

# Overcoming the Barriers to Brief Interventions Training for NHS Health Scotland

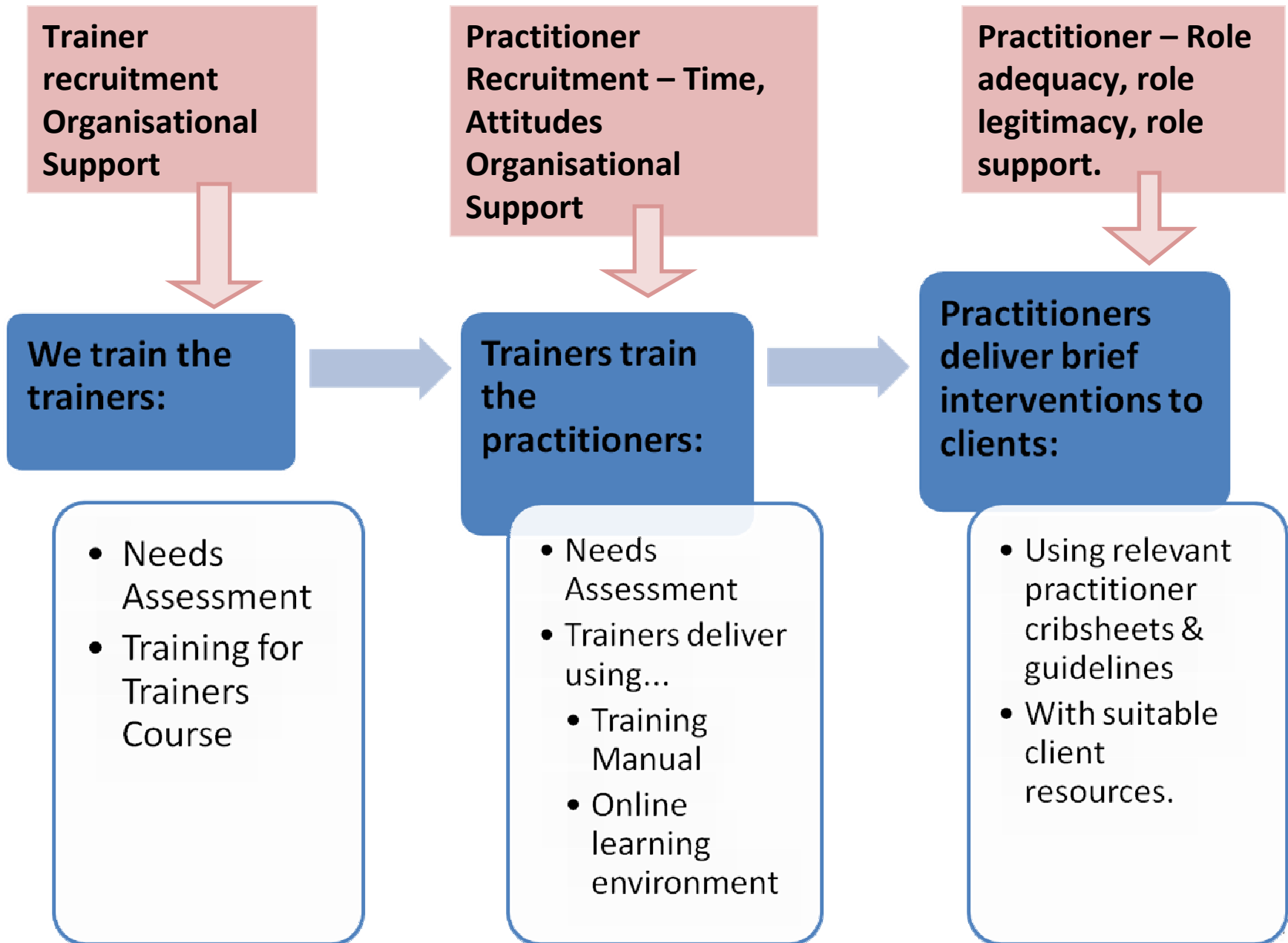
Dr. Niamh Fitzgerald

[www.createconsultancy.com](http://www.createconsultancy.com)



# Background

- Alcohol-Related Harm & Brief Interventions Training for Trainers commissioned by HS November 2007
- Significant research and policy directives supporting the role of NHS staff in delivering BIs esp recent HEAT target on SIGN 74.
- Implementation of SIGN 74 has been patchy – and SIGN recommends training.
- Solution is about providing flexible training delivery to meet local needs, but to a minimum standard.



# Overcoming Barriers to BI Delivery

What do practitioners need to be effective?

- Role Adequacy
  - Accurate knowledge & skills
- Role Legitimacy
  - Comfortable & Acceptable ways to raise the issue.
- Role Support
  - Where to get help for practitioners & clients.

***Practitioners need support to learn these skills attitudes & information => Training?***



# Overcoming Barriers to Training Practitioners

Minimise time for face to face delivery...

- Adequate needs assessment.
- Include self-study requirements.
- Reading, Online Learning options.
- Provide relevant cribsheets/prompts (e.g. “ways in”; screening flowchart).

# What role has face to face training?

- Attitudes – Discussion and Reflection
- Skills – Practice with observation.
- Ways to raise the issue – reflection, practice.

**Who will provide this training to practitioners?**

# Overcoming Barriers to Training Trainers

- What do trainers need?
  - Ability to carry out and use appropriate needs assessments.
  - Face to face training skills
  - Ability to observe and give personalised feedback on skills practice.
  - Fluency with online learning environment.
  - All the same knowledge, attitudes & skills as practitioners but at a slightly deeper level.
  - Motivation & enthusiasm.

# More than a Training for Trainers Course

- Trainer Needs Assessments
- Pre-Course work
- Training manual
  - Practitioner needs assessments
  - Whole range of flexible learning options – including non face to face & online.
  - Practitioner cribsheets etc. for trainers to provide.
  - Guidelines on designing learning solutions.
- Ongoing trainer support.

# Making the Cascade Work

- Recruitment of Trainers & Practitioners – making links at strategic level e.g. with health board (SESP), governing bodies, professional networks, NES etc.
- Organisational and managerial support
- Course administration – encourage coordination at a geographical level or through professional bodies.

# Details

- Course 1: Glasgow: 20<sup>th</sup>, 21<sup>st</sup>, 28<sup>th</sup> February
- Course 2: Edinburgh: 11<sup>th</sup>, 12<sup>th</sup>, 18<sup>th</sup> March
- Waiting list for 08/09 Courses.

Sign up for either course or waiting list via our  
online application form on:

**[www.alcoholtraining.co.uk](http://www.alcoholtraining.co.uk)**

**Enquiries [admin@createconsultancy.com](mailto:admin@createconsultancy.com)**

0141 4455858 (Julie Hale)

