

T. Teaching PCTS - Supplementary Competencies

23 January 2005



 NatPaCT PCT Competency Framework

PCT Competency Framework

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Red	Amber	Green	Competency Statement	Examples of Evidence
T.1 Organisational Maturity				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.1 Clarify Governance Arrangements - Director /Collegiate approach/ sign up of member organisations/probity ie clear lines of accountability for all models	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.2 Collegiate Agreement covering more than one PCT, is developed by the member organisations	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.3 Plan based on individual PCT/SHA wide/constituent PCT Local Delivery Plans/ Modernisation Plans	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.4 Invest in partnership with SHA, Workforce Development Confederation ,Changing Workforce facilitators, Local Authority, Education providers eg Universities etc and influence planning at this level	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.5 Build up leadership role in education and development initiatives on local basis and influence planning processes through HIMP	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.6 Identify sustainable funding from host/member organisations - depending on uni/multiple PCT model. Build TPCT core funding into three year planning process	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.7 Seek out funding/resources for projects on local/regional/national basis - eg WDC, Universities, NHSU, Local Authority, Learning Skills Councils, European and identify sustainable funding to mainstream continuation of successful projects	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.8 Agree performance management/ evaluation framework	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.9 Criteria and evaluation processes for taking on project work agreed (at PEC/Board/ Steering Group if appropriate)	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.10 Work closely with PCT(s) leading on research management and governance to ensure that education and research developments inform and support each other - research conscious workforce	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.1.11 Develop communication network based on existing infrastructure where available - internal and external and multi-modality (website/newsletters/stakeholder events etc)	
T.2 Primary Care				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.2.1 Develop strategic direction in partnership with PCTs and Workforce Development Confederation to attract health professionals to the locality	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.2.2 Develop strategic approach to retention of doctors and other groups of health and social care staff	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.2.3 Facilitate/identify linkages across strategic service planning and estates strategy to include learning & development within decisions around premises useage.	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.2.4 TPCT identify common themes from any staff surveys across constituent PCTs eg Improving Working Lives Advocate for protected learning time across PCTs	

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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.2.5 Consider higher education needs, mentoring, coaching, work placements, secondments etc sessions in place Include Social Services in joint planning of training and development where appropriate Summarise the initiatives across the relevant PCTs and create opportunities for share and spread of good practice of education programmes and new ways of working Develop/link with development of library alliance to promote Information Communication Technology(ICT) and link with increasing research awareness of the workforce- promote research conscious workforce Evaluate the impact of the development of practitioners with special interest. Identify opportunities to work with partner organisations/agencies to develop workstreams eg GP Appraisal, NHS Learning Account funding	
T.3 Service Provision				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.3.1 Work with local PCTs where appropriate to develop a learning network across the local health economy to develop new roles, joint posts (eg academic/clinical) to enhance service provision in areas of high health & social need	
T.4 Commissioning				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.4.1 Work closely with Workforce Development Confederation to reflect the potential needs in relation to workforce development as a result of service reviews/changes to commissioning.	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.4.2 Support leadership and management development programmes in place to secure change and develop new roles and skills	
T.5 Partnership				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.5.1 Contribute to joint training and educational programmes across the Local Strategic Partnership and utilise expertise and capacity to promote a local community approach to learning	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.5.2 Develop shared approaches to the development of research and educational programmes to support partnership working	
T.6 Public Health				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.6.1 Evaluate the contribution the TPCT has made to health improvement and reducing health inequalities within the local economy	
T.7 Community, Public and Patient Involvement				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.7.1 Evaluates how the information on involvement of the local population, including service users, carers and the voluntary sector is used to influence the decision making processes.	
T.8 Clinical Quality				

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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.8.1	TPCT encourages integrated service approach to learning and developments as appropriate
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.8.2	Facilitate research awareness and dissemination of research to promote evidence based care/management
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.8.3	Link initiatives to CHI framework where appropriate
T.9 Workforce				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	T.9.1	<p>Identify areas where economies of scale/quality of development can be improved by working across PCTs in modernising workforce planning eg:</p> <ul style="list-style-type: none"> •<u>Information on recruitment and return to practice initiatives - linked into the information from the Workforce Development Confederation</u> •<u>Database of baseline information available across TPCT (area) on eg staff groups, vacancies, number of VTS practices, GP Tutors etc</u> •<u>Involvement in national development of new programmes for the changing workforce eg NHS U programmes</u> •<u>Link across local PCT initiatives on Recruitment and Retention</u> •<u>Facilitate links between Workforce Development Confederation and build on individual PCT plans to develop pan PCT strategic direction for workforce recruitment and retention</u>