

# Competency Framework: A method to improve structure of Soft- Landing Programmes across NHS Scotland

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## Background

- NHS Ayrshire and Arran have greeted over one hundred doctors, newcomers to NHS Scotland, in their inaugural NHS roles since October 2021.
- The soft-landing program has evolved through different versions during this time.
- Since August 2023, a standard six-week soft landing program has been consistently offered.

## Concerns identified

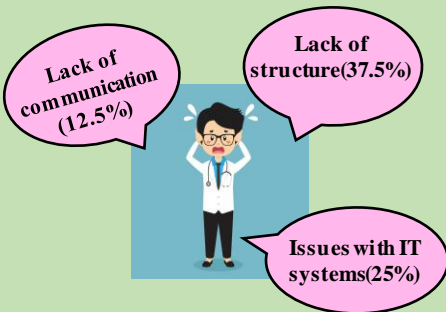
- Participants who have undergone this program provided feedback suggesting a lack of structure, with doctors feeling uncertain about the tasks and procedures expected of junior doctors independently within NHS Scotland.

## Aim

- Enhance and standardize the structure of the current soft-landing program by implementing a "Competency Framework".

## Methods

- A survey was conducted among doctors who participated in the soft-landing program during 2022-23.
- 17 doctors participated and identified three key areas for improvement:



## Intervention

- Based on the feedback provided a "Competency Framework" was designed which targeted common tasks, clinical skills, prescribing duties, referral pathways and legal documentation that doctors in NHS Scotland are expected to perform independently on a regular basis in the in-patient setting.

## Competency Checklist

COMPETENCY FORM FOR NEW DOCTORS IN NHS SCOTLAND

COMPETENCIES	PLEASE TICK	NAME	SIGNATURE	DATE	DESIGNATION
CLINICAL SKILLS:					
1. IV CANNULATION					
2. VENELECTURE					
3. BLOOD CULTURES					
4. ABG					
PRESCRIPTION FORMS:					
1. IV FLUID PRESCRIPTION					
2. HIGH RISK INFUSION					
3. INSULIN PRESCRIPTION					
4. WARFARIN PRESCRIPTION					

- Feedback forms on "Competency Framework" were given 5 new doctors who started soft landing in October 2023.
- All the participants(100%) felt confident at the end of soft landing due to improvement in structure.

## Conclusion

- An organised and standardised soft-landing programme not only improves the confidence of doctors new to NHS Scotland but also facilitates their smooth integration into the system.
- Our initiative garnered widespread appreciation within the healthcare community and was subsequently adopted by Greater Glasgow and Clyde (GGC).
- Furthermore, there are promising indications that our "Competency Framework" may soon become a National standard document across all health boards in Scotland

## Acknowledgement

- Thank you Dr Clarie Gilroy and Dr Kati Carroll for your immense help and guidance.



Scan QR code for full competency form