

Sepsis QI: Promoting Awareness and Improving Staff knowledge on Sepsis

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Introduction:

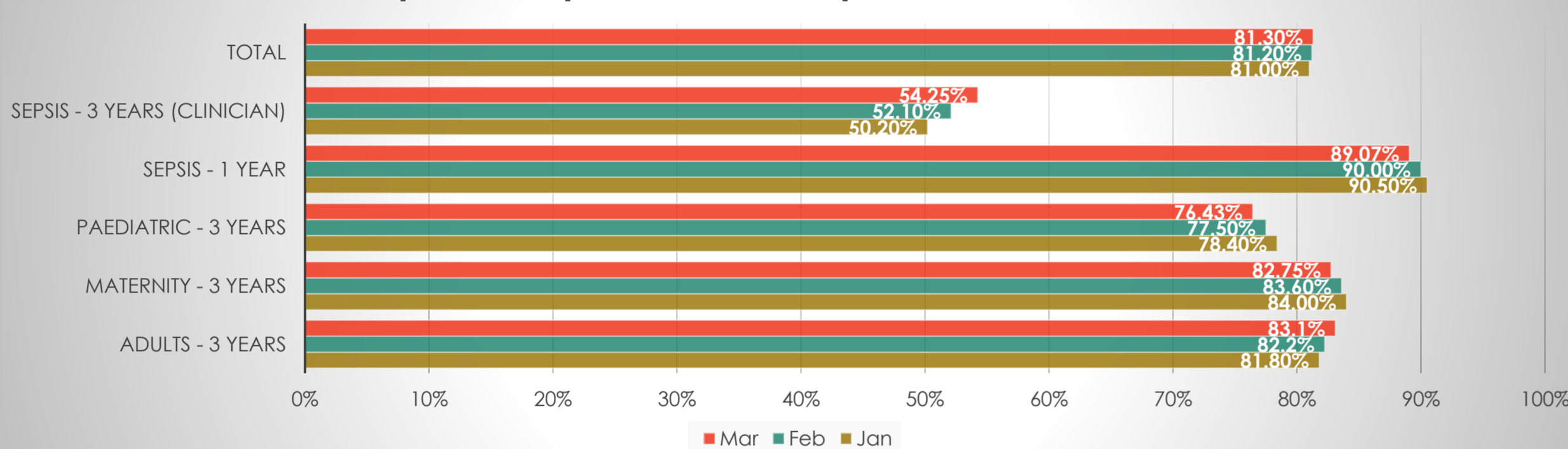
Since the implementation of the Sepsis Specialist Role the need to improve staff knowledge and awareness on Sepsis has been identified as a priority.

Initially covered in update days, the requirement has changed over the years to accommodate staff needs and integrate learning opportunities identified from incidents whilst aiming to provide assurance on a standardized level compatible with the many different roles and responsibilities staff undertake across the trust.

Despite many reviews and efforts from the team over the years, compliance with training was still substandard and not correctly aligned to all roles and professional groups within the trust.

Multiple initiatives and reviews allied to a high turnover on the Specialist role left a process with multiple gaps and a disjointed approach between the Patient Safety Team and Learning and Development. Furthermore, methodology for training delivery varied depending on role, staff group and even department, therefore making compliance monitorization and access to the right training resources ineffective.

Sepsis Competencies Compliance Q4 2022/2023



- Following appraisal of results in 2023 the team undertook an extensive review of training available and its multiple formats
- Collated feedback from different clinical staff groups, Sepsis Link Nurses, Managers, Learning and Development amongst others.
- Undertook a review of learning objectives ensuring alignment to most current evidence as well as a review of learning outcomes relevant for different staff groups at their required taxonomy level
- Based on these actions, started formulating a Plan for Improvement

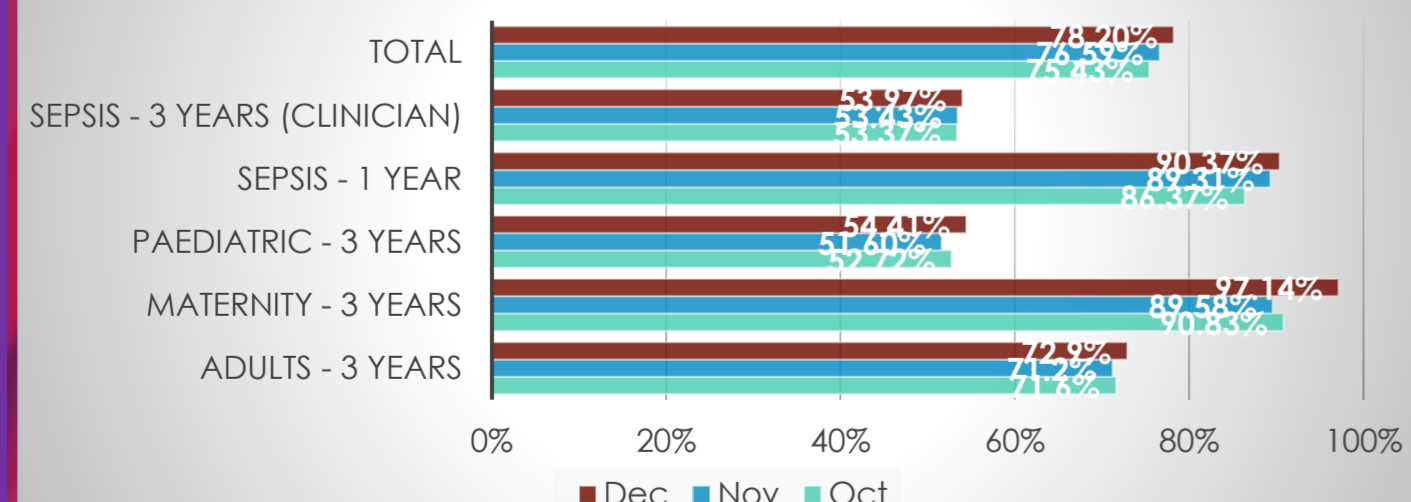
Act:

- ✓ The team undertook several initiatives to raise awareness and utilized these to promote mandatory training compliance (e.g. Sepsis Awareness month)
- ✓ Although there were still some signs of improvement, the alignment of competencies to numerous roles that had previously been omitted from this requirement caused a marked decline on compliance
- ✓ It was clear a more structured campaign was needed to promote mandatory training compliance and the raise awareness about the new model of training.

Study:

- ✓ Results monitored via workforce SME report:

Sepsis Competencies compliance Q3 23-24



Act

Plan

Study

Do

Plan:

- ✓ Review feedback from staff and identify barriers to complete mandatory competencies
- ✓ Identify misalignment of competencies to staff groups and gaps of professional groups with no competency requirement associated to role
- ✓ Review content and scope of training to align taxonomy to different staff groups and different cohorts of patients
- ✓ Process Map to identify opportunities to streamline and promote lean philosophies.

Do:

- ✓ Undertake extensive Training Needs Analysis aligning right level of training to right staff group
- ✓ Re-design Sepsis training strategy and consolidate in 3 Levels for all non-medical staff groups.
- ✓ Integrate clinician and nursing competencies into an ESR module and expand offer.
- ✓ Meet and discuss feedback from Learning and Development regarding competency update processes and requirements as well as ESR working processes and tools

Current Results and Sustainability Plans:

- ✓ In January 2024, with support from Comms, the team launched the Sepsis Savvy campaign where all clinical areas are encouraged to compete to achieve 100% on their mandatory Sepsis Training, following which they will receive a certificate and be celebrated via comms and social media.
- ✓ Preliminary results for Q4 show a marked positive trend with the overall Trust compliance reaching 80.9% in February vs. 78.2% in December.
- ✓ Feedback continues to be collated regarding e-learning packages and new subjects added at staff request



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