

Professional
Support &
Learning



Annual Report

Lincs Division 2022-23

By Clinical Leadership Team

What is PSL?



*“A process of professional support and learning, undertaken through a **range of activities**, which enables individuals to **develop knowledge and competence**, assume responsibility for their own practice and enhance service user protection, quality and safety of care”*

Why did PSL even start ?



- Post **organisational restructure** and following publication of national guidance a need was recognised to change the format of clinical supervision to a more contemporary approach to meet the challenges of a rapidly evolving healthcare system.
- We understood the importance of meeting the patient care objectives in our trusts **clinical quality improvement strategy** and our responsibilities as employers to make sure that our workforce was safe, up to date with current practices and could meet the needs of service users. (Principles for CPD and lifelong learning in health and social care, 2019)
- There was an interim pause **in direction** from central of what supervision should look like and the trusts clinical supervision policy was due to transfer to the Medical/Quality Directorate.

Where did PSL come from?

- A new national clinical supervision framework published by key stakeholders in 2021



“Effective clinical supervision creates an environment that encourages shared learning and allows participants to reflect, evaluate, evolve and refine their own clinical practice”



How did we create PSL?

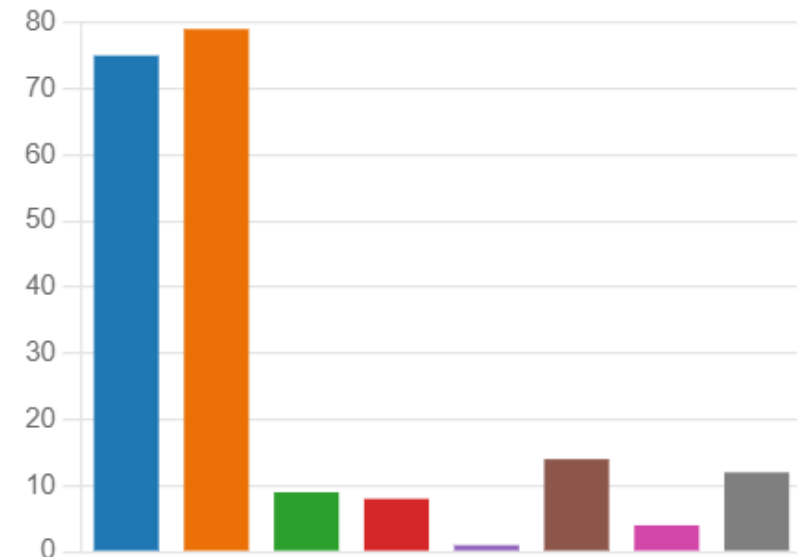
- We met with our HOO's to supervision in Lincs



how to balance service delivery and optimise the provision of clinical

- This led to the design of an online skills & knowledge gap analysis survey based on our trusts scope of practice and the latest COP's curriculum guidance (2019).
- The survey was sent out to all our frontline A&E staff (**202/600** responses were received)

● Paramedic	75
● Technician	75
● UCA	9
● ECA	8
● ACS	1
● Student Technician	14
● Student Paramedic	4
● NQP	12

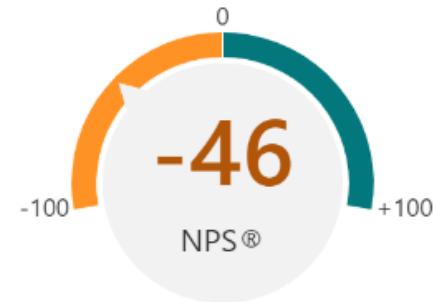


What did the analysis say...

Staff did not want 'ride outs' they wanted skill and topic sessions

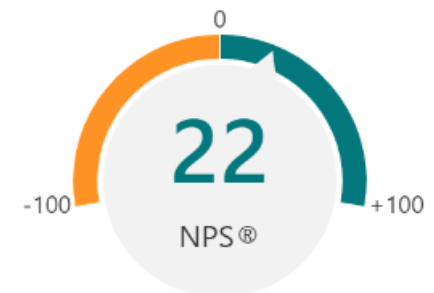
15. Would you benefit from and attend direct clinical supervision (ride out)

Promoters	31
Passives	45
Detractors	124



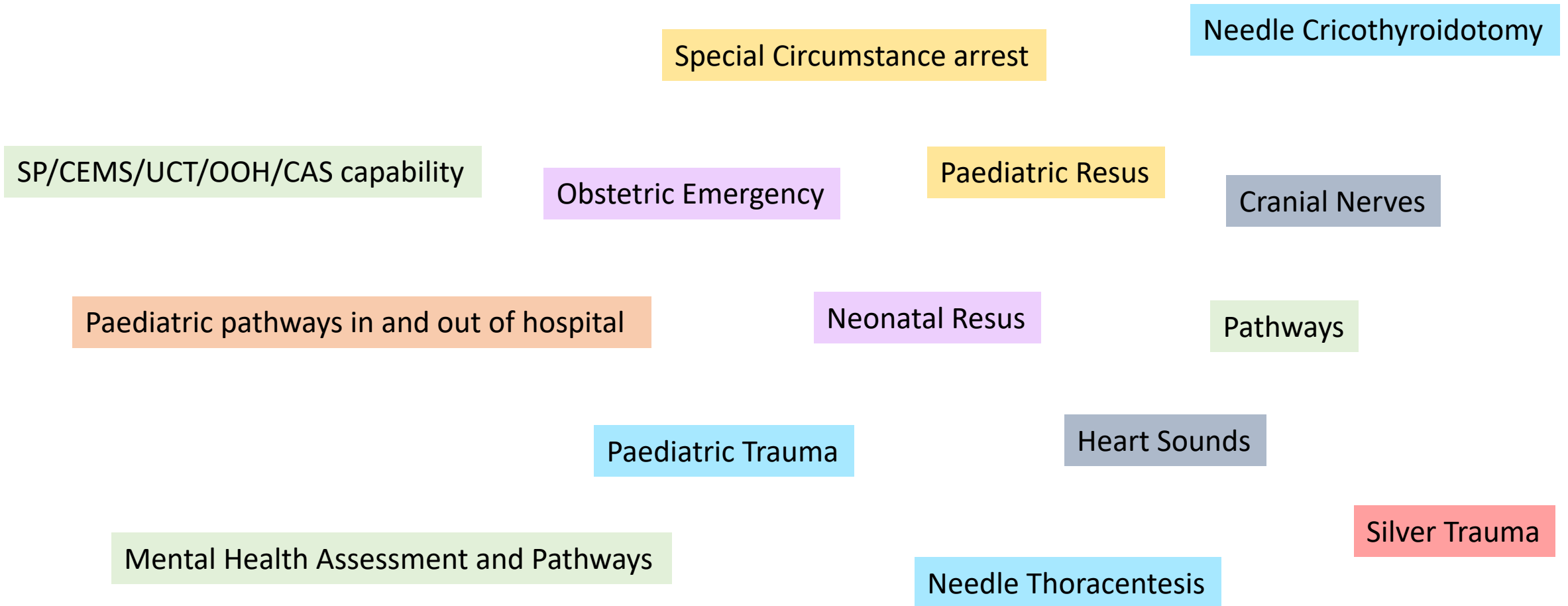
17. Would you benefit from and attend clinical leadership delivered skills sessions e.g. ECG, resus etc.

Promoters	86
Passives	73
Detractors	42



And...

Suggested these were the topics staff were most uncomfortable with...



Staff Also Said...

*“Would like to do some Maternity & mental health top up / refresher training **More face to face** would be beneficial”*

*“I would be interested in **attending training** in resus situations I.e ILS & ALS, as part of DCA crew I attend these situations and feel it would be beneficial to have more training so that I can assist more effectively”*

*“**Staff need that connection to a tutor** so they are able to ask questions or see that they are not alone in maybe struggling with a particular topic.”*

*“It can be **difficult to keep your skills up** as everyone knows it all depends on the jobs that we go to.”*

*“I feel a small amount of regular training on **equipment and situations** we rarely see/use would be of great benefit.”*

What Did We Do ?

1. Agreed staff would be allocated 10 PSL hrs per year (Taken as TOIL/OT)
2. Audited local training supplies available across the division and requested new equipment.
3. Constructed a training plan and delegated topic champions within the team
4. Agreed on a rolling calendar of workshop events to cover core topics i.e ALS,PSL,TCA
5. Designed training sessions and lesson plans with learning outcomes
6. Created an online area for the team to share and collaborate on PSL documents
7. Created an advertising campaign with monthly poster & FAQ
8. Delivered face to face and online sessions
9. Created and published bitesize learning videos
10. Polled staff on barriers to accessing PSL
11. Created a 'Clinical contact' proforma to further engage staff
12. Met monthly to review PSL feedback and future plan



Assessment of Paediatric Patients

With Michelle F & Andy L
Associate Clinical Leaders

All Clinical Grades Welcome

Friday 16th September 2022 at Sleaford Ambulance Station
1000hrs – 1200hrs

Friday 30th September 2022 at Skegness Fire Station
1200hrs – 1400hrs

2 hours OT or TOIL available from your annual (10 hours) allowance

Discussions Include:

Definitions, Anatomy, History Taking, Physical Assessment & Tools to Assist the Clinician

Please email Andrew.Lister@emas.nhs.uk to reserve a place

Professional Support & Learning #LincsPSL



Lincolnshire Division (October 2022)

Oct PSL Events:

Documentation & the review
Date & time [TRC 22](#)
MS Teams??
EOL care (St Barnabas)
19/10/22 @ 0900-1600hrs
Chapel St Leonards
ECG part 1 & 2
21/10/22 @ 0930-1230hrs
1300-1500 Grantham
Paediatric assessment
Date & time [TRC 22](#)
Gainsborough



Remember, you can claim TOIL or OT for any PSL sessions; up to 10 hours per year!

Hot Topics

Child & Young Person Clinical Care Policy. Did you know the old paediatric care policy has been updated and renamed? It now includes specific advice on different ages ranges; children under 1, those aged 1 to 5 years, and those aged 6 to 17 years. Can be found on [ipssite](#).

Workshop Wednesdays - Adult Resus & Leadership

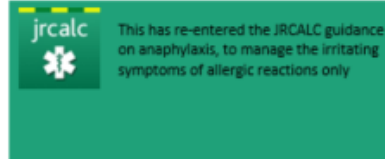
Region	Date	Location	Time
North	05/10/22	Gainsborough Station	10.00-13.00
Mid	12/10/22	Lincoln Station	10.00-13.00
South	19/10/22	Grantham station	10.00-13.00



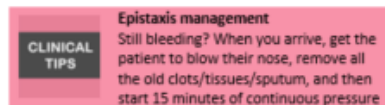
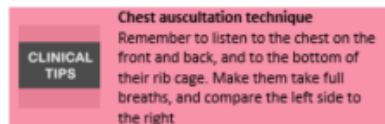
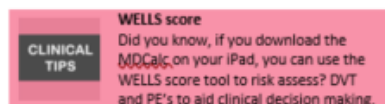
Book Now: LincsClinicalLeaders@emas.nhs.uk



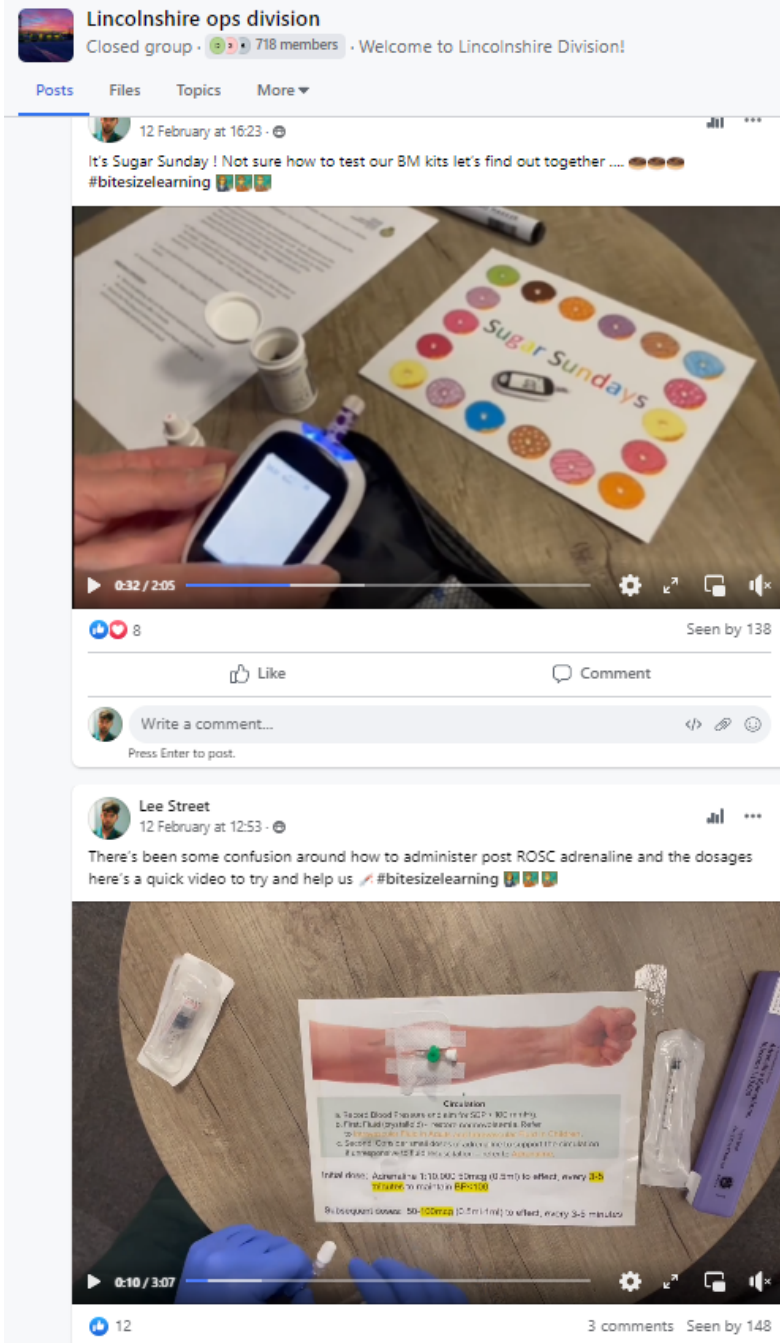
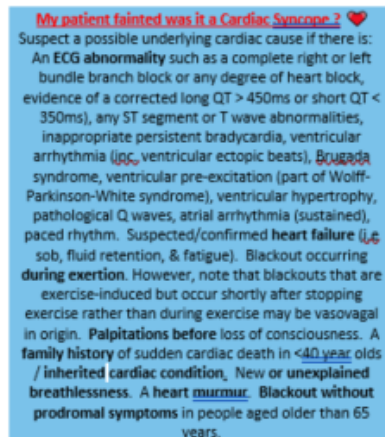
Clinical Bulletins



Jonathon Hall...



Clinical Corner





Sun 12/02/2023 16:44

Wright Mel (Communications)

RE: Short video on Lincs Workplace group

To Street Lee

Cc Jackson1 Melissa (Communications); Stanley Maria; Lincs Clinical Leaders

Hi

Wanted to drop you a quick line to say how great it is to see you and your colleagues using the Workplace platform to address some of the queries that are coming through – the video you’ve posted today is one of the reasons we wanted to invest in Workplace; it makes it so easy to share important information in an engaging way.

I’m not a clinician but what the video demonstrated was easy to follow and understand because of the way it was filmed and delivered. Spot on!

Thanks again for using the Workplace platform in this way,

Best wishes

Mel



Andrew Lister Lincolnshire ops division
25 July 2022

Another very successful EOL / Palliative PSL Event with St Sambas today - thanks to all that attended. Augusts event dates are now published for ECG, Paeds Assessment and more TCA Workshops - email LincsClinicalLeaders@emas.nhs.uk to book! #lincpsl

You and 8 others Seen by 168



Andrew Lister created a private event for Lincolnshire clinical leaders.
17 July 2022

Workshop Wednesday - Management of TCA

Clinical Contact

Staff Name: _____ Grade: _____ Base Station: _____

Intro – This is a form of clinical supervision. Increase PSL engagement. Review [ePCC](#) standard. Ensure safe effective clinical practice. Identify learning opportunities.

How do you feel you are furthering your clinical practice to keep current?

How can we help you to become more involved with PSL sessions?

Safety

JRCLAC / EMAS clinical updates? (changes to resus, PEA, Post ROSC adrenaline, >10m ALS)	Y / N
PGD's (Dexamethasone, Co-amoxiclav, Misoprostol, Hydrocortisone, Tranexamic Acid, Salbutamol, Ipratropium)	Y / N
Tofacit (Learning from events)	Y / N
Workplace (don't miss out)	Y / N
Pathways (SAU, SDEC, Oncology, MHUAC, Frailty, NCF, EPAU, SPA)	Y / N
Safety Netting (HCAL, non-conveyance checklist)	Y / N

What are your future clinical development goals and how can we support them?

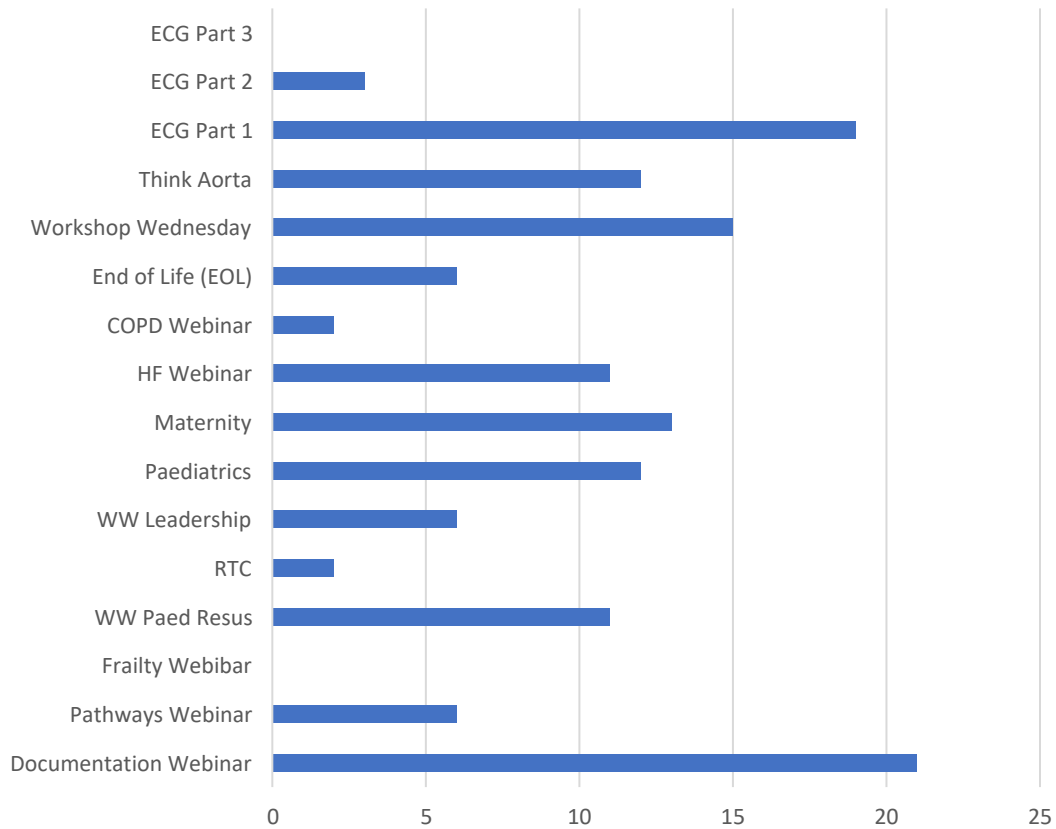
- _____
- _____
- _____

Clinical Contact Completed by: _____ Date: _____

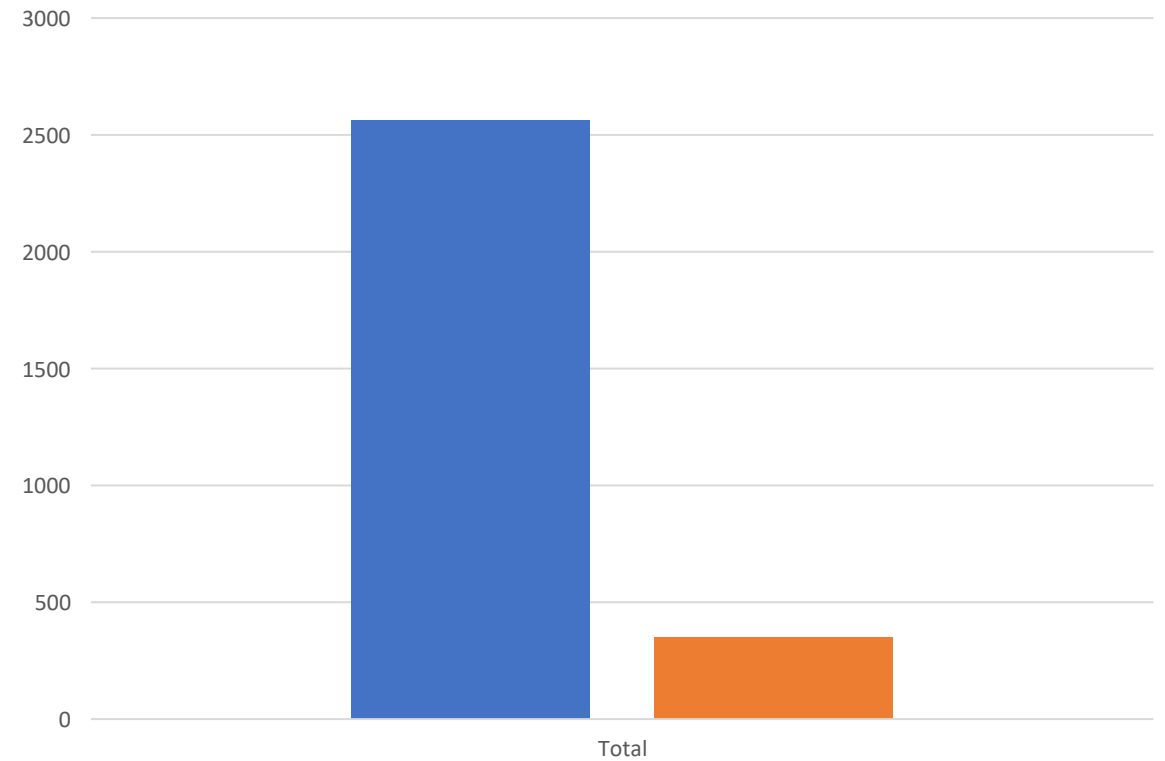
Version 1 January 2023

PSL Analysis (North)

Most Popular PSL Courses

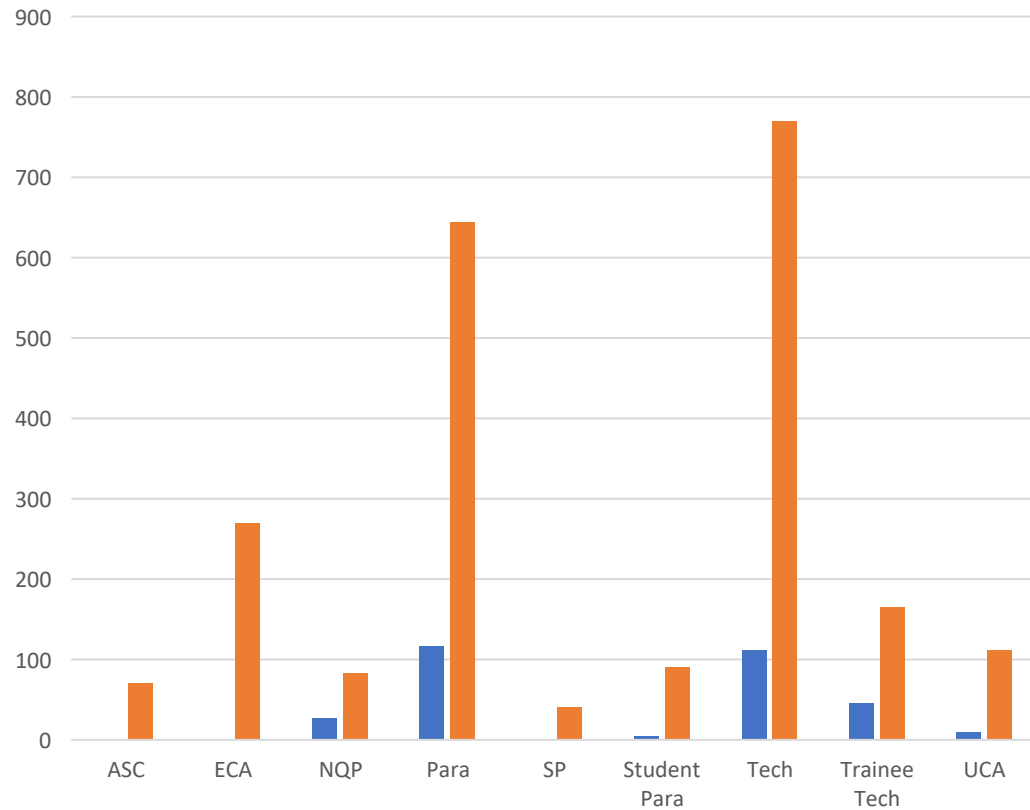


North total Hrs Used

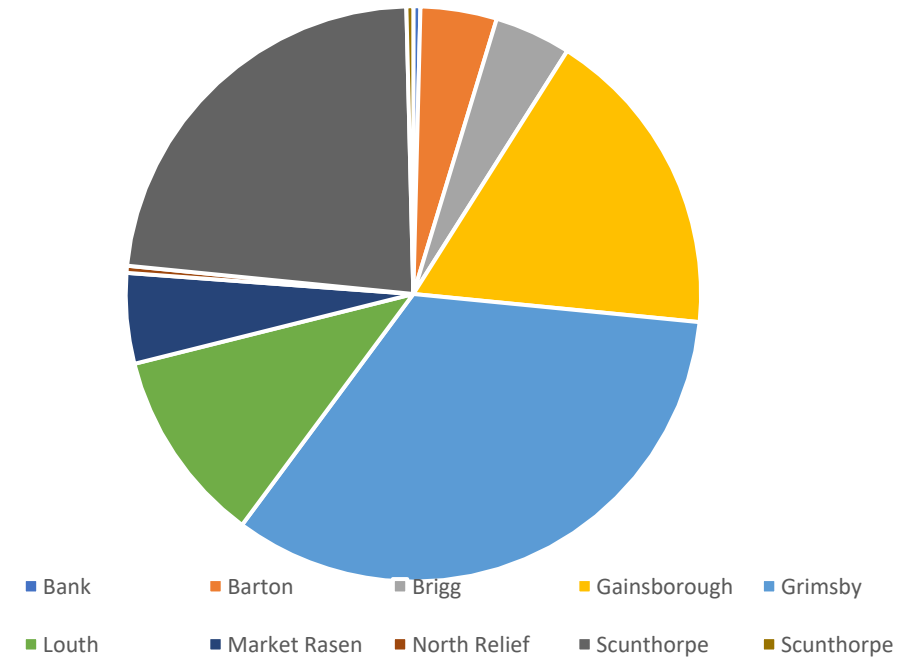


PSL Analysis (North)

Sum Of Hrs Used Per Skill

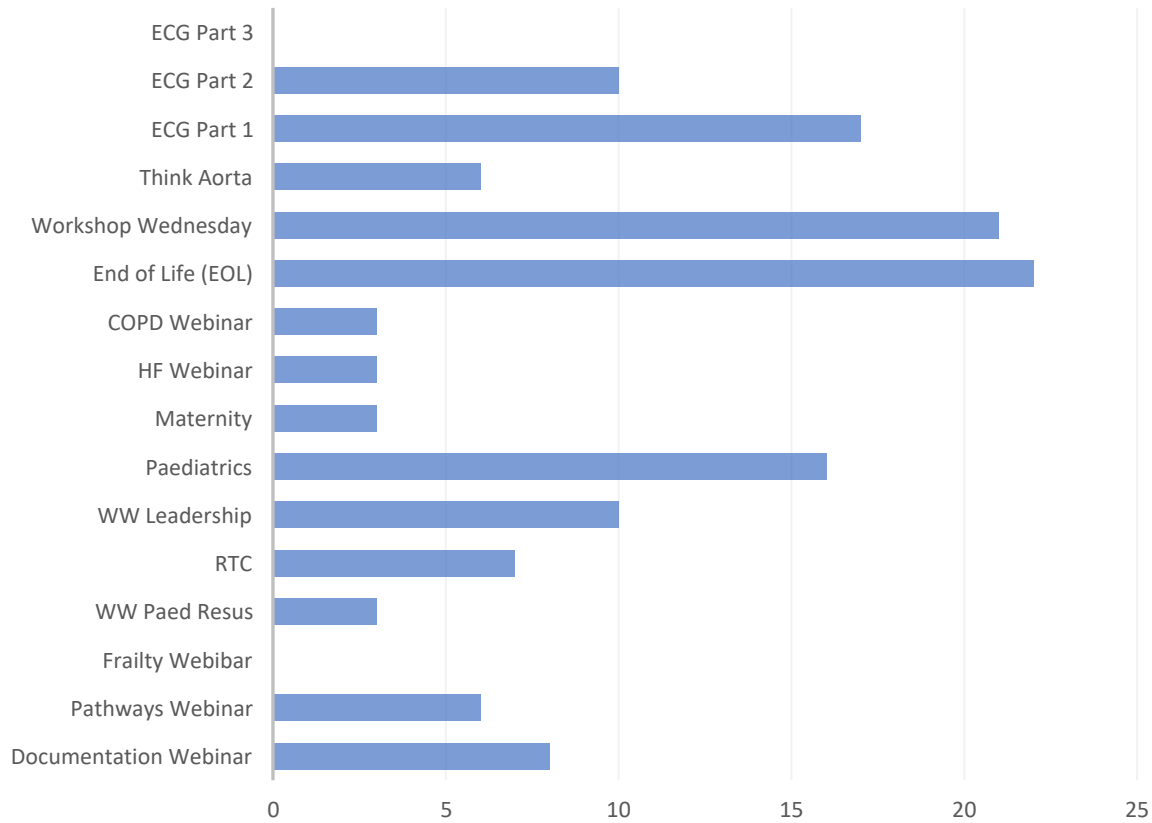


% of Hrs Used Per Base Station

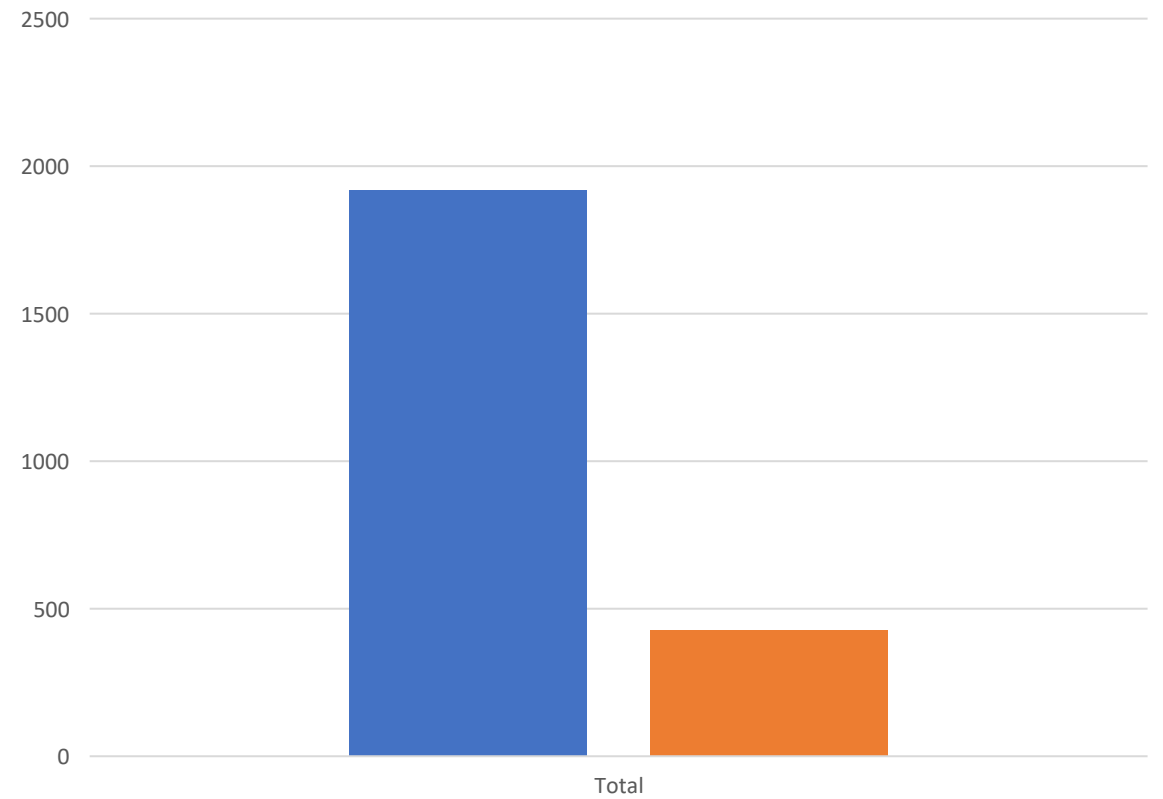


PSL Analysis (Mid)

Most Popular PSL Courses

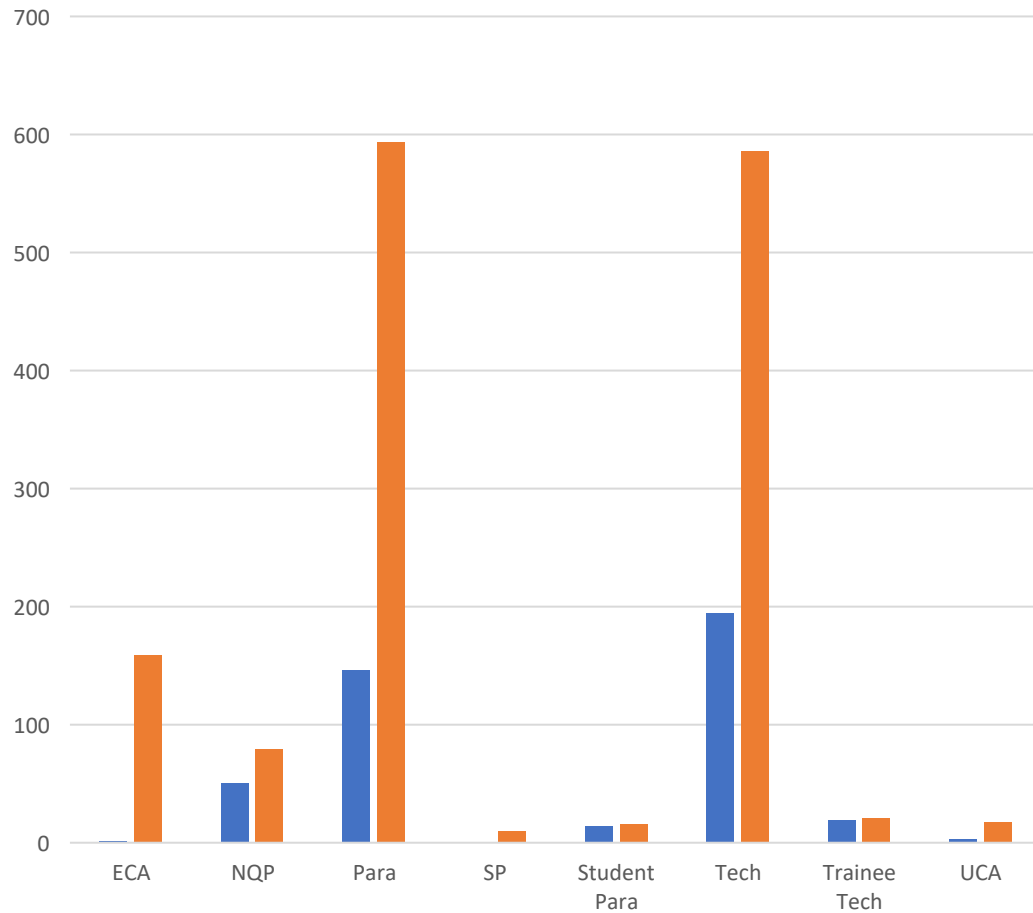


Mid total Hrs Used

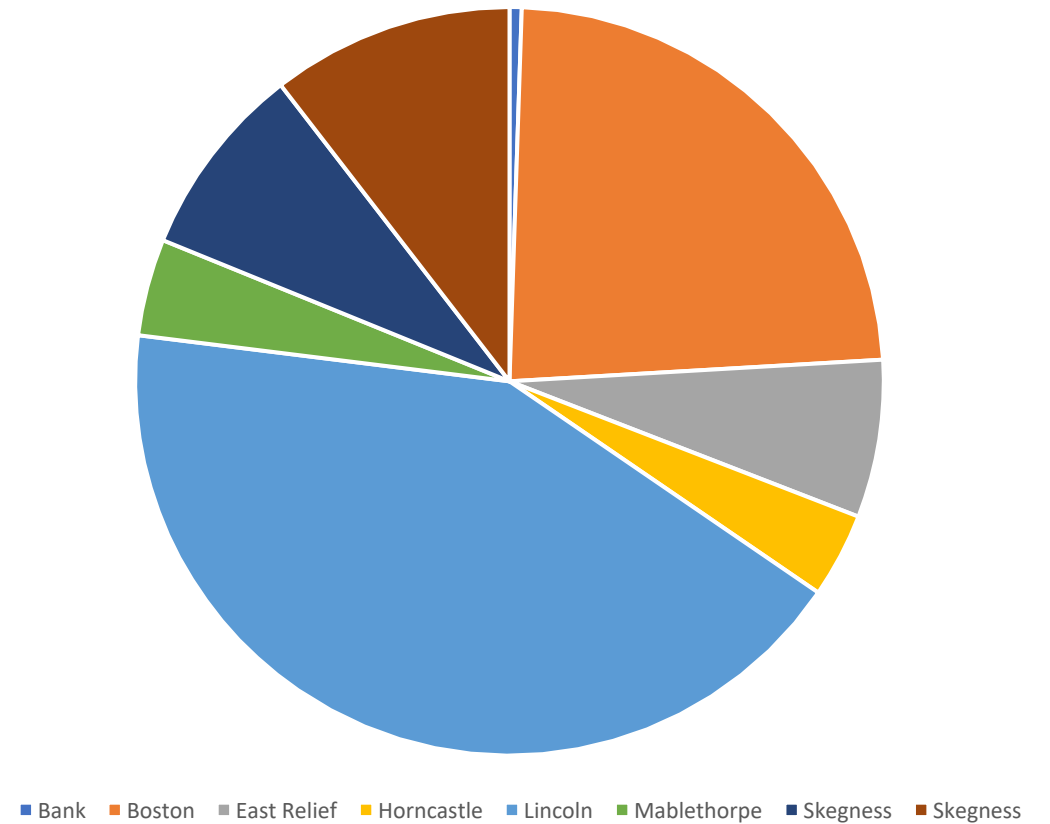


PSL Analysis (Mid)

Sum Of Hrs Used Per Skill

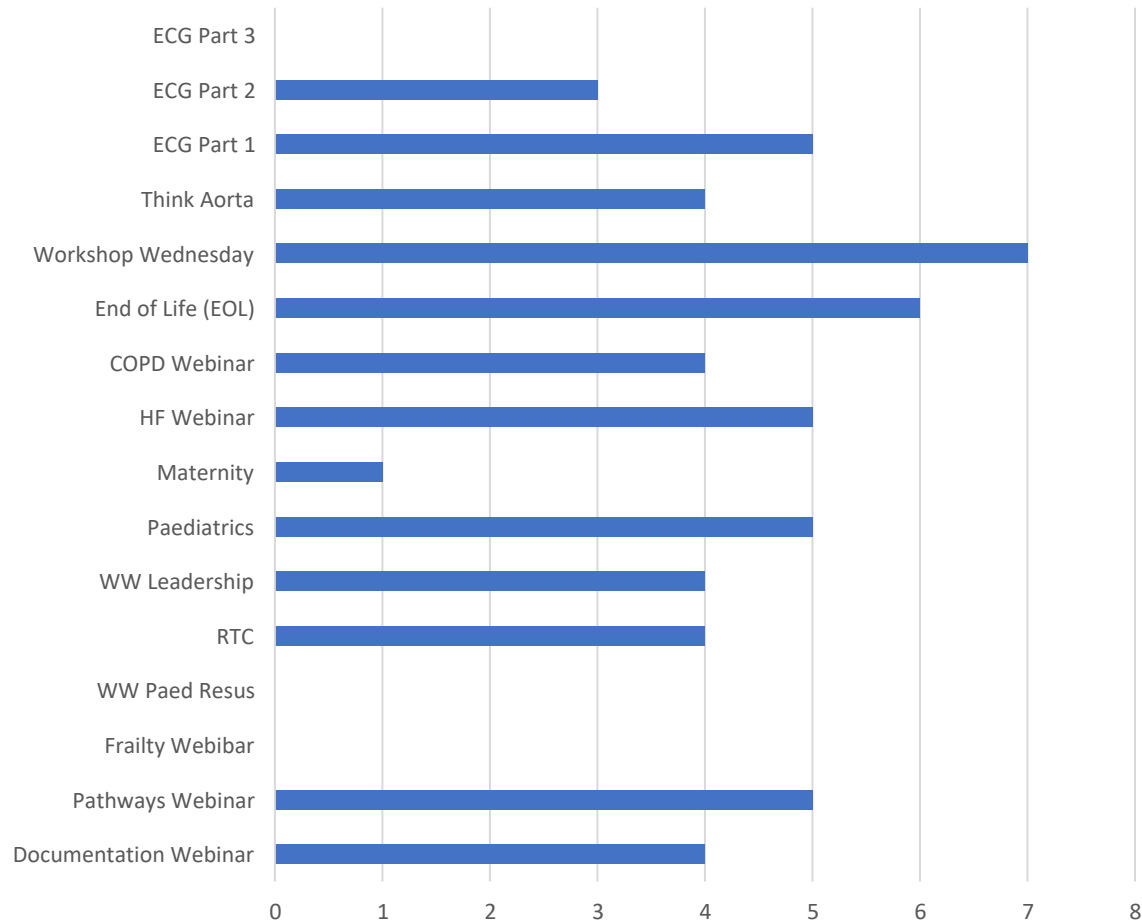


% of Hrs Used Per Base Station

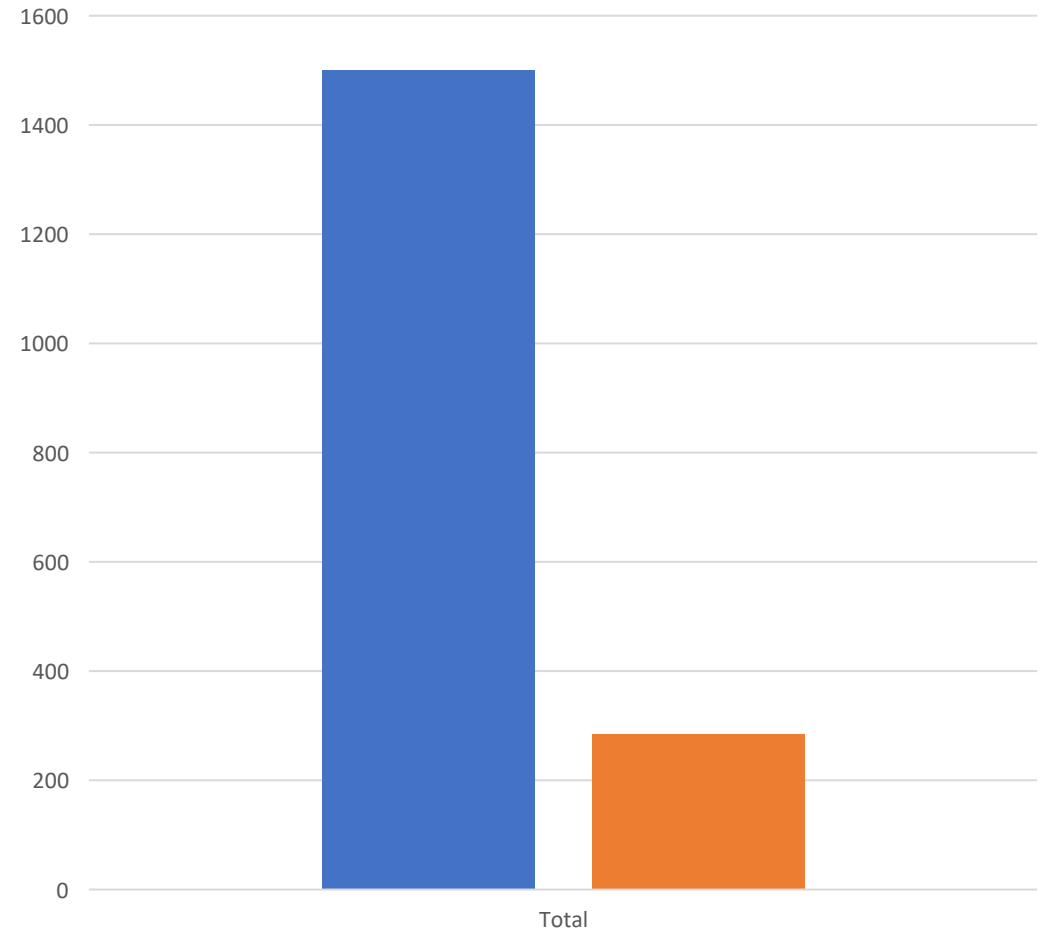


PSL Analysis (South)

Most Popular PSL Courses

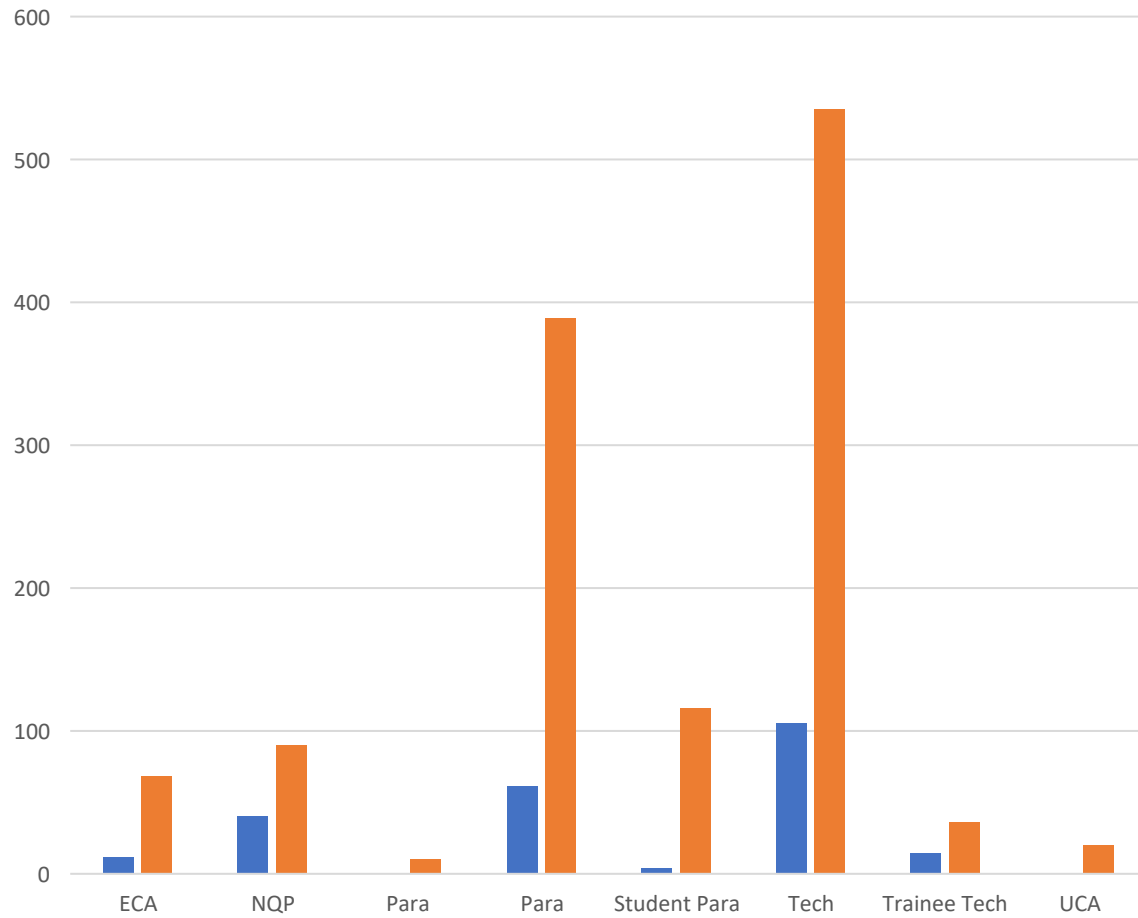


South total Hrs Used

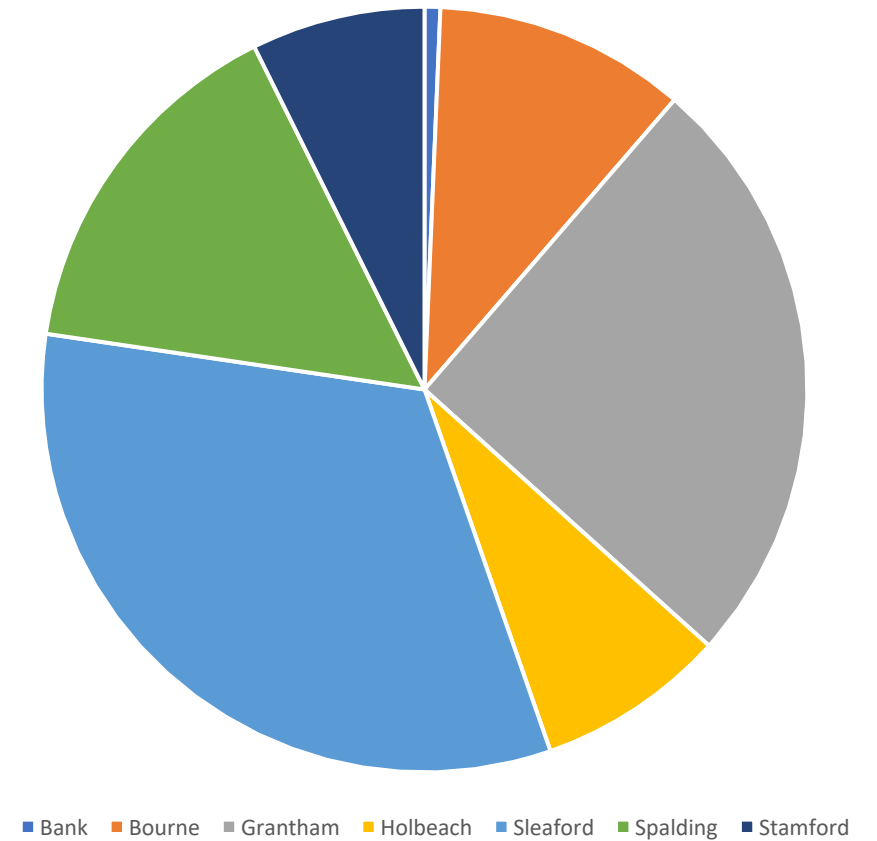


PSL Analysis (South)


Sum Of Hrs Used Per Skill




% of Hrs Used Per Base Station



Evaluation

 **Melissa Jackson**
12 October 2022 · 🌐

Congratulations to the Lincolnshire Clinical Leadership Team, who won the Competence award. In addition to a wide range of existing duties across the division, the team were shortlisted for developing a unique response to the Clinical Supervision Framework for UK Ambulance Service; using staff survey feedback to shape an innovative and creative approach to ensure greater clinical engagement; and, for the creation of the first substantive 'Associate' position at EMAS, allowing ... [See more](#)

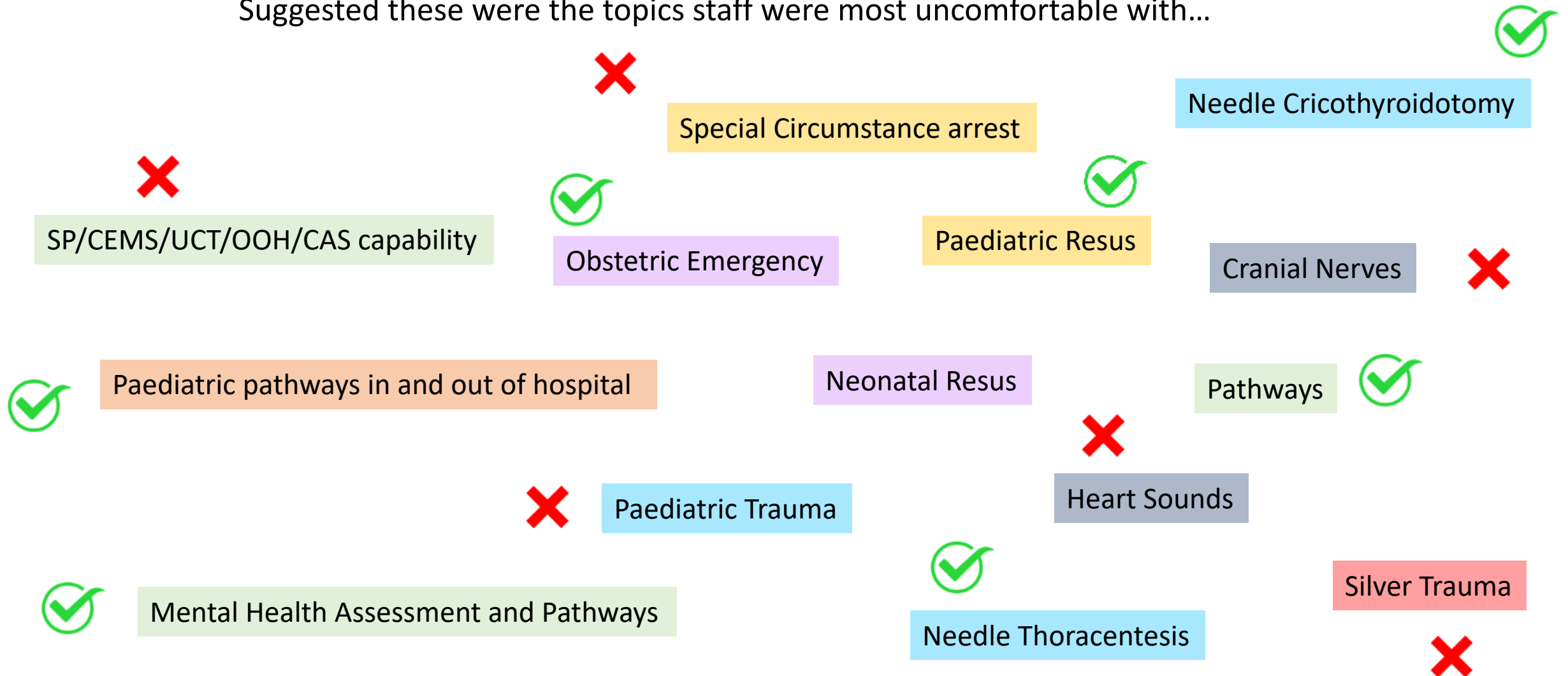


0:05 / 1:17

⚙️ CC ↗️ 📄 🔊

But did we deliver ?...

Suggested these were the topics staff were most uncomfortable with...



Staff Feedback ...

207
Responses

6. Did you meet the learning outcomes of the PSL session ?

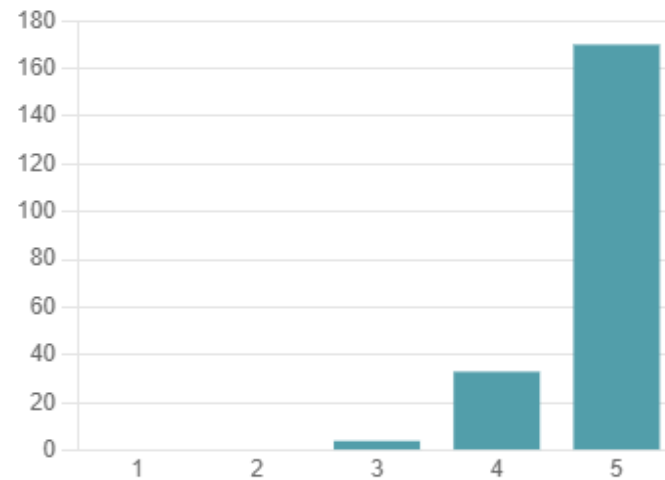
[More Details](#)



9. How would you rate the overall course delivery?

[More Details](#)

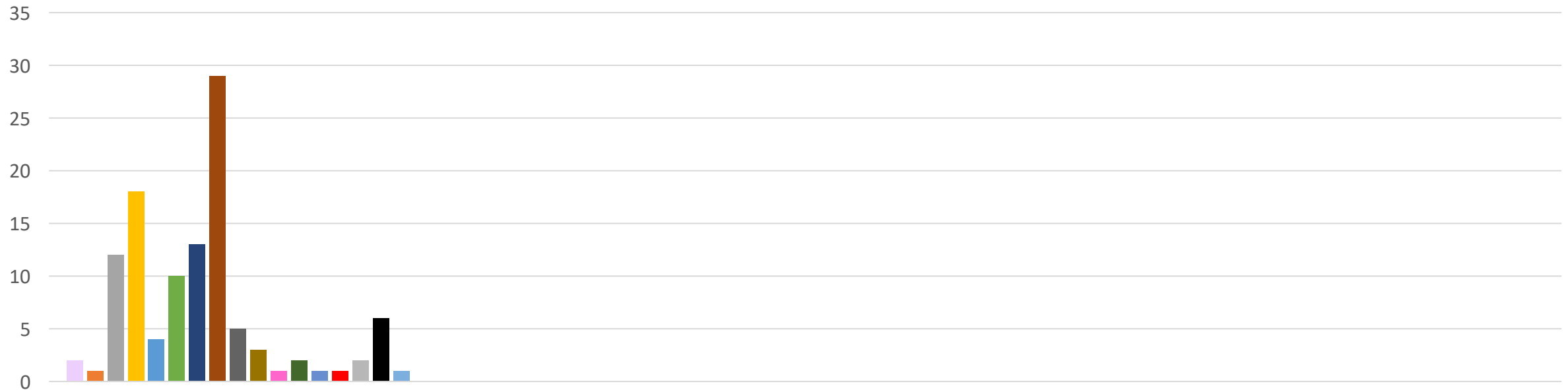
4.80
Average Rating



Staff Feedback ...

207
Responses

Most requested next session



Polypharmacy

Pathophysiology

ECG's

Trauma

ALS

EOL

Paediatrics

Obstetrics

Pathways

COPD

Special Circumstances

Minor injuries

Sepsis

Asthma

Epilepsy FND

Airways





Frailty

Challenges

1. providing a frontline leadership deployment response
i.e C1, CAL, Airways, incident command
2. Engagement - Not all staff using workplace
3. Availability of guest speakers
4. Availability of space to deliver workshops
5. Equipment availability
6. Reduced capacity to plan, prepare and deliver sessions
7. Booking system needs streamlining
8. Staff sickness, maternity, secondment, other training

2. Where did you hear about the course ?

[More Details](#)

 Workplace	59
 Email	130
 Poster	24
 Word of mouth	15







Lee Street created a poll in Lincolnshire ops division.

19 November 2022 · 🌐



If you have not attended any PSL sessions yet, is there any specific reason?

- On Shift  26 votes
- Location  13 votes
- I would prefer an observation ride out with my aDSCL / DSCL  2 votes
- What's PSL?  2 votes
- No interest in topics so far
- No sessions aimed at my clinical grade
- Other... (Please comment below)

Recommendations

- Secure a range of medical & training **equipment** to support local delivery of requested PSL sessions
- Increase PSL **engagement** within three localities (target >50% 2023-24)
- Secure protected non operational time to complete **clinical contacts** for all staff who have not engaged with PSL
- Expand range of face to face sessions & dates available
- Increase **online PSL** availability to meet the requests of the skill gap analysis
- Continue to provide **observed practices** by request
- Repeat Skill Gap Analysis every 24m
- Secure **dedicated work time** to **plan prepare** and **deliver** sessions
- Continue to expand bitesize learning



Thank You

- Alastair Smith – Neil Scott – Maria Stanley – HOO's
- Staff who have supported PSL
- The clinical team
- Rebecca Hughes - mental health lead
- All the Guest Speakers
- St Barnabas
- St Johns
- Laura Hewson
- Oak House
- Station Managers
- Sue Cousland & the SMT

