

Growing the workforce

Band 5- 6 development through competencies

Helen Knight (Leeds Community Healthcare NHS Trust)
Gerlind Tredinnick (Care Plus Group/Northern Lincolnshire
and Goole NHS Hospitals Trust)

Why did we do it?

- Recruitment
- Retention
- Workforce development with the right skills

Consideration of local climate

- Commissioner buy in (Leeds)
- Ring-fencing the money! (NE Lincs)

How did we do it?

- Looked at what others have done
- Refer to RCSLT competencies in other areas
- KSF outlines
- Job descriptions
- Consultation with teams
- “gut” – what we feel are the differences between 5/6 (plus consultant NQP competencies but stepping these up)

Competencies

- Communication (SUs, families, staff, professionals)
- Personal and people development (CPD, training development & delivery)
- Service improvement (e.g. audits)
- Quality (MDT, use of clinical supervision, autonomy, time management, legislation)
- Assessment and Care Planning (Ax & clinical recommendations, MDT, autonomy, onward referrals, research)
- Intervention (ongoing evaluation of efficacy and modification; appropriate discharges)

What went well and why

- **Successful Band 6 in role!**
- Flexibility within competencies (specific to person in role/need)
- Supervisor with time and expertise to allow flexibility
- Would do it again with the right applicant

Consideration for next time

- Have everything in writing – especially from HR
- Consider clause within contract to ensure retention after raising skills

Contact details

- Helen Knight - 07534 220746; Email: h.knight@nhs.net
- Gerlind Tredinnick - Tel: 01472 571 120; Email: gerlind.tredinnick1@nhs.net