

TEXT: Site Interview-Friday.BarbraMelrose -Complaints (22/23)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Culture of the trust is open and honest. No particular problem with Doctors

TEXT: Site Interviews- Tuesday.BarbaraRobinson-DepGenMgr (15/17)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 She managed the change, used multidisciplinary team approach - included services such as catering/portering?? aswell as care staff.

TEXT: Site Interviews- Tuesday.BarbaraRobinson-DepGenMgr (116/122)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 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.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (25/25)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Also locum SHO 8.30 - 5pm - Dr Yokorone?? Staff grade.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (26/31)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 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.

TEXT: Site Interviews-Monday.DrAltheaLord (14/15)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Supervision of clinical assistants -> no formal appraisal process for GPs / clinical Assistants (Cas)

TEXT: Site Interviews-Monday.DrAltheaLord (16/17)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Teaching programme 4 x a year for CAS who covering wards at night.

TEXT: Site Interviews-Monday.DrAltheaLord (18/18)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Otherwise discusses matters informally with GPs.

TEXT: Site Interviews-Monday.DrAltheaLord (19/20)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Attendance at training programmes by GPs after pass - tend to be better attended by Consultants.

TEXT: Site Interviews-Monday.DrAltheaLord (132/132)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Docs have joint training meetings led by Dr Barter.

TEXT: Site Interviews-Monday.DrAltheaLord (135/136)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Dr Vardon (Associate Specialist) in palliative care at GWM) leads training on palliative

care.

TEXT: Site Interviews-Monday.DrAltheaLord (154/155)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Dr Lord leads induction on new HCAs and staff grade doctors.

TEXT: Site Interviews-Monday.DrAltheaLord (178/180)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Dr Barter working really hard, sometimes starting early in the morning and visiting GWM up to three times a day.

TEXT: Site Interviews-Monday.DrAltheaLord (197/198)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Possible problem of staff grade reporting to different consultants.

TEXT: Site Interviews-Monday.IanReid-Med Dir (8/10)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 Training to be a Medical Director? 1993 Cranfield 3/52 Department of Health sponsored and odd things at The Kings Fund.

TEXT: Site Interviews-Monday.IanReid-Med Dir (39/43)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 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.

TEXT: Site Interviews-Monday.IanReid-Med Dir (62/65)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 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

TEXT: Site Interviews-Monday.JeffWatling-ChiefPharmacist (52/56)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 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.

TEXT: Site Interviews-Monday.JeffWatling-ChiefPharmacist (62/64)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 No input into training GP Clinical Assistants. Does not know if pharmacists train nurses on syringe Drivers.

TEXT: Site Interviews-Monday.PeterKing-PersDir (72/74)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 PK has responsibility for making & renewing contracts, but consultants & local managers handle day to day things.

TEXT: Site Interview-Thursday.DrBeasleyGP (120/123)  
 CODE: I Supervision & training.I1 Medical (G:100)  
 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.

TEXT: Site Interview-Thursday.DrBeasleyGP (155/159)

CODE: I Supervision & training.I1 Medical (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** PractDevIFacil (52/53)

CODE: I Supervision & training.I1 Medical (G:100)

Guidance of junior doctors needed. Need joint training. Evidence based training important.

TEXT: Site Interview-Wednesday.AnitaTubrittSenStafNursDryad (197/199)

CODE: I Supervision & training.I1 Medical (G:100)

Culture – higher you are the more support you get, issue has been noticed. HRSW less training updates they feel they need or want.

TEXT: Site Interview-Wednesday.DrJosephYikona-StafGradePhysi (16/18)

CODE: I Supervision & training.I1 Medical (G:100)

If patient becoming seriously unwell, Dr Yikona will speak to Dr Lord and make arrangements for finding bed at QA.

TEXT: Site Interview-Wednesday.DrJosephYikona-StafGradePhysi (43/45)

CODE: I Supervision & training.I1 Medical (G:100)

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.

TEXT: Site Interview-Wednesday.DrJosephYikona-StafGradePhysi (48/49)

CODE: I Supervision & training.I1 Medical (G:100)

All care of elderly posts (he has specific palliative care training)

TEXT: Site Interview-Wednesday.DrJosephYikona-StafGradePhysi (82/84)

CODE: I Supervision & training.I1 Medical (G:100)

No formal appraisal but has had two "discussions" about his objectives with Dr Lord - accepted now that they should be done every six months.

TEXT: Site Interview-Wednesday.DrQureshi-ClitDryad (59/60)

CODE: I Supervision & training.I1 Medical (G:100)

Opportunity for feedback from training, he has been funded to do course at RCP, etc. CPR mandatory.

TEXT: Site Interview-Wednesday.DrQureshi-ClitDryad (215/216)

CODE: I Supervision & training.I1 Medical (G:100)

Education Programme - he has done around 10 things since here.

TEXT: Site Interview-Wednesday.TLDrRavindraneConsult (34/35)

CODE: I Supervision & training.I1 Medical (G:100)

Appraisals done by Dr David Jarrett, Clinical need. Given specialist Registrar in 1989 - Dr Reed.

TEXT: Site Interview-Wednesday.TLDrRavindraneConsult (39/39)

CODE: I Supervision & training.I1 Medical (G:100)

Had 6 weeks training in palliative care.

TEXT: Site Interview-Wednesday.TLDrRavindraneConsult (53/55)

CODE: I Supervision & training.I1 Medical (G:100)

Local elderly care - he assesses the patients treatment: clear instructions given to staff grade doctor and nurses including pain management.

TEXT: Site Interview-Friday.AnneHasteClinical manager (16/21)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.AnneHasteClinical manager (23/26)

CODE: I Supervision & training.I2 Nursing (G:100)

Management issue-doing postprac Clinical governance Course and gerontological course and done reflective course. During master degree and professional Policy Study and management Course

TEXT: Site Interview-Friday.EileenThomas-NursingDir (67/81)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.EileenThomas-NursingDir (136/137)

CODE: I Supervision & training.I2 Nursing (G:100)

Initiated post-grad. Certificate on clinical governance.

TEXT: Site Interview-Friday.EileenThomas-NursingDir (144/146)

CODE: I Supervision & training.I2 Nursing (G:100)

Gerontology nursing programme focuses on attitude change and how nurses relate to patients.

TEXT: Site Interview-Friday.EileenThomas-NursingDir (157/159)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.IanPiper/FionaCameron (42/51)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.IanPiper/FionaCameron (74/77)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.JoTaylorSenNursDayWard (68/69)

CODE: I Supervision & training.I2 Nursing (G:100)

4 week training course about practice development facilitator.

TEXT: Site Interview-Friday.JoTaylorSenNursDayWard (72/74)

CODE: I Supervision & training.I2 Nursing (G:100)

Training

- practice development facilitator course
- years group work group dynamics

TEXT: Site Interview-Friday.JoTaylorSenNursDayWard (80/82)

CODE: I Supervision & training.I2 Nursing (G:100)

Training with dealing with families eg. working with patients who are dismissive – physical and verbal contact.

TEXT: Site Interview-Friday.MaxMillett-CEO (14/17)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday. Code A SeniorDiet (106/107)

CODE: I Supervision & training.I2 Nursing (G:100)

Initially Nutritional reps would volunteer to do nutrition.

TEXT: Site Interview-Friday.SharonLundy Telephone Int (4/4)

CODE: I Supervision & training.I2 Nursing (G:100)

Training and communication excellent.

TEXT: Site Interview-Friday.SharonLundy Telephone Int (7/8)

CODE: I Supervision & training.I2 Nursing (G:100)

Informal reflective at least once a week. Monthly teaching session planned.

TEXT: Site Interview-Friday.SharonLundy Telephone Int (9/12)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (8/18)

CODE: I Supervision & training.I2 Nursing (G:100)

Came from QA ward manager medical ward intermediate care. Started November 2000. 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 (emergency call/medical emergency).

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (58/64)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (69/72)

CODE: I Supervision & training.I2 Nursing (G:100)

Now assess your getting skills you need/want? Observing, action learning, clinical governance groups. In Daedelus all F16 grades have acute learning groups.

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (73/75)

CODE: I Supervision & training.I2 Nursing (G:100)

Ward don't have clinical supervision yet but have regular ward meetings including how to implement things.

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (91/93)

CODE: I Supervision & training.I2 Nursing (G:100)

Were going to look at document audit, but waiting to see if it becomes a benchmark tool for essence of care.

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (101/106)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (110/112)

CODE: I Supervision & training.I2 Nursing (G:100)

Need more staff for lots of reasons sorting that out now. Also need management development time.

TEXT: Site Interviews- Tuesday.AngelaWilson-SenStafNursDaed (88/88)

CODE: I Supervision & training.I2 Nursing (G:100)

Nurse training En V nurse 2000.

TEXT: Site Interviews- Tuesday.BarbaraRobinson-DepGenMgr (18/20)

CODE: I Supervision & training.I2 Nursing (G:100)

She managed the change, used multidisciplinary team approach - included services such as catering/portering?? aswell as care staff.

TEXT: Site Interviews- Tuesday.BarbaraRobinson-DepGenMgr (84/88)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interviews- Tuesday.BillHooper-ProjDir (55/56)

CODE: I Supervision & training.I2 Nursing (G:100)

Support of nurses. Barbara inservice training. Comms & written communications & review of medical notes.

TEXT: Site Interviews- Tuesday.FionaCameron-Gen Mgr (36/37)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Difficult to keep up nursing skills. (Alert course helps nurses to recognise urgent cases).

TEXT: Site Interviews- Tuesday.FionaCameron-Gen Mgr (38/39)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Level of competence of nurses have been high. Have come every day. Philip Beed has kept to ward ???.

TEXT: Site Interviews- Tuesday.FionaCameron-Gen Mgr (73/76)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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 ???

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (10/13)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (19/21)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Organisation of ward - Manager, F, other E/D. Some physio was ward based, some OT was ward based - sometimes. Needed ones?? From other areas.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (79/82)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (85/86)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Study leave - went on a course - tissue viability then ultimately she left. It was a good course.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (87/88)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Mandatory Training - eg Fire/Rescue/Moving handling. Was told about these events.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (91/92)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Other training - ear syringing, extended roles, male catheter. Later IV training - refresher.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (93/95)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Has attended syringe driver course whilst at Gosport Health Centre. Other sessions were held at The Rowans, Countess Mountbatten - training covered medication.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (100/100)  
 CODE: I Supervision & training.I2 Nursing (G:100)

General Training - ENB - some staff went.

TEXT: Site Interviews- Tuesday.JaneNeville-Ex-StaffNursDaed (101/101)  
CODE: I Supervision & training.I2 Nursing (G:100)  
Loss/ Bereavement - sessions were held.

TEXT: Site Interviews- Tuesday.JaneWilliams-NursClit (7/8)  
CODE: I Supervision & training.I2 Nursing (G:100)  
Organised workshops etc on Daedalus. Some anxiety and excitement.

TEXT: Site Interviews- Tuesday.JaneWilliams-NursClit (11/13)  
CODE: I Supervision & training.I2 Nursing (G:100)  
On secondment. Worked for several weeks on Daedalus - as practice in two degree. (8 stroke, 16 continuing care). Good care but not rehabilitative.

TEXT: Site Interviews- Tuesday.Linda Woods-Staff NursDaed (67/68)  
CODE: I Supervision & training.I2 Nursing (G:100)  
Alert courses used to assess of sudden deterioration. ECG anxiety-fax ECG to cardiac unit.

TEXT: Site Interviews- Tuesday.Linda Woods-Staff NursDaed (72/73)  
CODE: I Supervision & training.I2 Nursing (G:100)  
courses difficult to attend due to lack of out of hours cover

TEXT: Site Interviews- Tuesday. Code A HCSWDAed (55/59)  
CODE: I Supervision & training.I2 Nursing (G:100)  
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.

TEXT: Site Interviews- Tuesday. Code A HCSWDAed (69/71)  
CODE: I Supervision & training.I2 Nursing (G:100)  
Plenty of information is available on wards for everyone. Philip makes sure all information is available.

TEXT: Site Interviews- Tuesday. Code A HCSWDAed (90/92)  
CODE: I Supervision & training.I2 Nursing (G:100)  
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.

TEXT: Site Interviews- Tuesday.MarilynBarker-ENNursDaed (10/10)  
CODE: I Supervision & training.I2 Nursing (G:100)  
PDP? 10 week intro to rehab course.

TEXT: Site Interviews- Tuesday.MarilynBarker-ENNursDaed (30/31)  
CODE: I Supervision & training.I2 Nursing (G:100)  
Comm Mitt rels action?? Apply personal values. 1st time PB - do it or? sit in??

TEXT: Site Interviews- Tuesday.Pat Wilkin-SenStaffNursDaed (10/13)  
CODE: I Supervision & training.I2 Nursing (G:100)  
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.



TEXT: Site Interviews- Tuesday.Pat Wilkin-SenStaffNursDaed (79/80)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 No communication courses attended by either her or colleagues.

TEXT: Site Interviews- Tuesday.Pat Wilkin-SenStaffNursDaed (82/83)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Takes part in Self Awareness reflective practice.

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (11/12)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 ?? but haven't. Clinical supervision - eg given on ear syringing.

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (16/17)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 What other training - lob?? Ward management. How decide what you do? Form and managers.

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (33/35)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (36/36)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 If setting up 1st time, get peer advice. Step up now?

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (41/41)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 How about new policies. PB sends them to staff.

TEXT: Site Interviews-Monday.Debra Hunt-telephone (12/13)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Has further qualifications in nursing older people (ENB 941) and has had a good access to CPD

TEXT: Site Interviews-Monday.DrAltheaLord (64/66)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Now that nurses have had ALERT course, able to recognise when patient becoming hypotoxic or hypertensive

TEXT: Site Interviews-Monday.DrAltheaLord (181/182)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Not until 99 did GWM appreciate that Dr Barton's workload becoming unsustainable.

TEXT: Site Interviews-Monday.Eileen Thomas Nursing Dir (2/5)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 interest is patient centre. Medical-Clinical Practice at University. Should be up-to-date with research. Previous holder was traditional, concerned with compliant development.

TEXT: Site Interviews-Monday.IanReid-Med Dir (66/69)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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

TEXT: Site Interviews-Monday.JeffWatling-ChiefPharmacist (57/61)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interviews-Monday.JeffWatling-ChiefPharmacist (65/66)

CODE: I Supervision & training.I2 Nursing (G:100)

Attended syringe driver/drug competency course - 98 - 01 from Dryad/Daedalus Wards.

TEXT: Site Interviews-Monday.PennyWells-District Nurse (116/117)

CODE: I Supervision & training.I2 Nursing (G:100)

IPR enable training and development removes the worry of being viewed incompetent.

TEXT: Site Interviews-Monday.PennyWells-District Nurse (121/122)

CODE: I Supervision & training.I2 Nursing (G:100)

Work groups - across the board and grades. It is offered but not all taken up.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (37/46)

CODE: I Supervision & training.I2 Nursing (G:100)

Training

- 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.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (91/92)

CODE: I Supervision & training.I2 Nursing (G:100)

Staff are trained to deal with dosages for suffering patients.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (118/118)

CODE: I Supervision & training.I2 Nursing (G:100)

Info. development – read journals, internet.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (128/130)

CODE: I Supervision & training.I2 Nursing (G:100)

NSF older people – no discussion, no opportunity to discuss new research and effect on staffing.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (133/135)

CODE: I Supervision & training.I2 Nursing (G:100)

Meeting – not always at right time, weeks could go by before had opportunity to discuss nursing issues.

TEXT: Site Interview-Thursday.JaneParvin Senior Personn (42/43)

CODE: I Supervision & training.I2 Nursing (G:100)

F Grade level work on leadership course. Good thinking predictive.

TEXT: Site Interview-Thursday.Joan LockExSisterSultan (30/32)

CODE: I Supervision & training.I2 Nursing (G:100)

yearly review of skills. Got talks on pain relief from Countess Mountbatten doctors and nurses-prompt response fro advice

TEXT: Site Interview-Thursday.Joan LockExSisterSultan (33/33)

CODE: I Supervision & training.I2 Nursing (G:100)

Study days on care of dying/leg ulcers/skin treatment

TEXT: Site Interview-Thursday.JoDunleavystaffnursSultanNt (15/16)

CODE: I Supervision & training.I2 Nursing (G:100)

941 care of Elder patients

931 care of cancer patients

TEXT: Site Interview-Thursday.JoDunleavystaffnursSultanNt (19/20)

CODE: I Supervision & training.I2 Nursing (G:100)

Sultan - palliative care - very good care training at Southampton.

TEXT: Site Interview-Thursday.JoDunleavystaffnursSultanNt (103/107)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday.JoDunleavystaffnursSultanNt (196/197)

CODE: I Supervision & training.I2 Nursing (G:100)

ENB 941 Elderly care. 2 nurses are F grade, 2 nurses E grade - one module. Day nurses.

TEXT: Site Interview-Thursday. **Code A** PractDevIFacil (33/34)

CODE: I Supervision & training.I2 Nursing (G:100)

Alert training, gerentological programme. Participant Action group has two persons.

TEXT: Site Interview-Thursday. **Code A** PractDevIFacil (46/51)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** PractDevIFacil (56/62)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** PractDevIFacil (86/89)

CODE: I Supervision & training.I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** HCSW (11/15)

CODE: I Supervision & training. I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** HCSW (16/20)

CODE: I Supervision & training. I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** HCSW (21/24)

CODE: I Supervision & training. I2 Nursing (G:100)

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.

TEXT: Site Interview-Thursday. **Code A** HCSW (42/44)

CODE: I Supervision & training. I2 Nursing (G:100)

No specific training to meet this behaviour - only general from trained staff. Some 2-3 pts like this on the ward at a time.

TEXT: Site Interview-Thursday. PhilipBeedclinicMgr|Daed (16/18)

CODE: I Supervision & training. I2 Nursing (G:100)

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.

TEXT: Site Interview-Wednesday. AnitaTubrittSenStafNursDryad (35/38)

CODE: I Supervision & training. I2 Nursing (G:100)

Training – ALERT course, ALERT training for teachers, five lectures, intravenous therapy theory, Defib training, Manual handling, Geratological Nurse programme.

TEXT: Site Interview-Wednesday. AnitaTubrittSenStafNursDryad (41/42)

CODE: I Supervision & training. I2 Nursing (G:100)

Personal training development – training matrix, personal job learning needs.

TEXT: Site Interview-Wednesday. AnitaTubrittSenStafNursDryad (50/51)

CODE: I Supervision & training. I2 Nursing (G:100)

Training specifically at night – informal peer teaching.

TEXT: Site Interview-Wednesday. AnitaTubrittSenStafNursDryad (86/88)

CODE: I Supervision & training. I2 Nursing (G:100)

Training courses – areas ENB 941 Caring of Elderly, Loss and Bereavement course on the job.

TEXT: Site Interview-Wednesday. AnitaTubrittSenStafNursDryad (174/176)

CODE: I Supervision & training. I2 Nursing (G:100)

Access to training

- easy access to training
- speak to manager and arrange

TEXT: Site INterview-Wednesday.DebbieBarker-StafNurseDryad (6/7)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 No training in rehab but ALERT course in 2001. Updates on CPR and entered defibrillation training.

TEXT: Site INterview-Wednesday.DebbieBarker-StafNurseDryad (39/39)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Care nurse. ALERT course attender or staff attender.

TEXT: Site INterview-Wednesday.DebbieBarker-StafNurseDryad (45/46)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Clinical supervision used to be in groups. Fizzled out, since retirement of nurse at Dolphin Day hospital.

TEXT: Site INterview-Wednesday.DrQureshi-CltDryad (41/46)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site INterview-Wednesday.GinnyDay-SenStafNursDryad (9/10)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Specific to ward - learn on job. Future CG Continuing care which is every two months.

TEXT: Site INterview-Wednesday.GinnyDay-SenStafNursDryad (14/16)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 System for clinical supervision - not involved in formal manner. Aware what is going on. E grades supervise phillipino's.

TEXT: Site INterview-Wednesday.GinnyDay-SenStafNursDryad (96/98)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Training in syringe driver. Personally been trained. Generally - should receive training from basic nursing - not sure of formal training at GWMH.

TEXT: Site INterview-Wednesday.GinnyDay-SenStafNursDryad (122/125)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site INterview-Wednesday.GinnyDay-SenStafNursDryad (134/136)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Communications - relatives. Support for staff. No formal training. Learn on job. Personal learning. Elderly care course.

TEXT: Site INterview-Wednesday.GinnyDay-SenStafNursDryad (144/145)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Standard of care is very high. Improved by new H grade structure and training and development.

TEXT: Site Interview-Wednesday.KatieMann-SenStafNursSultan (30/31)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Support from staff from H Grade nurses and St Christophers - Clinical Manager Grade G.

TEXT: Site Interview-Wednesday.KatieMann-SenStafNursSultan (39/39)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Team meetings held regularly. Clinical supervision.

TEXT: Site Interview-Wednesday.KatieMann-SenStafNursSultan (40/41)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Has done ALERT and Gerontological course. Action : learning in St Christopher: one full day a month.

TEXT: Site Interview-Wednesday.LynBarrat-StafNursDryad (44/46)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Training. No extra training to equip her for new duties. Physios do assessment. Very limited OT input - 1/2 hr a week.

TEXT: Site Interview-Wednesday.MargaretWigfall-ENNursDryadNt (10/11)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Trained - yearly updates - happy with level of training.

TEXT: Site Interview-Wednesday.MargaretWigfall-ENNursDryadNt (15/15)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 She has done the Alert course.

TEXT: Site Interview-Wednesday.MargaretWigfall-ENNursDryadNt (16/17)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 Other study events eg diabetes. But difficulty locating suitable courses. Some problems with funding.

TEXT: Site Interview-Wednesday.MMChrisJoiceNurseExStaffNurs (18/29)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site Interview-Wednesday.MM: **Code A** HCSWDryad (79/80)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 What good changes? NVQ2, Activity nurse - going on course - use music a lot/reminiscing.

TEXT: Site Interview-Wednesday.TinaDouglas-StafNursSultan (3/6)  
 CODE: I Supervision & training.I2 Nursing (G:100)  
 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.

TEXT: Site Interview-Wednesday.TLDrRavindraneConsult (96/98)

CODE: I Supervision & training.I2 Nursing (G:100)

Training of nurses planned with possible rotation of nurses with Mulberry ward. Considered joint training in dementia with nurses in Mulberry ward.#ENDCODE

TEXT: Site Interview-Wednesday.YongPease-StaffNursSultan (11/13)

CODE: I Supervision & training.I2 Nursing (G:100)

Appraisal included development plan and training. New course next month - development and communication on palliative care.

TEXT: Site Interview-Wednesday.YongPease-StaffNursSultan (59/60)

CODE: I Supervision & training.I2 Nursing (G:100)

New staff nurse - would train syringe driver internally.

TEXT: Site Interview-Wednesday.YongPease-StaffNursSultan (63/64)

CODE: I Supervision & training.I2 Nursing (G:100)

New members of staff - how sure of quality of clinical work - can't be completely sure.

TEXT: Site Interview-Wednesday.YongPease-StaffNursSultan (67/68)

CODE: I Supervision & training.I2 Nursing (G:100)

Staff in general training how to communicate with patients? No.

TEXT: Site Interview-Wednesday.YongPease-StaffNursSultan (73/73)

CODE: I Supervision & training.I2 Nursing (G:100)

Do have shadowing arrangements.

TEXT: Site Interview-Wednesday.YongPease-StaffNursSultan (85/85)

CODE: I Supervision & training.I2 Nursing (G:100)

Students four years ago - now have 3 on same day.

TEXT: Site Interview-Friday; **Code A** Pharma (27/28)

CODE: I Supervision & training.I3 AHP (G:100)

IPR in PD yearly. But too busy to see PD often. PD 3/7 per week. VL works part time daily.

TEXT: Site Interview-Friday; **Code A** Pharma (99/99)

CODE: I Supervision & training.I3 AHP (G:100)

VL has done course at Countess Mountbatten.

TEXT: Site Interviews- Tuesday.BarbaraRobinson-DepGenMgr (21/23)

CODE: I Supervision & training.I3 AHP (G:100)

She managed the change, used multidisciplinary team approach - included services such as catering/portering?? as well as care staff.

TEXT: Site Interviews-Monday.IanReid-Med Dir (70/73)

CODE: I Supervision & training.I3 AHP (G:100)

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

TEXT: Site Interviews-Monday.JeffWatling-ChiefPharmacist (35/38)

CODE: I Supervision & training.I3 AHP (G:100)  
 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.

TEXT: Site Interviews-Monday.JeffWatling-ChiefPharmacist (87/89)

CODE: I Supervision & training.I3 AHP (G:100)

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.

TEXT: Site Interview-Thursday: **Code A** PhysioAss (51/53)

CODE: I Supervision & training.I3 AHP (G:100)

Has done NVQ3. Haslard in-house training and aggressive behaviour training, wound  
 training, CPR, 6 week course in counselling and community OT relative.

TEXT: Site Interview-Thursday: **Code A** DT (47/51)

CODE: I Supervision & training.I3 AHP (G:100)

Liz Jenkins primarily is his manager and professional manager but he also has access to  
 Rosemary Salmon (Trust Professional Adviser) and more recently to Marian Garrett  
 (Senior Manager in social services SS with OT background).

TEXT: Site Interview-Thursday: **Code A** DT (107/108)

CODE: I Supervision & training.I3 AHP (G:100)

Next plan for restructuring his job - as of April 2002 will be seconded 2/7 per week to  
 social services.

TEXT: Site Interview-Thursday: **Code A** DT (138/139)

CODE: I Supervision & training.I3 AHP (G:100)

In-service training in palliative care. My level, not always available but try to maintain  
 ??????

TEXT: Site Interview-Thursday: **Code A** DT (146/147)

CODE: I Supervision & training.I3 AHP (G:100)

Narrative reasoning, informal and supervision file - caseload/block sets workload  
 management.

TEXT: Site Interview-Thursday: **Code A** DT (44/48)

CODE: I Supervision & training.I3 AHP (G:100)

Supervision arrangements-AHP

Good supervision

Go for a while without formal supervision-however, plenty of informal supervision

Can access supervision from haslar/Q&A

TEXT: Site Interview-Thursday: **Code A** DT (49/52)

CODE: I Supervision & training.I3 AHP (G:100)

Written contract of Supervision

Audited supervision

Criticism-did not note what area was information coming from

TEXT: Site Interview-Friday.Jeff WattlingChiefPharmic (39/44)

CODE: I Supervision & training.I4 Other staff (G:100)

members of pharmacy staff e.g. **Code A** 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 ( **Code A** is Pharmacist who had resigned).

TEXT: Site Interview-Friday.ToniScammell- SenNursCoord (156/157)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Recently AHPs have indicated a desire to take part in "Alert" course.

TEXT: Site Interviews- Tuesday **Code A** HCSW Sult Ngt (14/15)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Risk Assessment Book - regularly filled out eg during a ?? incident & violence against another HCA??

TEXT: Site Interviews- Tuesday **Code A** HCSW Sult Ngt (54/56)  
CODE: I Supervision & training.I4 Other staff (G:100)  
We could do with more in-house training especially in dealing with aggressive & dealing. Yong Peese is her line manager who supervises her.

TEXT: Site Interviews-Monday.DrAltheaLord (156/157)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Dr Lord leads induction on new HCAs and staff grade doctors.

TEXT: Site Interviews-Monday.IanReid-Med Dir (74/77)  
CODE: I Supervision & training.I4 Other staff (G:100)  
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

TEXT: Site Interview-Thursday **Code A** Sp-LangThera (6/6)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Solid supervision, training, structure.

TEXT: Site Interview-Thursday **Code A** Sp-LangThera (23/33)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Training

- 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.

TEXT: Site Interview-Thursday **Code A** WardClerk (82/85)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Admin course – not trust orientated NVQ course at Southampton. Not trust funded – did in own time whilst HCSW then decided to make change.

TEXT: Site Interview-Thursday **Code A** WardClerk (86/88)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Training – some training with ward clerk on Dryaed. Both ward clerks were off sick at the same time.

TEXT: Site Interview-Thursday **Code A** WardClerk (92/92)

CODE: I Supervision & training.I4 Other staff (G:100)  
Customer care training – not aware.

TEXT: Site Interview-Wednesday.GinnyDay-SenStafNursDryad (50/50)  
CODE: I Supervision & training.I4 Other staff (G:100)  
Meeting/info succinct.

TEXT: Site Interviews- Tuesday.DavidJarrett-LdConslt (97/99)  
CODE: I Supervision & training.I5 Induction (G:100)  
When GP's change or start - Induction? Induction for junior drs. In all honesty, not for the Clinical Assistants or GP's on call.

TEXT: Site Interviews- Tuesday.MarilynBarker-ENNursDaed (5/6)  
CODE: I Supervision & training.I5 Induction (G:100)  
Induction? Induction Day (as HESW) at St James & follow up day.

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (13/14)  
CODE: I Supervision & training.I5 Induction (G:100)  
Induction? After starting. 2 weeks at QA people go on it. Training during the day.

TEXT: Site Interviews-Monday.Debra Hunt-telephone (23/25)  
CODE: I Supervision & training.I5 Induction (G:100)  
had a good induction to the ward-attended some general sessions-with core individual orientation to ward and ward procedures and policies

TEXT: Site Interviews-Monday.DrAltheaLord (114/118)  
CODE: I Supervision & training.I5 Induction (G:100)  
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.

TEXT: Site Interviews-Monday.DrAltheaLord (158/159)  
CODE: I Supervision & training.I5 Induction (G:100)  
Dr Lord leads induction on new HCAs and staff grade doctors.

TEXT: Site Interview-Thursday: **Code A** WardClerk (89/91)  
CODE: I Supervision & training.I5 Induction (G:100)  
Training – some training with ward clerk on Dryaed. Both ward clerks were off sick at the same time.

TEXT: Site Interview-Wednesday.DrQureshi-Cltdryad (15/15)  
CODE: I Supervision & training.I5 Induction (G:100)  
Don't know what went wrong before my time here.

TEXT: Site Interview-Wednesday.DrQureshi-Cltdryad (212/212)  
CODE: I Supervision & training.I5 Induction (G:100)  
Full Induction Pack from Dr Jarrett

TEXT: Site Interview-Wednesday.GinnyDay-SenStafNursDryad (3/5)  
CODE: I Supervision & training.I5 Induction (G:100)  
Induction - Tommy Scammel presented. Discussed role and outcomes, future, wrote objectives. Induction day organised by Personnel.

TEXT: Site Interview-Wednesday.MM **Code A** HCSWDryad (12/14)  
 CODE: I Supervision & training.I5 Induction (G:100)  
 What happened when ????

Good handling/death and bereavement/NVQ2/Learnt as went along.

TEXT: Site Interviews- Tuesday.DavidJarrett-LdConslt (116/117)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 Need for com hosp doing IC to ensure training & robust supervision.

TEXT: Site Interviews- Tuesday.Sue Nelson-StaffNursDeadNgt (15/15)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 Told when. Fire lecture self done.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (37/46)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 Training

- 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.

TEXT: Site Interview-Thursday. **Code A** PractDevIFacil (40/45)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 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.

TEXT: Site Interview-Thursday. **Code A** OT (53/55)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 been on two stroke courses  
 mandatory training- fire,CPR,updates, moving and handling and personnel responsibility

TEXT: Site Interview-Wednesday.GinnyDay-SenStafNursDryad (7/8)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 Last 6/7 months clinical training - exp from elderly people in surgical ward from past.

TEXT: Site Interview-Wednesday.GinnyDay-SenStafNursDryad (137/139)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 Communications - relatives. Support for staff. No formal training. Learn on job.  
 Personal learning. Elderly care course.

TEXT: Site Interview-Wednesday.MM **Code A** HCSWDryad (15/19)  
 CODE: I Supervision & training.I6 Mandatory (G:100)  
 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.

TEXT: Site Interview-Friday.AnneHasteClinical manager (32/35)

CODE: I Supervision & training.I7 Joint Training (G:100)  
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.

TEXT: Site Interview-Friday.EileenThomas-NursingDir (129/130)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
Initiated post-grad. Certificate on clinical governance.

TEXT: Site Interview-Friday.EileenThomas-NursingDir (239/241)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
MDT working, shared records essential, recent training essential, records not currently shared between medical and nursing staff.

TEXT: Site Interview-Friday. **Code A** Pharma (98/98)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
No drug training at Gosport WMH.

TEXT: Site Interviews-Monday.PeterKing-PersDir (45/47)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
Staffing support during difficult period - we try to work with staff in a way we would like them to work with patients.

TEXT: Site Interviews-Monday.PeterKing-PersDir (86/87)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
Felt that system sensitive enough to pick up training needs.

TEXT: Site Interviews-Monday.PeterKing-PersDir (107/109)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
Libraries very NB - at GWM library. Facilitation trains staff to use internet. Very effective mechanisms for access into resources for training.

TEXT: Site Interviews-Monday.PeterKing-PersDir (110/115)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
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.

TEXT: Site Interviews-Monday.PeterKing-PersDir (116/116)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
All staff have had personal development plans.

TEXT: Site Interviews-Monday.PeterKing-PersDir (119/122)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
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.

TEXT: Site Interview-Thursday. **Code A** Sp-LangThera (42/46)  
CODE: I Supervision & training.I7 Joint Training (G:100)  
Share learning  
- Provide in-house training ????? training – Daedalus management training.

- Sultan and Dryad will be invited for basic training.

TEXT: Site Interview-Thursday: **Code A** -Sp-LangThera (49/56)

CODE: I Supervision & training.17 Joint Training (G:100)

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.

TEXT: Site Interview-Thursday.FionaWalker-SenStafNursSultNt (138/143)

CODE: I Supervision & training.17 Joint Training (G:100)

No benchmarking.

Clinical supervision – groups, open, create a better atmosphere, people bring case histories, 1 month.

TEXT: Site Interview-Thursday: **Code A** PractDevlFacil (10/12)

CODE: I Supervision & training.17 Joint Training (G:100)

Training Initiatives successful in other community hospital settings, but not in Gosport apart from 1 away day in Sultan. 1 talk on self medication.

TEXT: Site Interview-Thursday: **Code A** PractDevlFacil (40/45)

CODE: I Supervision & training.17 Joint Training (G:100)

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.

TEXT: Site Interview-Thursday: **Code A** PractDevlFacil (54/55)

CODE: I Supervision & training.17 Joint Training (G:100)

Guidance of junior doctors needed. Need joint training. Evidence based training important.

TEXT: Site Interview-Thursday: **Code A** PhysioAss (55/57)

CODE: I Supervision & training.17 Joint Training (G:100)

Joint training all Nurses manual handling. Joint training with community friendship services. Redevelop team work. 2 CEs because getting patient home.

TEXT: Site Interview-Thursday: **Code A** OT (148/151)

CODE: I Supervision & training.17 Joint Training (G:100)

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.

TEXT: Site Interview-Thursday: **Code A** OT (56/60)

CODE: I Supervision & training.17 Joint Training (G:100)

Joint Training

There were opportunities to organise sessions for joint attendance

MCT training

PD Training at St Mary's

TEXT: Site Interview-Thursday: **Code A** OT (106/112)

CODE: I Supervision & training.17 Joint Training (G:100)  
 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

TEXT: Site Interview-Thursday **Code A** OT (120/122)  
 CODE: I Supervision & training.17 Joint Training (G:100)  
 links between Elderly medicine and Mental health Elderly medicine  
 are by case by case rather than general training.

TEXT: Site Interview-Wednesday.KatieMann-SenStafNursSultan (42/43)  
 CODE: I Supervision & training.17 Joint Training (G:100)  
 Has done ALERT and Gerontological course. Action : learning in St Christopher: one full  
 day a month.