



Centranum® HRadvance

Leading Edge Fully Integrated
Talent & Performance Development Platform

Healthcare Competency Assurance & Development

Clinical Competency Assurance & Development



Clinical Competency Assurance

Centranum competency development tools support all competency frameworks, from the most simple to the most complex.

- Competency framework building and management
- Subject matter expert access
- Leadership, clinical & technical competencies
- Competency mapping and career/learning pathways
- On-job training & compliance checklists
- Competency evaluation & auditing
- Competency gap analysis
- Integrated Learning Management

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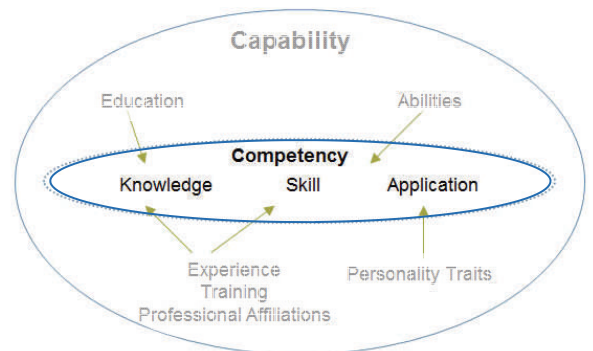


✓ Customisable Competency Framework

Three competency types displayed independently: Values based behaviours, Core & Leadership Competencies, Professional (Clinical & Technical) Competencies. Competency library arranged by departmental category.

✓ Library Management

Supports multi level Competencies and Standards. Clients configure Competency headings, subheadings, descriptions and rating scales. Editing and updating functions. Publication protocols ensure assessment data integrity. For professional competencies Subject Matter Expert access can be defined for designated categories.



✓ Gap Analysis & Individual Development Planning

Powerful real time reporting provides information on competency gaps, down to specifics of knowledge, skills and behaviours.

The Individual Development Plan captures development needs by capability and guides selection of suitable learning strategies, formal and informal development resources. An optional approval process is available. A direct link to an LCMS can be configured.

Staff and managers record progress and completion against each plan heading. Managers have the option to comment on and rate the

✓ **Competency Intelligence** An extensive range of reports provides real time information on competency levels, gaps and trends as well as comparisons within and between teams, departments and the organisation overall.

✓ Competency Mapping

Competency mapping tool assigns competencies, subheadings and standards to requirement profiles. Supports multiple profiles organised to show career pathways. Competency profiles are linked to individuals for on demand viewing of expectations and for assessment. Each individual may have several profiles.

✓ Flexible Competency Assessment

Values and core competencies may be assessed as part of a performance review cycle, or at any time. Dedicated tools for evaluation of Leadership and professional competencies. Assessments can be created individually or in bulk to save administrative time. Assessments can be kept open for several expert assessors to each complete their part over a period.

✓ Customisable 360 Feedback

This feedback tool can be used for any competency set. Also available for feedback on job role responsibilities and project work.

Graphical reporting shows personal blind spots, differences in perception between managers, reports and colleagues, areas of strength and development opportunity.

Reports may be customised with a tailored introduction and appendix.

✓ Learning Content Management

Option to integrate seamlessly with standard Moodle system configured for compatible look and feel. Access and permissions managed from Centranum. This avoids the Moodle versioning and support issues that arise if Moodle is re-engineered to cater for an organisational hierarchy rather than students, classes and instructors.