

**Expression of Interest for
Shropshire, Telford & Wrekin ICS Training Hub
Health Care Support Worker/Health Care Assistant (HCA) Facilitator role**

Introduction

The role is open to HCAs currently working in Primary Care across Shropshire, Telford & Wrekin (STW) Integrated Care System (ICS).

As an Integrated Care System (ICS) we recognise and value the contribution that HCAs make to general practice. We also recognise that we need to do more to ensure that HCAs are getting the best support possible to gain the competencies and upskilling opportunities needed to contribute to quality primary care service delivery.

Shropshire and Telford & Wrekin (STW) Training Hub is therefore seeking expressions of interest for a HCA Facilitator. The post will be offered and funded for the equivalent of two days per week and will be equivalent to a Band 4 (including on-costs) for one year from the start date which is expected to be February 2022/March 2022. This role may be extended after this period depending upon the success of the scheme and future funding available.

The HCA Facilitator will not be employed by the STW Training Hub, therefore if you are interested in this role you will need to seek approval from your Practice/Employer to undertake this commitment as your employer will need to agree to receiving the funding to support your time in this role. You could be released either as part of your existing hours or in the form of additional hours to your current practice commitments. The successful candidate would remain employed by their employing Practice/Organisation and will be paid for the Facilitator related hours via their employing Practice/Organisation. A Memorandum of Understanding (MOU) will be in place between the Practice/Organisation and the STW Training Hub to ensure agreement for the individual to be released and for the reimbursement of costs.

The HCA Facilitator will support the Training Hub by helping to shape and plan the work to support Primary Care Networks and HCAs in general practice. This will be specifically around supporting network development, peer support, recruitment advice/support and advice on training needs, contributing to the development of a training programme as well as supporting the Nurse Facilitators in promoting and managing trainee Nursing Associate placements and the apprenticeship scheme.

The position is ideal for a HCA who can demonstrate experience of working within Primary Care. The candidate will need to have influencing and networking skills and evidence maintaining and building relationships with HCAs and other colleagues working in primary care and STW partner organisations. The successful candidate will be supported by the Training Hub Team and will form part of a small but growing team of other clinical facilitator roles.

Role Specification

The HCA Facilitator role is to support the training and development of HCAs across the Shropshire, Telford & Wrekin ICS as outlined in the STW GPN Strategy. The HCA Facilitator will support the Nurse Facilitators

in providing clinical advice and guidance on the development of projects and will be a strong link into the HCA workforce to achieve the following outcomes:

- To enhance and support the delivery of a planned HCA Network across primary care;
- To develop relationships with other HCAs across the PCNs to support integration and strengthen working relationships between HCAs in PCNs to improve patient outcomes, better access and support general practice workload;
- To provide clinical expertise to help develop a system/Training Hub offer that supports PCNs with the recruitment of HCAs;
- To provide Primary Care HCAs with support, advice and encouragement;
- To support the development of a training needs analysis for HCAs in primary care;
- To ensure that Primary Care HCAs feel valued as a key part of the Primary Care Workforce across the ICS;
- To attend appropriate meetings to provide the HCA voice in group discussions;
- To build relationships with other key stakeholders across the ICS and in particular the STW Nursing and HCSW Council;
- To ensure that HCAs working within PCNs do not feel isolated and have a voice.

Requirements

The HCA Facilitator must be an experienced HCA working within STW primary care at level 3.

The successful candidate should have the following skills, knowledge and attributes:

1. Sound knowledge of the role of the HCA.
2. The ability to work well independently as well as part of a team.
3. The knowledge and commitment to be able to contribute to the development of training opportunities for HCAs in Primary Care.
4. Leadership skills to support and provide guidance to help shape the HCA workforce programme in Primary Care.
5. Experience of working across boundaries and with multiple stakeholders.
6. Excellent communication skills.
7. Highly motivated and enthusiastic to support the development of the HCA Programme and provide innovative insight on how offers can be improved for the Primary Care HCA workforce.

NEXT STEPS

If you wish to express your interest in the HCA Facilitator role please complete the form below and email this, along with your CV, to stw.traininghub@nhs.net by **Monday 7 February 2022**.

For general enquiries regarding this role please contact Helen McAlinden helen.mcalinden@nhs.net

Expression of Interest Form

Name:	
E-mail Address:	
Contact Number:	
Practice/Employer:	
Primary Care Network (if applicable):	
Current Role:	

By completing this form you confirm that you have discussed this opportunity with your employing practice/organisation. You confirm that you have support to release the time (if needed) from your practice/organisation to undertake the work once the scheme commences and that they agree to receiving the funding and managing salary payments under the terms of an MOU.

In no more than 1,500 words, please use these space below to outline your expression of interest and what your experience, skills and attributes can bring to the success of this post. Please send this along with your CV in order to be considered for interview.

Signature:

Date: