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Embedding Information Literacy into Staff Development at an acute NHS Trust  
Theme: Practical approaches to Information Literacy

During 2005 a Trust wide initiative was undertaken in North Bristol NHS Trust to look at developing study skills for all staff. It has taken a calendar year to evolve from an initial programme based on what had previously been supplied by an external provider to a learner centred programme with two points of access. A strong emphasis was placed on information literacy skills, such as, literature searching, reference management and critical appraisal.

There were a number of drivers, both local and national to improve the skills of staff, in particular, those going onto courses provided by local Higher Education Institutions. Local drivers included issues such as loss of local FE provision, requirement to meet needs of a large cohort of overseas nurses and supporting the development of an in house skills escalator.

Nationally there was a continuing need to support the clinical governance agenda, an increasing need for portfolio evidence and the development of the Knowledge and Skills Framework (KSF) within the NHS and the need to link learning outcomes to this.

The programme was based on an earlier programme, designed by a practitioner with experience of delivering HE courses who had prior knowledge of what HE students required. Feedback from early courses was taken and the programme tweaked accordingly. Two stages were developed allowing staff to enter at a level appropriate for them.

To encourage continued use of the skills learnt an element of information, advice and guidance was included looking at areas such as career development, reflective practice and links to practice i.e. how applied to e.g. audits, effectiveness projects, guideline writing.

**Future developments will look at completion of a local study skills strategy, accreditation by an external body and links to planned NHS initiatives**