

# London Transformation & Learning Collaborative (LTLC) programme update

14th October 2020

NHS England and NHS Improvement



# About the programme:



## Purpose

- To increase the supply and resilience of staffing for critical care across London
- Work in partnership to support local organisations to create a standardised inter-professional training framework for critical care.
- To develop a London plan that seeks to ensure that the NHS workforce is equipped with the skills and capabilities to manage **existing demand**, potential **future spikes** in demand as a result of Covid-19 and longer-term **permanent expansion** of critical care capacity in London.

## Outcomes

### *Primary*

- To cross-skill staff to support the London region to open appropriate ICU capacity with the potential to open **additional critical care beds** in surge.

### *Secondary*

- To demonstrate a new agile model for developing and delivering training rapidly in response to changing national healthcare requirements, in collaboration with existing systems and networks

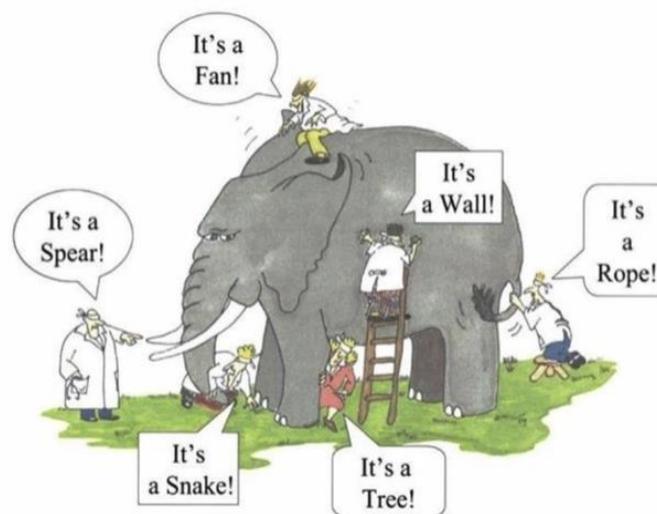
## Scope

- **Develop clinical education transformation capability across the NHS in London:** Develop transformation programmes which align to patient need, with service model, and workforce model.
- **Co-ordinate design and delivery of training to support London's response to Covid-19:** Establish innovative education delivery models for 'just in time training' that will support the development of an agile workforce that has the robust capability to deal with a second surge.

# Purpose of the London Transformation & Learning Collaborative

We want to assist system working and move forward in a way that will support growth and optimise effectiveness. While providing assurance to the population of London.

- Work **collaboratively** across organisations, professions and networks
- Share **best practice** across organisations, systems and the region
- Enable colleagues to be more prepared to work in critical care in the event of a second surge thereby **improving staff experience**
- Support each other in **improving patient outcomes**
- Providing training content and structure that can be delivered **consistently and effectively**



To optimise the performance of the entire system, stakeholders need to shift from trying to optimise their element of the system to improving relationships among its constituent elements. They need to shift towards thinking systemically.

# Key progress

**Since starting in July, the London Transformation and Learning Collaborative (LTLC) has progressed significantly against six of its key priorities.**

- Launched a dedicated microsite (on e-LfH) that hosts educational resources for learners, trainers and Critical Care Units / systems – the site has been accessed by 2000+ people and is updated twice weekly as new resources are shared.
- Co-developing an interprofessional skills matrix with the systems, to support them identify their Surge 2 workforces' skill priorities. While working with FICM, CC3N, RCN, UKCPA etc
- Providing systems with access to four training programmes for their workforce, covering ITU skills, leadership and psychological PPE.
- Forming delivery and assurance groups at a system and pan-London level to inform the programme priorities and Integrated Care System delivery.
- Collaborating with the Adult Critical Care Cell in a baselining activity, to capture number of staff training / requiring training for Surge 2, and types of training already being delivered internally.
- Research: Communicating initial qualitative findings from UCL. Clinically Led Activity and workforce redesign deep dive site onboarding

# Immediate next steps

- Focus from ICS leads on ensuring we have defined ICS-level surge plans to inform workforce training plans in preparation for increased bed base and deployment.
- Understand workforce and training gaps and focus interventions

Summarised below are the key actions required to ensure Surge capacity in NCL.



# CLEAR: Using a Human Factors approach to support the LTLC Learning System and promote system resilience and wellbeing

The Human Factors model: SEIPS 2

SEIPS: Safety Engineering Initiative for Patient Safety

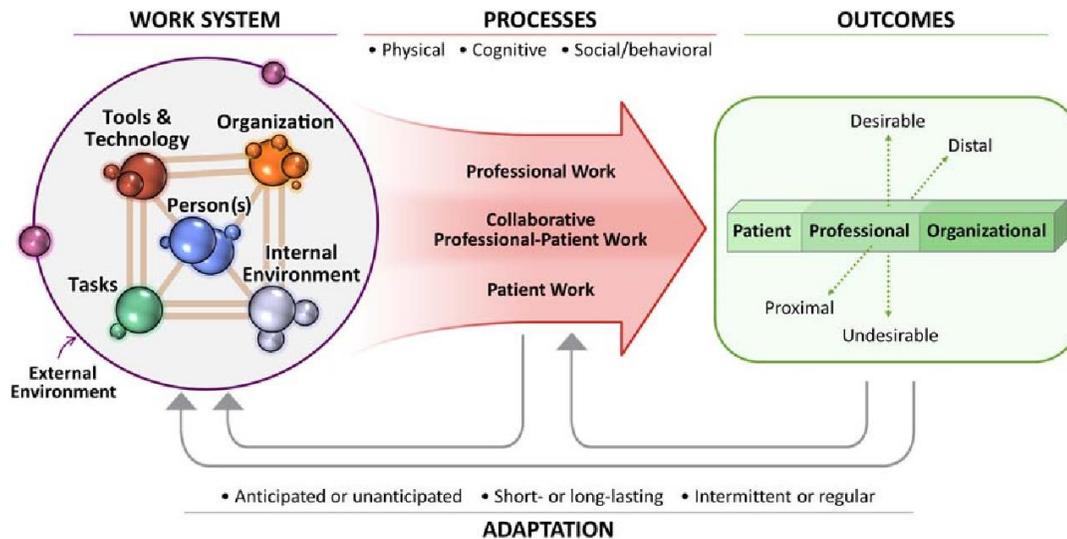
## Key features

Examines the interaction of people (staff) with specific elements for their work system which may help or hinder their performance

Highlights work processes (by which work is 'done') and addresses cognitive load, psychomotor (or physical) work, and behavioural aspects of teams

Helps define outcomes at level of the patient, staff or service / organisation, either positive or negative, some of which will be apparent immediately whilst others become clear over longer timeframes

Captures adaptations (planned and unplanned) and examines how these feedback to influence the design of the work system or processes



# Any questions?

[Microsite Link: https://www.e-lfh.org.uk/programmes/london-transformation-and-learning-collaborative-Itlc/](https://www.e-lfh.org.uk/programmes/london-transformation-and-learning-collaborative-Itlc/)

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