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Fitness to Practise Training Staff

RPSGB

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This presentation will;

- Briefly outline the RPSGB investigative training programme
- Share the views of the staff.
- Demonstrate how training has improved our work
- Outline our future training plans



Required training outcomes

- Staff will;
 - Know and understand the requirements for investigative professional practice.
 - Plan and organise professional investigations.
 - Conduct and manage investigations.



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The Course

- ‘Effective Investigation’
- 5 days residential
- Investigating for healthcare professionals
- Mixture of students



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Key elements

- Legal Framework
- Underpinning principles
- Investigative planning
- Witness statements
- Interviewing



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Structure

- Pre course learning
- Classroom study
- Individual and group assignments
- Continual assessment
- Personal development planning



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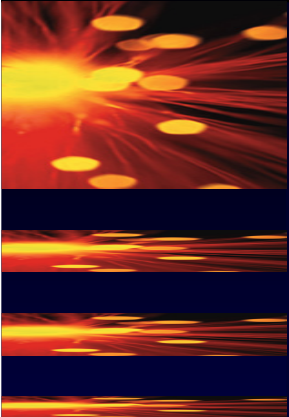
Accreditation

- Course developed with RPSGB
- Delivered by established company
- Level 6 award
- Accredited by EDI



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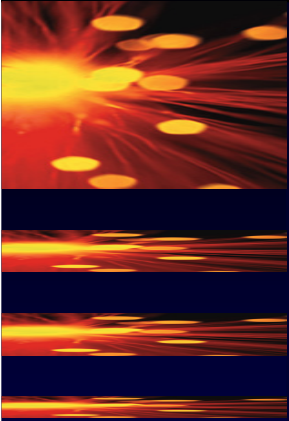
Views of the staff

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‘The opportunity to attend the course was fantastic in terms of learning new things/enhancing existing knowledge and getting to know other investigators especially from different regulators.’



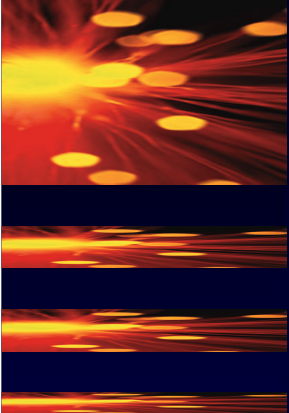
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‘The content of the course was very interesting and relevant to both the work of the Inspectorate and the Investigations team. I learnt things about the Humans Rights Act, the National Intelligence Model, and types of evidence that have all been useful for my investigating role.’



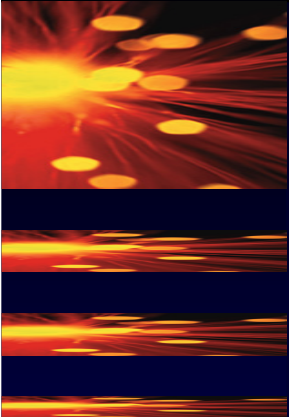
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‘In hindsight I feel that greater time could have been spent on planning investigations and establishing what facts you are trying to prove. This would guide us in working out what areas to exert most effort on. This would also mean that the investigation would tie in exactly with the way the office works in terms of drafting reports for the Investigating Committee.’



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‘Personally I felt much more confident at the end of the course in terms of taking witness statements and planning and conducting interviews. I didn't have a legal background at all so welcomed the opportunity to gain some ‘legal’ qualifications.’



- *'I felt that the biggest thing I got out of it was the understanding that everything needs to be planned and that you might even spend more time planning a task than the time spent carrying out the task. But if everything is planned carefully and all eventualities are considered then the task goes more smoothly and stress levels are minimised all round.'*



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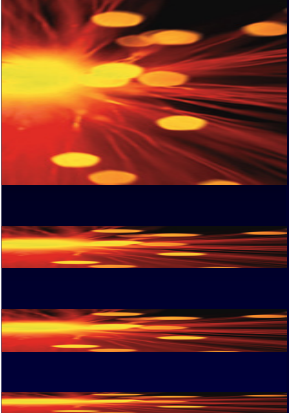
How has this improved our work

- Staff are competent and confident to conduct effective investigations
- Promoted and achieved cross team collaboration
- More flexible use of resources
- Consistency
- Better witness management
- Reduced in risk of challenge



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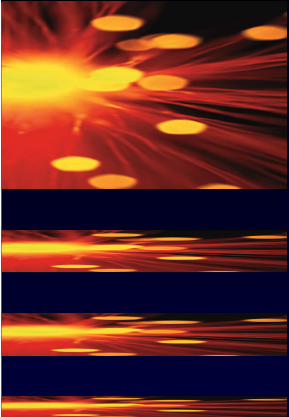
Future training plans

- 
- Investigative Strategic management
 - Advanced interviewing
 - RIPA
 - Disclosure



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Summary

- 
- Training bespoke to the healthcare setting
 - Staff are qualified with assessed competence
 - Promotes whole team approach
 - Identified future training needs



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Thank you

Any Questions?