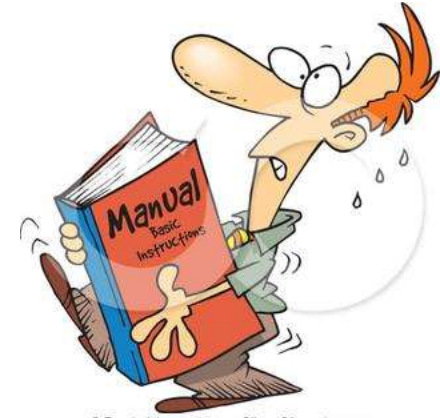


# Competences and Streamlining

Best Practice  
Bronwyn Driver

# The Theory...

A member of staff completes their training at one organisation....

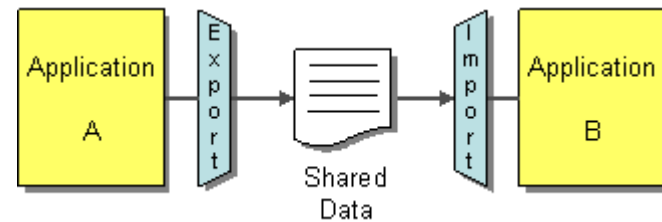


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...and transfers to another.

The person's new Trust initiates a Pre Hire IAT to see what training has completed.



A bespoke induction is planned, focusing on competency gaps.

The member of staff is able to transfer between organisations more easily without repeating training.

This means they can start on the ward/department sooner, saving on backfill costs.

And as for the member of staff, well, they don't have to repeat Information Governance for the umpteenth time!

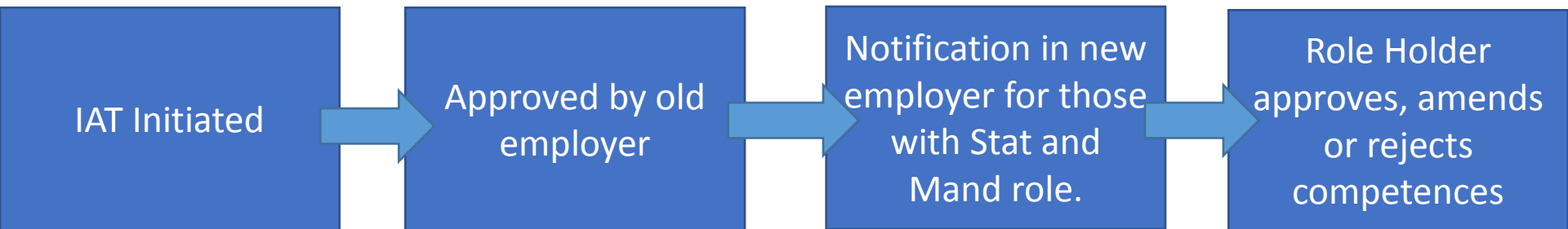


# In Practice...?



# Pre Hire Inter Authority Transfer (IAT)

- Initiated at Offer Excepted stage
- Allows receiving organisation to review and accept existing competences



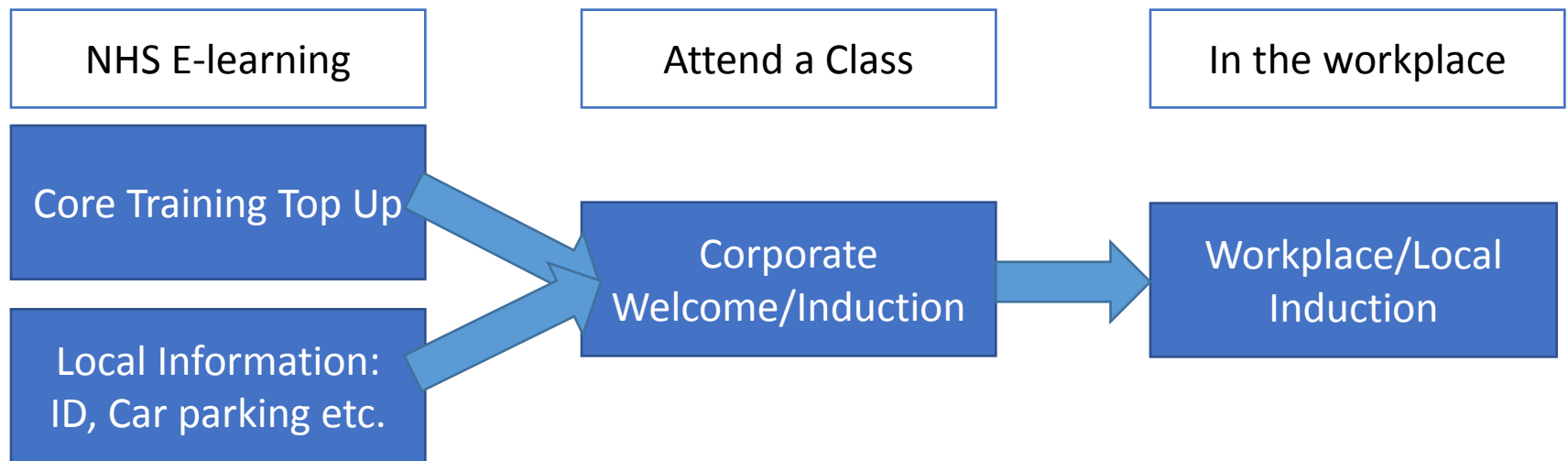
# Certifications

- For any outstanding Core Skills training
- Can be subscribed using auto enrol

On Hire	Year 1	Year 2	Year 3
Information Governance	Renewal	Renewal	Renewal
Moving and Handling		Renewal	
Health, Safety and Welfare			Renewal

# Learning Path

- For anything not associated with Core Skills
  - Corporate Welcome/Induction
  - Top up training to Core Skills for local issues/information
  - Workplace/Local Induction





Thank you!

Bronwyn Driver

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