



Multidisciplinary



Flying Start NHS

Developing confident, capable health practitioners

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View from the office...

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Context



- 1999 Scottish Parliament formed
- Health becomes a devolved power

Wholly public funded system
14 Health Boards
5.5 million pop.
147,000 staff in NHS Scotland
7,000 Allied Health



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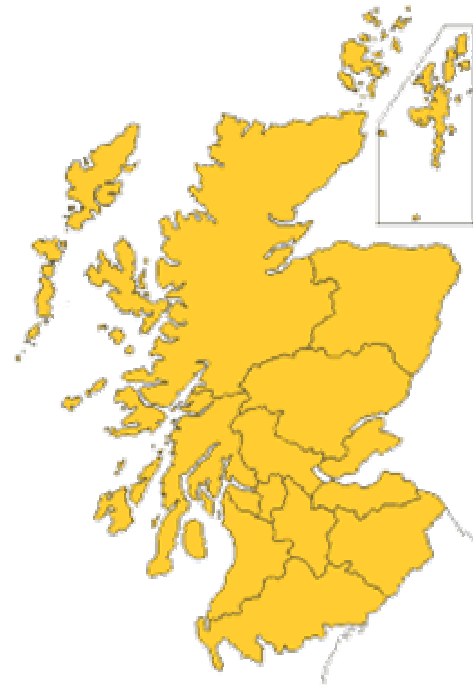
The stimuli for Flying Start NHS

Recruitment and retention

Scotland's health policy and changing roles

New NHS pay and conditions

HPC Registration linked to evidence of CPD



Development Timeline

- Commissioned by Paul Martin & Jacqui Lunday autumn 2004
- Project Team in place Jan – April 2005
- Scoping and consultation activities May – Sept 2005
- Web developers appointed August 2005
- Writing and feedback phase Oct – Dec 2005
- Website launched 9th January 2006

Key project team activities

- Scoped existing development activities for NMAHPs
 - Why? To ensure we added value

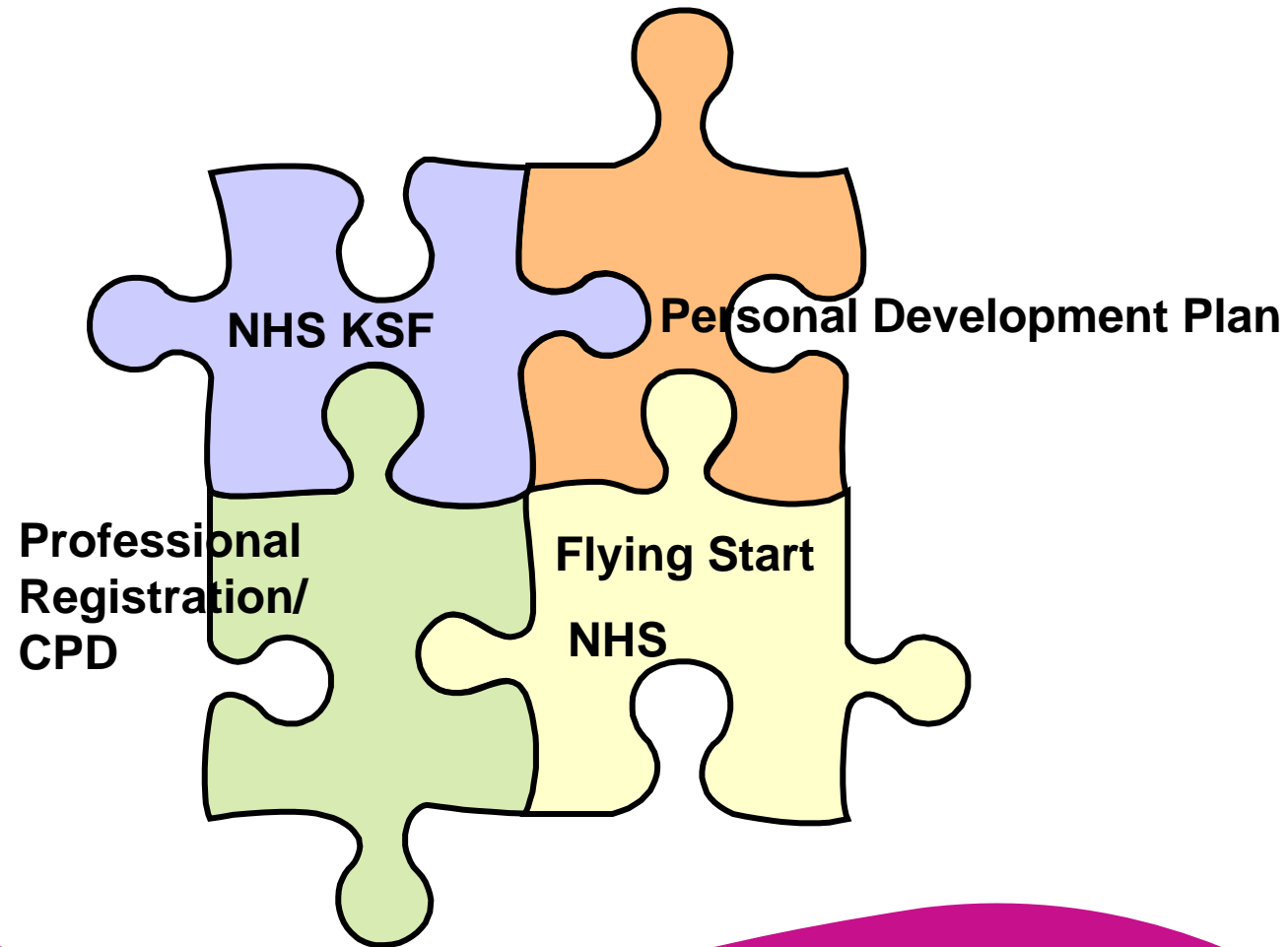
- Built strong partnerships
 - Why? We couldn't deliver the project alone

Integrated concurrent developments

- Why? Staff were already change weary

“Joining up” development activities

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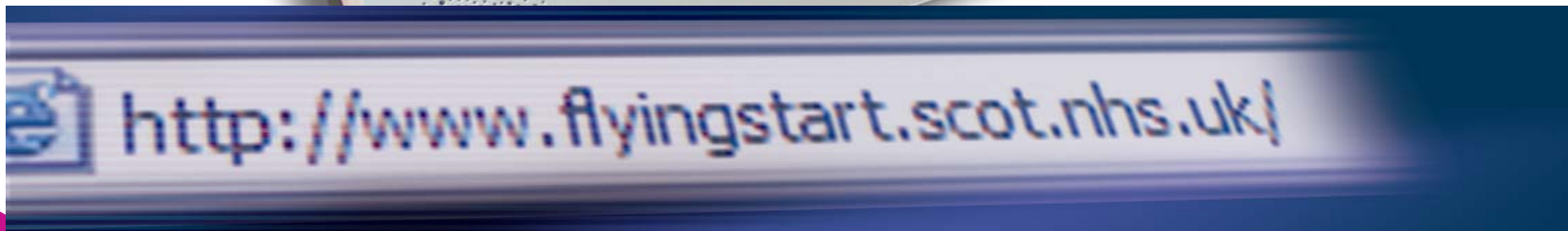




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The Aim of Flying Start

To develop **confident, capable** practitioners who will be effective members of the NHS Scotland team




Ownership by.....

- the people who will participate in it
- the people who will support it
- and by the employers who will enable it

Learning Programme

- 10 Learning Units make up the development programme.
- Each has an aim and Learning Outcomes.
- Each sub-section contains learning activities.

Learning Programme 	
>	Communication
>	Clinical Skills
	Clinical Skills Development
	Assessment and Planning
	Providing Treatments
	Improving Health
	Enabling Others
	Reviewing Care
>	Teamwork
>	Safe Practice
>	Research For Practice
>	Equality and Diversity
>	Policy
>	Reflective Practice
>	Professional Development
>	Career Pathways

Key design features

- It is a national on-line, learner-directed development programme
- A development framework to guide newly qualified practitioners
- Is based on blended work-based learning, supported by mentors
- A community of practice of newly qualified practitioners provides peer support and sharing of good practice

Some statistics....

- **3,350 Registered Flying Start NHS members**
- **16 Health Boards** are participating in the initiative.
- Web site average unique visitors per month = 5,000
- Average page views per visit = 8.92
- Web site page views in period March to May 07 = 163,773

Has it added value?

- Independent learning within a structured framework
- Mentor time more focussed
- Inter-professional learning encouraged
- Peer to peer support through discussion forum and members area
- Access to experts via on-line Q&A sessions



Common threads

- Reflection on action / in action
- Working within a safe scope of practice
- Feedback from workplace mentor
- Supportive on-line community

What next for Flying Start NHS?

- Continuous feedback and **improvements** to website
- **Evaluation** of impact by external research team
- **Collaboration** - UK, Europe and international
- **Support** for new practitioners / mentors joining the on-line community



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Thank you for listening in Hobart!



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