

Clinical Competency Assurance & Development



Clinical Competency development tools that support all competency frameworks & assessment needs, from the most simple to the most complex.

Comprehensive competency analytics for risk management, compliance, quality assurance, performance improvement, training needs analysis, staff development & deployment

Comprehensive clinical competency management tool set for Nursing, Medical and Allied Health disciplines

- Define customized clinical competencies for your particular operating environment
- Manage and update all competencies in one place
- Link competencies to on line development resources for on demand access
- Quickly and easily map competencies to job groups and specific job roles
- Bulk set up of assessments and assessor assignment with on the go assessor update
- Mobile friendly platform for ease of assessment in operational settings
- Real time tracking of assessment progress
- On demand real time information on competency gaps, levels & development progress
- Separate module for confidential leadership 360 feedback

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Clinical Competency Frameworks

Central Competency Library supports multiple frameworks arranged by customizable categories (specializations

Competency Library Management

Supports multi level Clinical Competencies and Indicators. Manage Competency headings, subheadings, descriptions, indicators and rating scales. Editing and updating functions with publication protocol ensure flexibility and data integrity. Configurable Subject Matter Expert access to designated library areas. Link on line development resources to clinical competencies.

Competency Mapping

Using the Competency mapping tool select competencies, subheadings and indicators for requirement profiles.

Profiles can be linked to job roles and arranged in career pathways.

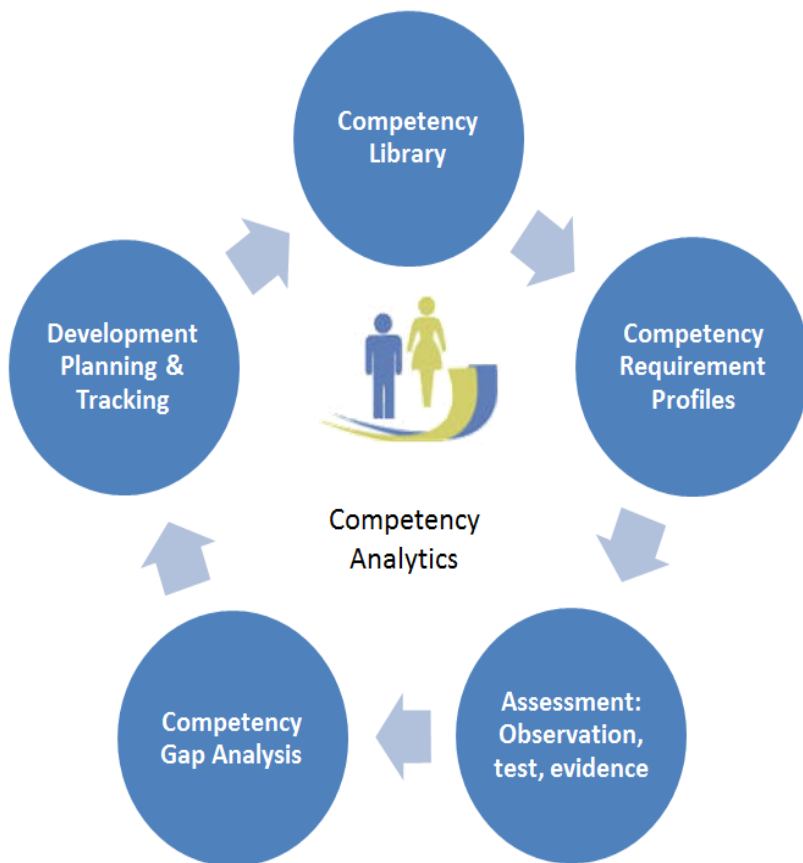
Individuals are assigned to one or more profiles for on demand viewing of expectations, associated learning resources and assessment.

Flexible Competency Assessment

Clinical competencies may be evaluated using our developmental assessment platform which includes competency linked knowledge testing, validation methods and evidence submission such as case based examples.

A wide range of assessment options gives unparalleled flexibility. Assessments can be created for multiple staff at once, minimising administrative time. Assessor assignment is easily managed and updated.

Assessment progress reports provide real time information on the progress of all assessments.



Customizable 360 Feedback

This feedback tool can be used for any competency set. Graphical reporting shows personal blind spots, differences in perception between defined groups such as managers, reports and colleagues, areas of strength and development opportunity. Report cover, introduction and appendices may be customized.

Gap Analysis & Individual Development Planning

Competency Gaps are automatically displayed on the personal dashboard, and in the Individual Development Plan. Individuals can locate competency linked resources from a catalogue or from the competency requirement profile. On-line Learning Resources may be launched directly from the Development Plan or Competency Profile. Progress and completion of development objectives may be tracked by status, progress notes, expended time and cost. Managers have the option to comment on and rate the effectiveness of training initiatives.

Competency Intelligence

Individual reports by assessment show current and historical competency levels and gaps. An extensive range of consolidated reports provides information on competency levels, gaps and trends across the organization. Data may be analyzed by time period, organizational units and teams as well as by selected profiles and competencies. Reports are available at the indicator level to provide rich information on learning needs, and for sourcing expertise within the Organization.