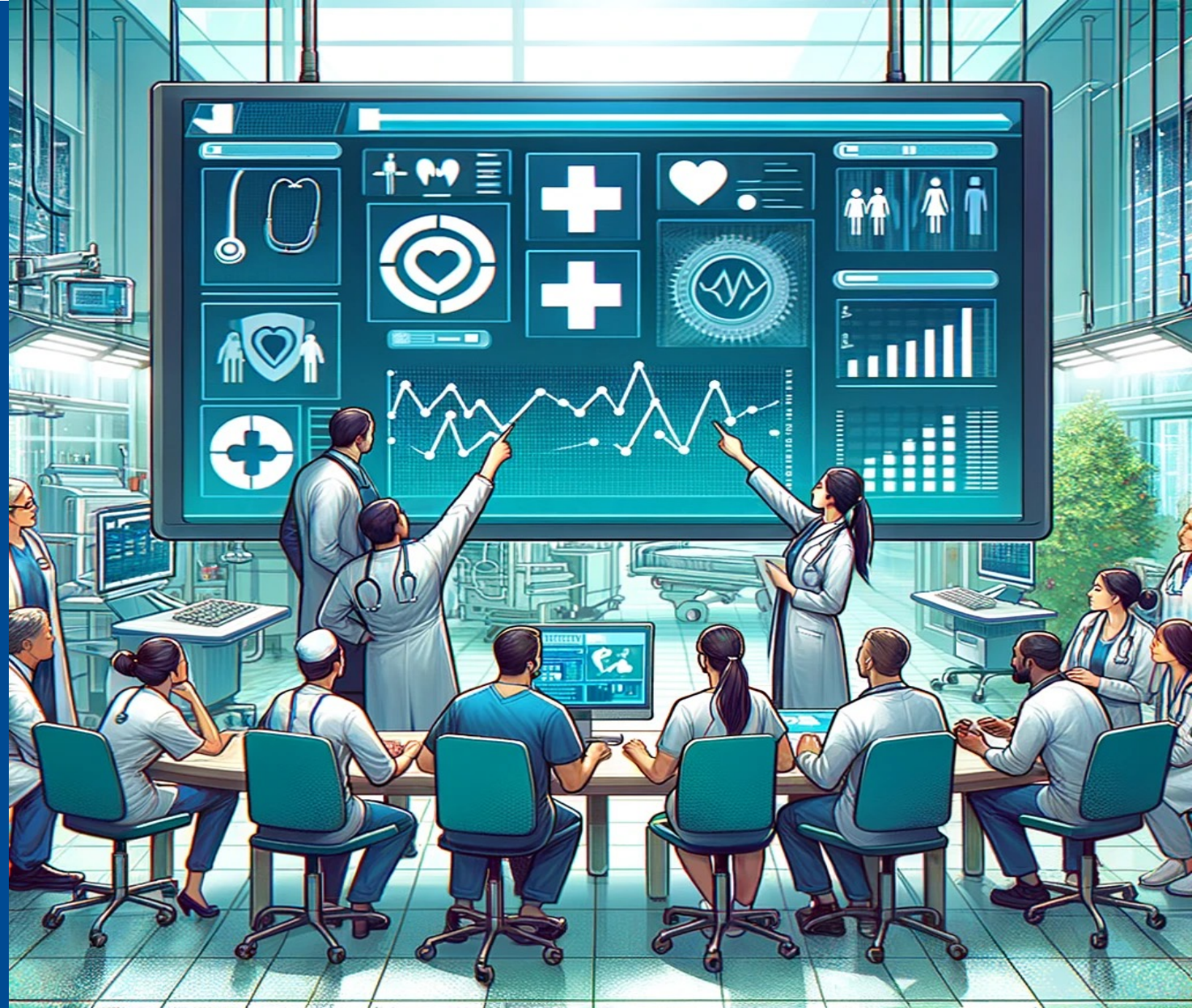


Kompetanseportalen in OUS



Why Kompetanseportalen; project period

- Background: New CBME (Competency Based Medical Education)
- Start for Medical Doctors: 2018: New plans for 44 specialties
- System used for documentation of doctor specialization education
- Kompetanseportalen for all professions
 - Decision in the regional Health authority 13.09.2019
- Decided to start with nurses and radiation therapists

Project team

- The project team consisted of 5 people;
 - HR as project owner
 - 2 resources from the competency development section
 - 1 resource from the technical clinic
 - 1 resource working 50% in the project and 50% as an intensive care nurse



System implementation

- We had the system implemented clinic by clinic
 - OUS consists of 16 clinics with 170 departments (24 000 employees)
 - We contacted the clinic staff in advance of initiating the implementation/initial meeting
- The clinic prepared for the system's reception with assistance from the project team
 - Registered subject matter experts to participate in the system training (Teach the teacher)
 - Responsible for implementation of the system in their own clinic
- The project team was dedicated to the clinic for two months after system training
- Subject matter experts and leaders in the individual organizational unit were responsible for creating local plans
- Upon handing over the project to operations, the responsibility for management passed to the two resources from the competency development section

System training during the implementation

- The system training began in June 2020
 - Originally planned for classroom instruction (changed to digital due to the pandemic)
 - Digital tools made available to enable digital training (Skype, and later Whereby)
 - We only had Outlook!
- The course lasted 3 hours and included an introductory presentation, a demonstration, and participants working in the test/training environment
- A dedicated competency plan about Kompetanseportalen that provides an introduction to Kompetanseportalen ("*OUS - Kompetanseportalen for Subject Experts and Managers*")
 - Before the system training, we distributed this plan to all participants
 - The purpose was to make it easier for course participants to follow along on the day of the system training and to provide it as a resource after the training

OUS - Kompetanseportalen for fagansvarlig og leder

5 / 10 >

✓ Introduksjon til Kompetanseportalen 2 / 2

Informasjonsfilm om Kompetanseportalen, e-læring ✓

Nivå 1 - Kompetanseportalen ved OUS (ID: 142084) ✓

> Opprette og redigere kompetanseplaner 2 / 5

> Tildeling og godkjenning av fullført kompetanseplan 1 / 2

> Bruerveiledninger og lynguides 0 / 1

Nivå 1 - Kompetanseportalen ved OUS (ID: 142084)

Dokumentasjonsform: **Egenregistrering**

Fullført 14.03.2022

Gyldig til: **29.07.2049**

Gyldighet i dager: **9999**

Beskrivelse

Ved å markere kravet som innfridd bekrefter du at du har gitt lesekvittering og abonnerer på endring av dokumentet i eHåndbok.

Relevante lenker

[Kompetanseportalen ved OUS \(ID: 142084\)](#)

Innfridd dato (Påkrevd)

📅 14.03.2022

Lås opp for endring

🚫 Marker som ikke relevant

🖨️ Skriv ut

🕒 Historikk

System administration after the implementation 1/2

- Classroom courses twice a month for leaders and subject matter experts (open registration)
 - We transitioned from a digital format to a classroom setting, but maintained the same structure and training that was established during the implementation
 - Still distributing the competence plan "OUS - Kompetanseportalen for Subject Experts and Managers" before attending the course
- Available to subject matter experts and leaders with the option to either attend in person or receive digital assistance via Teams
- Daily user support through our team email (shared access)
- A team in Teams (430 team members)



System administration after the implementation 2/2

- Monthly digital meeting point (Sharing Arena) where we share news, demonstrate new functionality, and good competency plans are highlighted
 - Invitations are sent via Outlook to everyone who has undergone training, HR leaders, and clinic leaders
- Monthly newsletter (summaries of the Sharing Arena)
 - [Nyhetsbrev Kompetanseportalen 09-2023.pdf](#)
- All system logins are routed through our intranet page
 - Many find relevant information about Kompetanseportalen
 - Information about the next Sharing Arena
 - Contact information for system administration
- Clear guidelines have been established for the use of the system within OUS

Central competency plans

- Alongside the implementation in the clinics, we made efforts to create some central competency plans for all employees
 - It takes a long time to agree on what should be in a competency plan for a larger group
- Can easily distribute requirements to all employees in OUS
- We have "*OUS - All employees*" and "*OUS - Fire Safety*" and a Teams competency plan automatically assigned to all employees in OUS
- Easier to extract reports

OUS - Alle medarbeidere 14 / 16 >

✓ Obligatoriske e-læringskurs for alle medarbeidere 3 / 3

Brannvern ved OUS, e-læring ✓

Personvern og informasjonssikkerhet i praksis (PIIP), e-læring ✓

Kontinuerlig forbedring grunnkurs OUS, e-læring ✓

> Obligatorisk for deg som jobber pasientrettet 4 / 4 :

> Obligatorisk for deg som ikke jobber pasientrettet 1 / 2 :

> Anbefalte kurs for alle (én gang) 6 / 7 :

Brannvern ved OUS, e-læring

Læringsform: **E-læring/Digital læring**

Dokumentasjonsform: **Bekreftelse fra kursportal**

Gyldig til: **24.10.2024**

Fullført 25.10.2023 Gyldighet i dager: **365**

Beskrivelse

Alle ansatte ved OUS skal årlig gjennomføre og bestå e-læringskurs: "Brannvern ved OUS" i Læringsportalen. Følg "Gå til kurs" for å gjennomføre.


Estimert tidsbruk: 20 min


Kurs

11233 - Brannvern ved OUS

Kursportal: Læringsportalen - Saba

Gå til kurs

 **Skriv ut**

 **Historikk**

Valuable assets

- The Clinic for Laboratory Medicine has been diligent in providing valuable input to us
- Created a "Best Practices" document containing standardized descriptions and recommendations for establishing requirements
 - This "Best practices" document is a requirement in our competency plan "*OUS - Competence Portal for Subject Experts and Managers*"



Gode råd for kompetanseplaner

Før en kompetanseplan opprettes tenk gjennom følgende:

- Hva skal det lages en kompetanseplan for og for hvem?
 - Hovedfokus bør være hvilke krav det stilles dokumentasjon av kompetanse.
 - Et tips er å lage en oversikt på papir (ev. i Excel/Word) først.
- Hva finnes av felles planer og krav på klinikknivå/OUS-nivå eller lokale planer og krav fra før?
 - Bruk disse før du eventuelt lager egne, eller gi tilbakemelding til dokumentansvarlig for planen at den kan videreutvikles
- Skal planen brukes på tvers av avdelinger/seksjoner/enheter?
 - Felles planer reduserer tiden som må brukes på vedlikehold og oppdatering. Samtidig er de mindre fleksible for lokale tilpasninger.
 - Kartlegg om det allerede er opprettet en tilsvarende plan i klinikken eller i andre avdelinger/seksjoner/enheter.

Learning points

- Increased emphasis on central competency plans early in the implementation
 - Reducing dissatisfaction; many had already created local competency plans with the same requirements that eventually came in a central plan
- We have found that classroom teaching significantly enhances dialogue with participants
 - We find that they benefit more from participating in classroom settings
- Necessary to communicate across multiple channels; Teams, email, newsletters, local and central hospital management meetings, news on intranet.
 - Despite widespread communication like this, there are some who have never heard the information

Success criteria

- A type of system that has been requested from the organization
- Project team
 - Good organizational understanding and knowledge
 - Members with the project as primary task
 - Available to the users
 - No turnover. Same people who were in the project transitioned to administration when the project concluded
- Good communication with Sykehuspartner/Dossier during the project period
 - Sykehuspartner provides ICT, project, logistics, and HR services to all hospitals in the South-Eastern Norway Regional Health Authority

New hospital buildings and facilities

- For the new buildings at Radium Hospital, the plan is to use Kompetanseportalen to structure training requirements for various roles (nurses, doctors and others)
- This includes:
 - New medical equipment
 - New building-related equipment
 - Getting acquainted with the buildings through interactive games
 - New work processes

Thank you for your attention

- Feel free to contact us at nikolai.morck@ous-hf.no and mamaln@ous-hf.no if you have any questions