



# North East London & Essex Trauma Network

## Competency Based Training and Assessment V1.0

The purpose of this document is to provide Network guidance for competency **training and assessment**. It is not intended to replace any locally agreed guidance which may already be in place.

Competency-based training is a method of instruction which helps to develop the skills, knowledge and attitudes required to achieve competency.

It is characterised by the following key features:

- Is outcomes-focused, relying less on inputs such as curriculum and more on a learner's ability to consistently apply their knowledge and skills to the standard of performance required in the workplace
- Involves work-based learning (though virtual training may be appropriate in the current climate)
- Is self-paced and flexible
- Units of competency do not prescribe **how** people should be trained.

### Who can deliver training and undertake competency assessment?

There are multiple opportunities for training delivery and competency development across NELETN including national, network, and local programmes. Key principles that should be met by the individual delivering training and/or assessing competency include:

- A professional registration with a recognised body (NMC or HCPC for example)
- Regular clinical and/or academic exposure to the area of training being delivered
- The provider must deliver education within their scope of practice. This scope must be defined by the individual, working within their realms of expertise and within professional regulations.
- Have local expert support from colleagues and peers (this could be outside of the individuals' discipline, for example, support from medical colleagues.)
- Criteria to achieve competence (outcome) set in advance and agreed prior to assessment

For example, an orthopaedic specialist Nurse or AHP may deliver training on the application of traction, or assess competency in this area, if the following is met:

- Have a valid registration with the NMC or HCPC
- Regularly undertakes clinical and/or academic work relating to fracture management and traction (defined by the NMC as 450 hours within a 3-year period, not defined by HCPC)
- The subject matter is within their scope of practice, supported by underlying knowledge of fractures and traction devices.
- Have liaised with a colleague/s who also meet the above criteria and concur that the training content is accurate, and that delivery is relevant and appropriate.

In the case of training and assessment that covers several elements of care (for example NMTN/RG competencies or TCAR, which covers multiple body systems) it may be appropriate that competency assessment is undertaken by several different professionals, each focussing on their area of knowledge and expertise. **NMTNG are soon to release their model answer guides which can assist the assessor to ensure that all elements are covered.**

Some programmes offer a 'train the trainer' course for Individuals Involved In training and assessment. However, the absence of such courses does not preclude designated individuals from training and assessing competence to ensure best practice within the network.