Programme overview
Mandatory and Statutory Training (MaST)

The MaST Streamlining project has been commissioned to develop a national process to improve the standards, recording and sharing of MaST data between NHS organisations. For many years employees have been required to repeated MaST training each time they join a new NHS organisation, even if they didn’t need to – simply because their training records did not transfer with them. This programme aims to eliminate this unnecessary repetition of training by ensuring all training records are transferred using the pre-hire IAT function within ESR.

Programme Aim
To ensure local induction programmes eliminate unnecessary repetition of MaST.

The four steps
To achieve the overall aim, all NHS organisations must follow four steps to reach this goal:

1. Pre-Hire IAT
   - Run pre-hire IAT for ALL staff groups at conditional offer stage
   - Assign required roles for sending and receiving CSTF competencies

2. Core Skills Training Framework
   - Declare and align to the CSTF (Subject Guide v1.4)
   - Align to the nationally agreed refresher periods

3. National CSTF Competencies
   - Use CSTF competencies within ESR to record MAST compliance for all staff
   - Review and accept incoming competencies for all staff joining from a previous NHS organisation

4. Induction
   - Review and update local induction programme to ensure no MaST is repeated unnecessarily for staff joining from previous NHS organisations

Benefits and return on investment

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<th>Step</th>
<th>Benefit (Why?)</th>
<th>Return on investment</th>
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| 1. Pre-Hire IAT | • The pre-hire IAT process is part of ESR best practice and will ensure data is transferred  
• New starter existing MaST will transfer with them, to the new organisation | • Current levels of training per Trust can vary between 10 and 50 hours at induction for these subjects. Adopting a national standard would reduce this variation.  
• It is estimated nationally that 50% of NHS new starters are moving from one NHS Trust to another. It is estimated that there are in excess of 50,000 new starters each |
| 2. Core Skills Training Framework | • Learning outcomes of MaST delivered in all NHS organisations meets the same quality standards |
3. National CSTF Competencies

- Adopting CSTF refresher periods will eliminate excess delivery frequencies year. Therefore, by sharing training records for these staff, millions of hours of unnecessary training could be eliminated nationally each year.
- In the East of England alone – there were 7,500 NHS to NHS joiners, who completed an average of 25 hours training. Sharing these training records would eliminate 185,000 hours of unnecessary training in one region alone.

4. Induction

- CSTF competencies enables MaST records to be recorded using a consistent set of learning outcomes
- CSTF competencies facilitates a portable MaST record utilising ESR
- MaST is not repeated unnecessarily for staff joining from previous NHS organisations
- Reduction in training requirements of new starters will return time to care for patients