



Supporting professional development in stroke and neurorehabilitation care

Annual training programme report 2023

1. How does the network support training and education?

The development of professionals involved with providing support and care to our patients and their families is a key priority for the network and overseen by our Workforce Development Subgroup. The group is drawn from a range of healthcare professionals from local inpatient and community stroke and neurorehabilitation clinical teams, plus representation from local voluntary sector organisations and others. It aims to:

- Scope and collate current training provision, identify training needs and gaps in provision
- Develop new and/or co-ordinate existing training opportunities/materials and disseminate locally
- Develop/promote training competencies for stroke and neurorehabilitation care
- Work with other stakeholders to address NHS staff shortages
- Encourage sharing of best practice and peer support

2. What training opportunities does the network provide?

Since 2016, we have facilitated a comprehensive programme of training and education that moved online during the pandemic but has now evolved into a mix of face to face and webinar based events. Our programme consists of regular introductory level training days aimed at new starters as well as diverse portfolio of educational events for more experienced staff.

During 2022/23 we redeveloped and relaunched our introductory training day for stroke care, with 4 events a year now hosted and delivered by different organisations in the region. The programme now includes multi-disciplinary theme and covers key aspects of the care pathway, including life after stroke and the voluntary sector.

Attendees at our training events are mostly from Greater Manchester, with most open to NHS, voluntary sector and other professionals involved in stroke and neurorehabilitation care. The majority of our events are free for public sector or voluntary sector staff, with charges only applied if there is a significant cost associated with the training provider.

All of our online content is recorded and hosted on our [YouTube channel](#), although some videos are only available on a restricted basis. Our channel now has over 400 subscribers and features over 100 educational videos that have been viewed over 25,000 times and for 3,381 minutes since establishment in 2020. Our most popular video of all time is “Understanding Functional Neurological Disorder” which has so far attracted over 2,200 views.

Our [website](#) has a substantial [training section](#) which signposts to [local and national training events/courses](#) and [other online resources](#). We have our own portfolio of 27 [E-learning packages](#) on our website which have been developed with local clinicians following identification of specific training needs. Topics include training for various professions on the Greater Manchester stroke pathway, as well as a wide variety of clinically based sessions on areas such as vision and cognitive impairment.

3. What were our key achievements during 2023?

Following some changes that were required as a result of the pandemic, our training programme has continued to adapt, diversify and grow. We now utilise a blend of face to face teaching, often where peer support and networking are of benefit, as well as online platforms that provide flexibility and generate a bank of recorded resources.

During 2023, we continued to reach out and educationally support a growing number of people, with many key successes:

- 6 online webinars and 9 face to face training events including our annual stroke conference which was also live streamed on YouTube – see appendix 1 for a full list
- Our YouTube videos were viewed 9,931 times for over 1,400 minutes and we gained 130 new subscribers to the channel
- Our most watched video was “Understanding Functional Neurological Disorder” with 1,273 views
- Our most popular video recorded in 2023 was “Ebrahim's story - Understanding different cultures in supporting neurorehabilitation” with 441 views.

4. What are the impacts of our training and education programme?

In January 2024, we asked those who had registered for our events in 2023 to provide feedback on their experience. We requested examples of how they had used the training in their clinical practice and what were the impacts, and if and how any learning had been disseminated within their team.

10 people who attended 7 different events provided more detailed evaluation:

- 50% rated their training as 5/5 (i.e. excellent) and 40% awarded it 4/5
- 90% said they had already put their learning into practice, with the remainder stating they intended to
- 70% had shared their learning with others and the remainder saying they intended to
- 60% stated that the training had helped undertake QI, with 20% intending to in future

Q. How have you applied the learning?

Acceptance and Commitment Therapy	<p>Improved confidence with hard discussions supporting patients mental well-being. Theory based research was interesting and follow up supervision with neuropsych has been helpful</p> <p>I have been supporting my team to implement the skills they learned on the training to use with our patients. we have developed some value-based goals training and this will be rolled out to the whole team.</p> <p>Attempted to use in therapy sessions</p>
1000 Reps Workshop	<p>Implemented use of practice record sheets. Pushed patient responsibility for rehab and getting family involved where possible. Pushed increased intensity of self-directed practice alongside therapy sessions- both through new stroke guidelines and 1000 reps ethos. Electrical Stimulator devices and click counters on order at present.</p> <p>I have played patient resources via video to inspire. I have used the 1000reps message and bought Talley counters and issued to my patients with 1 or 2 exs which we monitor the reps of. I have also seen phenomenal results physically but also in terms of the patient having the feeling of some control of their journey. Fantastic</p>
Mental Capacity Assessment Awareness	I am currently involved as part of MDT in looking at how capacity assessments are completed throughout the team but also in wider hospital environment.
Introduction to Vestibular	More aware of other diagnosis when assessing acute stroke patients
Cultural Awareness	More understanding of the need to take cultural differences onto cognizance in rehabilitation. I was doing it, but after the training, I determined to do more of understanding not just regular language but the nuances of the British people. This has helped to get me and patients to relate better and discuss things related to patients that are not clinical. This has engendered better rapport and more tendency for patients to adhere to rehab guidelines. This is more so for patients with cognitive or memory impairment.
Upper Limb	To enable patients to have self-management task

Q. How have you shared the learning with others and what have been the benefits?

In the process of some in house training
Feedback at in service training event of learning from 1000 reps and UL course. Team approach to implementing learning. Involved in working group to embed training and learning into practice.
Word of mouth clinical discussion and signposting to the course
We completed a feedback session to other members of the team
Feedback session to peers
I have fed back at the stroke clinical governance meetings

Examples of QI projects that the training helped support:

Currently trialling increased therapy intensity as a collaboration between all profession specific therapies.
New paperwork to support monitoring of patient experience and outcome measures.
there is an ongoing project looking at standardising how capacity assessments are completed within the trust
Value based goal training with the MDT
Plans to implement a vestibular checklist/pathway

One responder provided an additional comment:

“Excellent quality course, great venue, accessible parking and lovely food. Thank you to all at the network for your continued hard work and support for teams. Thank you for your support and drive to enhance Stroke rehab services for the benefit of services and patients.”

Appendix 1. Annual programme of experienced level training (2023)

Format	Title	Date (2023)
Face to Face	Evidence-Based Upper Limb Retraining Workshop	21 st & 23 rd Jan
Face to Face	1000 Reps a Day' Workshop	24 th Jan
Webinar	Greater Manchester Individual Funding Request	25 th Jan
Webinar	Cultural awareness in stroke and neurorehabilitation	16 th Feb
Webinar	Introduction to Vestibular Training	8 th Mar
Face to face	ACT Training Day	27 th Apr
Face to face	Advanced Vestibular Training	18 th May
Face to face	Mental Capacity assessment awareness	23 rd Jun
Face to face & Live Stream	GMNISDN Annual Stroke Conference	4 th Jul
Face to Face	Psychology Special Interest Group Study Day	5 th Jul
Face to Face	Introductory Stroke Study Day Wroughtington	31 st Jul
Webinar	UKABIF Acquired Brain Injury and the Criminal Justice System	27 th Sep
Webinar	Introduction to an MSK Approach on Shoulder Pain	4 th Oct
Face to face	Introductory Stroke Study Day Trafford	15 th Nov
Webinar	Cultural awareness in neurorehabilitation	13 th Dec