

Sepsis training and education plan for staff

This education plan supports hospital teams to build the knowledge, skills and confidence needed to recognise and respond to sepsis early. It provides a practical approach to embedding sepsis education in clinical settings.

Use this guide alongside the sepsis implementation guide to ensure education is aligned with the broader sepsis package implementation plan.

Before implementation

- Complete a baseline staff knowledge survey using the sepsis staff knowledge survey included in the sepsis package.
- Identify key learning needs and customise training accordingly.
- Identify and involve nurse educators, senior clinicians, and clinical champions.
- Identify suitable education opportunities, such as:
 - Short in-service sessions
 - Ward huddles
 - Team-based learning sessions

These approaches can improve reach and staff engagement.

During implementation

- Deliver training through the identified education opportunities.
- Provide bedside coaching, including:
 - Reviewing real patient cases
 - Using in-person simulation scenarios and the sepsis simulation checklist
 - Observing completion of the sepsis pathway
 - Providing real-time feedback
 - Conducting short, structured debriefs after each session
- Ensure clinical champions are available to support staff and answer questions during early adoption.
- At the end of the implementation:
 - Repeat the staff knowledge survey and mini quiz to assess changes in knowledge and confidence
 - Identify gaps and areas requiring further support
 - Plan additional or targeted training sessions.

After implementation

Embed and sustain

Following implementation, integrate sepsis education into routine systems to sustain improvements:

- Incorporate regular simulation exercises into ward or team routines by:
 - Using in-person simulation scenarios and the sepsis simulation checklist
 - Conducting structured debriefs after each session
- Include sepsis education in:
 - Staff orientation
 - Ongoing professional development
 - Annual updates
- Align education with:
 - Local quality improvement initiatives
 - Morbidity and mortality reviews

Monitor and adapt

- Use multiple data sources to guide ongoing education, including:
 - Staff knowledge surveys
 - Mini quizzes
 - Sepsis pathway audits
 - Staff feedback
- Analyse results as quality improvement measures to identify trends and gaps.
- Gather feedback through:
 - Post-simulation reflections
 - Anonymous staff surveys
 - Team debriefs following sepsis cases
- Use this feedback to continuously update and improve training.