



**North & South Essex**  
Local Medical Committees

**Oliver McGowan**  
**Mandatory**  
**Training**

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## **Introduction**

Under Section 181 of the Health and Care Act 2022, as implemented via Regulation 18 of the Health and Social Care Act 2008, all CQC-registered service providers — including GP surgeries — must ensure that their staff receive training on learning disability and autism appropriate to their role.

The Oliver McGowan Mandatory Training (OMMT) is the government's preferred and recommended package, but the law does not prescribe that exact course must be used. Practices can meet the requirement by providing equivalent training that meets the same standards.

To satisfy the CQC, providers must demonstrate that staff have completed training that is equivalent in content and quality — and preferably quality-assured and accredited.

GP practices (contractors) are legally responsible for ensuring that all staff — including GPs — have appropriate training.

## **GPs and Clinical Staff**

GPs and most clinical staff are generally required to complete the tier 2 (Enhanced) training. This level is for people who may provide care or support to people with a learning disability and/or autism as part of their job and who have direct contact with patients. Tier 2 includes:

- **eLearning (approx. 1–1.5 hours)**
- **1-day interactive session (face-to-face or virtual)**
  - **Delivered by a trained facilitator and co-delivered with a person with lived experience**

## **Non-Clinical Practice Staff**

Tier 1 (Introductory) training is for people who need general awareness, but don't provide direct clinical care.

Tier 1 includes:

- **eLearning only (approx. 1–1.5 hours)**
- **May be completed individually or as part of induction training**

## **Practice Implementation Challenges**

There are practical concerns around OMMT, particularly around service disruption due to training time. The one-day face-to-face tier 2 session raises concerns about reducing staff availability, difficulties in accessing the tier 2 face-to-face Oliver McGowan Mandatory Training, plus the cost of attending the training and back-fill.

There are also difficulties in a shortage of accredited trainers. There are not enough certified facilitators and co-trainers with lived experience to meet national demand, resulting in backlogs and waiting lists.

## CQC

As a CQC-registered provider, you must ensure that all staff receive appropriate training (not necessarily Oliver McGowan, but equivalent in quality).

- Maintain clear documentation showing how training meets the core capabilities framework, includes lived-experience input and is refreshed at least every three years.
- Be ready to demonstrate compliance during inspections, with training logs and evidence of practice changes.
- CQC will expect practices to show evidence that training on learning disability and autism is being planned and delivered appropriately - **but won't penalise** practices for system bottlenecks if they can demonstrate good-faith efforts.
- The CQC position confirms that it is for practices to determine and ensure that learning disability and autism training is 'appropriate to the person's role' and that it 'will take a risk-based approach to this'. CQC do not tell you specifically how to meet your legal requirements in relation to training. You are responsible for ensuring your staff are appropriately trained to meet the requirements of the regulations.' If they see that staff have not yet received training appropriate to their role, they will check what action you have taken to mitigate any potential risks for people using services and seek to understand your plans to address this.'

## Training

[Training staff to support autistic people and people with a learning disability - Care Quality Commission](#)

**How often should The Oliver McGowan Mandatory Training be completed?**

The Oliver McGowan Mandatory Training on Learning Disability and Autism is designed to be re-taken at least every three years or more regularly if needed.



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