

Guidance for Employers of NHS Staff on Statutory and Mandatory training during the Covid-19 Outbreak

Background

The Core Skills Training Framework (CSTF), launched in 2013 by Skills for Health, aims to enable consistency by providing guidance on minimum standards, including refresher periods, of required core statutory and mandatory education and training and is used widely across the NHS. All subjects and learning outcomes within the CSTF are based on national guidance and legislation.

Health Education England, working in partnership with Skills for Health, have conducted a review of the minimum requirements for statutory and mandatory training during the Covid-19 outbreak to support management of the pandemic by the NHS. This covers both existing NHS staff as well as healthcare workers who have returned to practice to support the response to the pandemic.

The minimum requirements for the various staff groups are listed below. These assume that **staff will have undertaken statutory and mandatory training in their current or previous roles**, and they focus on the safety of the staff members and the patients for whom they are caring.

Requirements for Existing Staff

Staff continuing in their existing roles

For current employees within the NHS who have not changed roles and who have previously undertaken training in the core subjects of the CSTF, refresher training requirements may, if needed, be suspended for the duration of the current crisis, or limited to updates required in light of the Covid-19 pandemic.

Staff redeployed to another role or site

Current employees within the NHS who have been redeployed to a new role or site to support the current crisis should only be required to undertake the 'local induction' requirements relevant to their new role or workplace. Minimum local induction requirements are highlighted in the [appendix](#) of this document. These can be delivered by their manager or supervisor where appropriate, to familiarise them with local policy and procedures to ensure that they can operate safely.

Staff Returning to the NHS

E-Learning for Healthcare have created a [Covid-19 programme](#) with open access, which continues to be updated as new resources and guidance become available.

Staff who have left the NHS and are now returning to practice to support the management of Covid-19 cases, should undertake 4 statutory/mandatory e-learning modules as part of the induction to their role, prior to starting in post:

1. Health, Safety and Welfare
2. Fire Safety
3. Infection Prevention and Control – Level 2
4. Resuscitation – Level 2

Completion of knowledge chapters for these modules takes on average 20-25 minutes for each subject, with the exception of Infection Prevention and Control which takes 40 minutes, and all are followed by a 15-minute assessment. It should however be noted, that if the individual is confident in their knowledge, they are able to proceed straight to assessment, thereby reducing time taken to complete each module. All are now available in a bespoke folder of the e-Learning for Healthcare Covid-19 programme: <https://portal.e-lfh.org.uk/Component/Details/610770>.

The e-Learning should be supplemented by a number of key learning outcomes from the CSTF, which should be delivered during induction to the role/site. Full details can be found in the [appendix](#) of this document.

Appendix

The table below indicates specific learning outcomes from the CSTF which are required to be delivered locally as part of induction for staff returning to the NHS. These should also be used for staff who have been redeployed to another role or site as appropriate.

Subjects	Local induction at the workplace
Equality, Diversity and Human Rights	CSTF learning outcome: g) know what to do if there are concerns about equality and diversity practices, including how to use any local whistle blowing policy procedures and other related policies.
Health, safety and welfare	CSTF learning outcomes: d) be able to locate the organisation's health and safety policy and the arrangements for implementing it k) know the reporting processes used and how the organisation uses the information gathered to help manage risks l) know how to raise health and safety concerns
Fire safety	Fire Safety and Prevention ¹ Understand the following: <ul style="list-style-type: none"> • details of the risk identified in the fire risk assessments for the area(s) concerned; • details of the protective and preventative measures in place; • any specific instruction necessary to prevent fire in the area as a result of hazardous processes, substances and/or equipment; • details of the local fire emergency action plan including: <ul style="list-style-type: none"> – the action to be taken on discovery of a fire – means of raising the fire alarm – the actions to take on hearing the fire alarm – staff responsibilities during a fire incident – procedures for evacuation – the location of fire exits and evacuation equipment – the location of fire extinguishers – other relevant equipment etc. Complete a physical tour of the escape routes and assembly points, if appropriate, or places of relative safety.
Infection prevention and control	CSTF learning outcomes: Level 1 b) have knowledge of and demonstrate the standard infection prevention and control precautions relevant to their role c) recognise and act when their personal fitness to work may pose a risk of infection to others. Level 2

¹ Department of Health, Health Technical Memorandum 05-01: Managing healthcare fire safety, Second edition April 2013

Subjects	Local induction at the workplace
	b) know how to obtain information about infection prevention and control within the organisation.
Moving and handling	<p>The following CSTF Learning outcomes are context specific and delivered locally and specifically to the setting:</p> <p>Level 2: Those staff groups, including unpaid and voluntary staff, whose role involves patient handling activities.</p> <p>d) demonstrate a range of practical skills relevant to the needs of the patients in their care and the individual's job role</p> <p>e) demonstrate the safe use of the range of equipment relevant to the needs of the patients in their care, the individual's job role and the setting.</p>
Safeguarding Adults and Children	<p>CSTF Safeguarding Adults Learning outcome:</p> <p>b) know what action to take if they have concerns [regarding the safeguarding of adults and/or children], including to whom you should report your concerns and from whom to seek advice.</p>
Resuscitation	<p>CSTF learning outcome:</p> <p>Level 1</p> <p>b) know how to summon immediate emergency help in accordance with local protocols.</p>