

# Mental Capacity Act 2005 (MCA) training Matrix Mid-Yorkshire Hospitals NHS Trust (MYHT)

Clive Barrett

[clive.barrett@midyorks.nhs.uk](mailto:clive.barrett@midyorks.nhs.uk)

The trust undertook a training needs analysis following a CQC inspection, which identified the organisations lack of knowledge and basic awareness in connection to the MCA. The analysis report confirmed this shortfall and a Mandatory Training Matrix devised to address the deficit

We split the Matrix in to three levels 1-3

All Trust staff requires basic awareness of the MCA classed as Level 1 training. To this end, we included a brief introduction to the MCA in the Trust Corporate Induction.

For existing staff they received a revised copy of the NHS England Mental Capacity Act Prompt Cards via the internal mail system.

Level two training for staff with face-face contact with adult patients and visitors, met by e-learning package or 90-minute classroom session incorporated in Level 2 Safeguarding adult training. Also bespoke sessions

Level 3 training is for major organisational decision makers for patients who lack capacity to consent. Consisting of either a Half-day masterclass or a full day workshop

## Project results/evaluation

Current compliance percentages stand at

Level one 95% 6654 of 7015 Staff

Level two 76% 2155 of 2830 Staff

Level three 77% 377 of 491 Staff

The training matrix continues on a three-year cycle and for new starters to the organisation at all levels, the adult safeguarding team conduct periodical ward rounds donned in bright orange tee-shirts to embed the MCA principles and best interest decision making

## Project area classification

Hospital care	x	Emergency care	
GP care		Dementia	x
Social care		Learning disability	x
Voluntary sector		Other mental health	x
Financial services		Palliative care	x
Police		Advance planning, LPAs	
Legal		Commissioning	
Community health care		Training	
Nursing and care home		For professionals?	
Acute care	x	For public and service users?	
Chronic care			