

**webanywhere**  
stretch beyond



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**recommendations  
for e-learning  
from the Francis Report**

# Staff generated content

The Francis Report sees trainees as 'valuable eyes and ears' in a hospital setting. Therefore, it's as important to get the feedback of those on the ground as it is to lead them in the training they undertake. Additionally, there should be support systems in place so that junior staff, and students, can speak up when they have concerns about patient safety.



# 360 appraisals

360 appraisals - feedback from an employee's colleagues to contribute to a report of their performance - give a much more rounded and multi-angled view of how well a member of staff is performing. The Francis Report recommended a 'system which recognises and applies the values of transparency, honesty and candour'.



# Consistency in training

The core values should be at the heart of your training at all times. Consistent training techniques will mean staff should remain on a par and e-learning standardised. Training should be flexible so that members of staff can take it when it's most convenient, and maybe even flexible enough to mean they can access training from home - or at least away from work.



# Training audits

The Francis Report recommended 'freely available, useful, reliable and full information on attainment of the values and standards' Regular internal audits of your training will ensure consistency is maintained across the board, e-Learning enables you to create rich graphical reporting based on competency data.



Talk to us about e-learning solutions  
for your business:

U.S. 866-713-0496

[workplace@webanywhere.us](mailto:workplace@webanywhere.us)

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