## Training needs analysis for local adaptation

You may want to target initial training for staff who care for patients who have complex health needs, are likely to be nearing the end of life, or at risk of sudden deterioration or cardiac arrest. However, all clinicians need to be aware of the ReSPECT process’s role and remit and to be clear on expectations in the event of a patient presenting with a ReSPECT form.

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|  | Consultants, Registrars and GPs | Core medical trainees (CMTs), Foundation Year (FY1/ FY2) | Senior and specialist nurses and AHPs who would like/ need to be able to implement the process | Paramedics, clinical hub and Out of Hours practitioners | Nurses, AHPs and other healthcare professionals  | Non-registered care assistants and support workers | Non-clinical and administrative staff \* |
| **ReSPECT level 1 — Awareness** For all staff working with patients (clinical and non-clinical) undertaken through * face-to-face team updates (launch)
* face-to-face induction (new starters)
* e-learning (launch and updates)
 | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| **ReSPECT level 2 — Action** For clinical staff (including non-registered staff) working in care homes, ambulance services, acute Trusts, out-of-hours and community providers who will need to recognise the form and take action on the recommendations undertaken through* face-to-face team briefing (launch)
* face-to-face induction (new starters)
* e-learning (launch and updates)
* incorporating into business as usual training (e.g. updates, simulations, and ongoing role essential training) \*\*
 | **X** | **X** | **X** | **X** | **X** | **X** |  |
| **ReSPECT level 3 — Conversations**For clinical staff (registered practitioners including nurse, AHP, and doctors) who will undertake the process with patients, and for any staff interested to learn more delivered: * face-to-face training session (launch)
* e-learning (launch and updates)
* incorporating into business as usual training (e.g. updates, simulations, and ongoing role essential training)
 | **X** | **X** | **X** |  |  |  |  |
| **Advanced communication skills training** For clinical staff who wish to further develop their skills in enabling people to talk about and plan ahead, advanced communication skills training is available in most locations through in-house training or training provided through local hospices | **X** | **X** | **X** |  |  |  |  |

\* It is recommended that awareness of the new form and process is undertaken by all administrative staff involved in clinical administration including ward clerks, Emergency Department receptionists, medical secretaries, medical records staff involved in registration and clinic preparation, and relevant managers and service managers.

\*\* Business as Usual training will need to be developed with the support of Learning and Development / Medical Education as part of the Junior Doctors programme.