supervision & training.I3 AHP	Site Interviews-Monday.IanReid-Med Dir	CPD? Well established for medical staff. For non-medical staff trying to move towards comprehensive assessment of need and approach Universities etc to provide what needed. Looking at work based education
Supervision & training.I3 AHP	Site Interviews-Monday.JeffWatling-ChiefPharmacist	Training/supervision. Staff work towards Clinical Pharmacy diploma - at least it is on offer. Also might do Health Economics Diploma. Helps recruitment - training is funded 0.5 days a week.
Supervision & training.I3 AHP	Site Interviews-Monday.JeffWatling-ChiefPharmacist	At the time the doses were not considered excessive, but not in a position to comment on the appropriateness of the use in the individual case.
Supervision & training.I3 AHP	Site Interview-Thursday Code A PhysioAss	Has done NVQ3. Haslard in-house training and aggressive behaviour training, wound training, CPR, 6 week course in counselling and community OT relative.
Supervision & training.I3 AHP	Site Interview-Thursday Code A OT	Code A primarily is Code A manager and professional manager but Code A also has access to Code A (Trust Professional Adviser) and more recently to Code A (Senior Manager in social services SS with OT background).
Supervision & training.I3 AHP	Site Interview-	

	Thursday Code A DT	Next plan for restructuring [Code A] job - as of April 2002 will be seconded 2/7 per week to social services.
Supervision & training.I3 AHP	Site Interview- Thursday Code A DT	In-service training in palliative care. My level, not always available but try to maintain ?????
Supervision & training.I3 AHP	Site Interview- Thursday Code A DT	Narrative reasoning, informal and supervision file - caseload/block sets workload management.
Supervision & training.I3 AHP	Site Interview- Thursday Code A DT	Supervision arrangements-AHP Good supervision Go for a while without formal supervision-however, plenty of informal supervision Can access supervision from haslar/Q&A
Supervision & training.I3 AHP	Site Interview- Thursday Code A DT	Written contract of Supervision Audited supervision Criticism-did not note what area was information coming from
Supervision & training.I4 Other staff	Site Interview-Friday.Jeff WattlingChiefPharmac	members of pharmacy staff e.g. Paula, could repeat problems to Jeff and this was done in respect of Jean Dalton. Trust has attempted to handle her dismissal difficulties, sickness etc no problem with her clinical work , 'attention to detail' pension (Paula is Pharmacist who had resigned).
Supervision & training.I4 Other staff	Site Interview- Friday.ToniScammell- SenNursCoord	Recently AHPs have indicated a desire to take part in "Alert" course.

Supervision & training.I4 Other staff	Site Interviews- Tuesday Code A HCSW Sult Ngt	Risk Assessment Book - regularly filled out eg during a ?? incident & violence against another HCA??
Supervision & training.I4 Other staff	Site Interviews- Tuesday Code A HCSW Sult Ngt	We could do with more in-house training especially in dealing with aggressive & dealing. Yong Peese is her line manager who supervises her.
Supervision & training.I4 Other staff	Site Interviews- Monday.DrAltheaLord	Dr Lord leads induction on new HCAs and staff grade doctors.
Supervision & training.I4 Other staff	Site Interviews- Monday.IanReid-Med Dir	CPD? Well established for medical staff. For non-medical staff trying to move towards comprehensive assessment of need and approach Universities etc to provide what needed. Looking at work based education
Supervision & training.I4 Other staff	Site Interview- Thursday Code A Sp- LangThera	Solid supervision, training, structure.
Supervision & training.I4 Other staff	Site Interview- Thursday Code A Sp- LangThera	Training <ul style="list-style-type: none"> - In-service training schemes - Continued professional development – clinical case work, discussion groups every 2 months - Discussion groups to talk about problems. - Clinical observation groups, evaluations are conducted. - Clinical co-ordinators meet twice a year. Meet with management at Gosport, meet about standards.
Supervision & training.I4	Site Interview-	

Other staff	Thursday WardClerk Code A	Admin course – not trust orientated NVQ course at Southampton. Not trust funded – did in own time whilst HCSW then decided to make change.
Supervision & training.I4 Other staff	Site Interview- Thursday WardClerk Code A	Training – some training with ward clerk on Dryaed. Both ward clerks were off sick at the same time.
Supervision & training.I4 Other staff	Site Interview- Thursday WardClerk Code A	Customer care training – not aware.
Supervision & training.I4 Other staff	Site Interview- Wednesday. GinnyDay- SenStafNursDryad	Meeting/info succinct.
Supervision & training.I5 Induction	Site Interviews- Tuesday.DavidJarrett- LdConslt	When GP's change or start - Induction? Induction for junior drs. In all honesty, not for the Clinical Assistants or GP's on call.
Supervision & training.I5 Induction	Site Interviews- Tuesday.MarilynBarker- ENNursDaed	Induction? Induction Day (as HESW) at St James & follow up day.
Supervision & training.I5 Induction	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	Induction? After starting. 2 weeks at QA people go on it. Training during the day.
Supervision & training.I5 Induction	Site Interviews-Monday.Debra Hunt-telephone	had a good induction to the ward-attended some general sessions-with core individual orientation to ward and ward procedures and policies
Supervision & training.I5 Induction	Site Interviews- Monday.DrAltheaLord	Junior Doctors induction contains advice re referral to coroner. In cases of doubt must go

		to Dr Lord. Where death involving fractured neck of femur always discussed with coroner. To her knowledge all cases in this case were discussed with coroner.
Supervision & training.I5 Induction	Site Interviews- Monday.DrAltheaLord	Dr Lord leads induction on new HCAs and staff grade doctors.
Supervision & training.I5 Induction	Site Interview- Thursday.TheresaJones- WardClerk	Training – some training with ward clerk on Dryaed. Both ward clerks were off sick at the same time.
Supervision & training.I5 Induction	Site INterview- Wednesday.DrQureshi- CltDryad	Don't know what went wrong before my time here.
Supervision & training.I5 Induction	Site INterview- Wednesday.DrQureshi- CltDryad	Full Induction Pack from Dr Jarrett
Supervision & training.I5 Induction	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Induction - Tommy Scammel presented. Discussed role and outcomes, future, wrote objectives. Induction day organised by Personnel.
Supervision & training.I5 Induction	Site INterview- Wednesday.MM Code A HCSWDryad	What happened when ???? Good handling/death and bereavement/NVQ2/Learnt as went along.
Supervision & training.I6 Mandatory	Site Interviews- Tuesday.DavidJarrett- LdConslt	Need for com hosp doing IC to ensure training & robust supervision.
Supervision & training.I6 Mandatory	Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt	Told when. Fire lecture self done.

Supervision & training.I6 Mandatory	Site Interview- Thursday.FionaWalker- SenStafNursSultNt	Training <ul style="list-style-type: none"> - ENB 998 – assessing and teaching clinical - ENB 931 – palliative care - ENB 932 – sexual health - Gerantological project, 6 months training once a month study day. Not learning, not at right level – others feel the same. Management has been told about this feeling. Mandatory. - Other courses able to attend – keen to update.
Supervision & training.I6 Mandatory	Site Interview- Thursday Code A PractDevIFacil	Joint working. Automatic extend defibrillator. Hospital wide policy where should automatic defibrillator be carefully maintained. Nurses debrief after an incident. DNR? All E&D grades are trained through other funding. All Ortho staff are trained. Results empowering nurses.
Supervision & training.I6 Mandatory	Site Interview- Thursday Code A DT	been on two stroke courses mandatory training- fire,CPR,updates, moving and handling and personnel responsibility
Supervision & training.I6 Mandatory	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Last 6/7 months clinical training - exp from elderly people in surgical ward from past.
Supervision & training.I6 Mandatory	Site INterview- Wednesday.GinnyDay- SenStafNursDryad	Communications - relatives. Support for staff. No formal training. Learn on job. Personal learning. Elderly care course.
Supervision & training.I6 Mandatory	Site INterview- Wednesday.MM Code A HCSWDryad	4 days fine. Love job. Did some training after induction - 3 months. CPR - yearly - good at keeping up mandatory training - register training is chased up.

		I6 Planned course - able to fit them in.
Supervision & training.I7 Joint Training	Site Interview-Friday.AnneHasteClinical manager	MDT-OTs, physio, speech & language therapist- weekly meetings. GPs sometime got to meeting particularly with regard to discharge. Not all GPs use this facility. EMI consultant sometime comes in.
Supervision & training.I7 Joint Training	Site Interview-Friday.EileenThomas-NursingDir	Initiated post-grad. Certificate on clinical governance.
Supervision & training.I7 Joint Training	Site Interview-Friday.EileenThomas-NursingDir	MDT working, shared records essential, recent training essential, records not currently shared between medical and nursing staff.
Supervision & training.I7 Joint Training	Site Interview-Friday. Code A Pharma	No drug training at Gosport WMH.
Supervision & training.I7 Joint Training	Site Interviews-Monday.PeterKing-PersDir	Staffing support during difficult period - we try to work with staff in a way we would like them to work with patients.
Supervision & training.I7 Joint Training	Site Interviews-Monday.PeterKing-PersDir	Felt that system sensitive enough to pick up training needs.
Supervision & training.I7 Joint Training	Site Interviews-Monday.PeterKing-PersDir	Libraries very NB - at GWM library. Facilitation trains staff to use internet. Very effective mechanisms for access into resources for training.

Supervision & training.I7 Joint Training	Site Interviews-Monday.PeterKing-PersDir	49% of budget goes on training: it's the best we can do at the present time. GWM have become a 'Learn Direct' Centre, computer based learning centre in last 3 months. Response to how to deliver more training with less money. Training matrix identifies training relative to department.
Supervision & training.I7 Joint Training	Site Interviews-Monday.PeterKing-PersDir	All staff have had personal development plans.
Supervision & training.I7 Joint Training	Site Interviews-Monday.PeterKing-PersDir	PK says they have 'management by consent' prefer voluntary approach to training & development, but accept that there are 'givens'. Some areas of compulsory training imposed by outside agencies.
Supervision & training.I7 Joint Training	Site Interview-Thursday LangThera Code A Sp-	Share learning <ul style="list-style-type: none"> - Provide in-house training ????? training – Daedalus management training. - Sultan and Dryad will be invited for basic training.
Supervision & training.I7 Joint Training	Site Interview-Thursday LangThera Code A Sp-	Do all staff attend? Yes very enthusiastic about doing training. On one occasion – 12 months ago only 3 attend HCSW. Attendance is lower than expected due to staff issues, staffing levels too low to cover absence. Students and newly qualified will attend and shadow during their own work time. Attend before/after shifts.
Supervision & training.I7 Joint Training	Site Interview-Thursday.FionaWalker-SenStafNursSultNt	No benchmarking. Clinical supervision – groups, open, create a better atmosphere, people bring case histories, 1 month.

Supervision & training.I7 Joint Training	Site Interview- Thursday. Code A PractDevlFacil	Training Initiatives successful in other community hospital settings, but not in Gosport apart from 1 away day in Sultan. 1 talk on self medication.
Supervision & training.I7 Joint Training	Site Interview- Thursday. Code A PractDevlFacil	Joint working. Automatic extend defibrillator. Hospital wide policy where should automatic defibrillator be carefully maintained. Nurses debrief after an incident. DNR? All E&D grades are trained through other funding. All Ortho staff are trained. Results empowering nurses.
Supervision & training.I7 Joint Training	Site Interview- Thursday. Code A PractDevlFacil	Guidance of junior doctors needed. Need joint training. Evidence based training important.
Supervision & training.I7 Joint Training	Site Interview- Thursday. Code A PhysioAss	Joint training all Nurses manual handling. Joint training with community friendship services. Redevelop team work. 2 CEs because getting patient home.
Supervision & training.I7 Joint Training	Site Interview- Thursday. Code A DT	Examples of joint training. OT/PT have provided training to NA re: CVA positioning. He has presented various sessions to nursing staff. Joint learning - single eg. Little opportunity it would appear.
Supervision & training.I7 Joint Training	Site Interview- Thursday. Code A DT	Joint Training There were opportunities to organise sessions for joint attendance MCT training PD Training at St Mary's
Supervision & training.I7 Joint	Site Interview-	

Training	Thursday Code A DT	Therapy services involvement in general training of other staff? -not sure if there are therapy services in general training. -involved when explaining individual case by case -involved in positioning of patient The shortness of staff limits training
Supervision & training.I7 Joint Training	Site Interview- Thursday Code A DT	links between Elderly medicine and Mental health Elderly medicine are by case by case rather than general training.
Supervision & training.I7 Joint Training	Site Interview- Wednesday.KatieMann- SenStafNursSultan	Has done ALERT and Gerontological course. Action : learning in St Christopher: one full day a month.