

Co-production of a Digital Competencies Framework for Allied Health Professionals at Great Ormond Street Hospital

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Background

In 2016, Great Ormond Street Hospital (GOSH) ranked within the bottom 10% of all NHS trusts in the national Digital Maturity Assessment, highlighting significant challenges in its digital infrastructure and capability. In 2020 NHS England published a Digital competency framework for UK Allied Health Professionals, this document was comprehensive but had not been mapped to the needs of AHP clinicians within GOSH.

Methodology

A multi-professional co-production workshop was facilitated by Physiotherapy Education Leadership Students with three activities.

- Prioritising the individual competencies within the domains of the digital competency framework – according to how frequently the skills were required within daily service provision.
- A RAG rating sticker activity to indicate the level of confidence a staff group had for each competency type.
- Facilitated discussion to outline the key barriers and facilitators for Allied Health Groups in improving digital competence.

RAG rating prioritised competencies



Aim / Objectives

- To assess current levels of digital competencies at GOSH
- To identify key barriers and enablers of digital competency.
- Improve AHP digital competency

Results

Eight stakeholders attended the workshop, representing seven allied health professions.

Across all domains there was a near equal split of confidence levels (36% red/low, 30% yellow/medium, 34% green/high confidence)

Over 50% of low confidence competencies were within the data management and resource optimisation domains of the framework.

Thematic analysis (Braun&Clarke) of enablers and barriers demonstrated that access to technology and high quality training were effective, however lack of time and resistance to change were challenges.

Conclusion

This project resulted in the development of two competency documents; a foundational skills framework to be embedded within induction, and a development competencies framework to identify personalised upskilling needs enabling individualised training pathways.

References

Braun, V. & Clarke, V. (2006), 'Using thematic analysis in psychology', *Qualitative Research in Psychology*, vol. 3, no. 2, pp. 77-101.

Health Education England & NHS England (2020) Digital Competency Framework for Allied Health Professionals. Developed by Chris Tack. Available at: <https://digital-transformation.hee.nhs.uk/building-a-digital-workforce/digital-literacy/digital-capabilities-frameworks>

National Advisory Group on Health Information Technology in England (2016) Making IT Work: Harnessing the Power of Health Information Technology to Improve Care in England. Department of Health and Social Care.

Organisational Representation

1 - City St Georges University, London, UK
2 - Great Ormond Street Hospital Foundation Trust, London, UK

Copies of the proposed competency documents can be found attached to the poster board - feel free to take for reference