



INFORMATION FOR APPLICANTS  
FOR THE POSITION OF  
**TRAINING SPECIALIST  
(NON-CLINICAL)**  
**HULL**

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## 1. Introduction

The earliest mention of a medical practitioner serving the Haxby/Wigginton area is of a Dr Hood who practised in York and held a monthly surgery in the building next door to the Fish and Chip shop in Haxby, this would be before 1920. Since that time the practice has changed through patient growth, merger and business development into a sizeable and diverse NHS service provider.

The York Practice now has a GMS (General Medical Services) contract with the NHS and provides a full range of primary care services and additional services from 6 different locations in the City. Its Practice area arcs from the North East to the South West and includes the urban/suburban extremities of the City and beyond to some outlying villages. The main site is in the Health Centre at Haxby/Wigginton. The second largest surgery, Gale Farm, serves the suburban area of Acomb. Our Huntington surgery is the third largest. The three smaller sites are based at New Earswick, amongst the original Joseph Rowntree “garden village” social housing development, at Stockton on the Forest, a small rural village outside the City and Poppleton, a semi-rural suburban village. Stockton also provides dispensing services to its patients and to the Poppleton patients. In all we serve approximately 33,000 patients. Additionally, we have been providing local anaesthetic vasectomy services to the patients of York and North Yorkshire from our York Practice for nearly 10 years.

In 2009 as Haxby Business Group (HBG Ltd) we started a new venture to improve access to GP services in Hull as part of the Equitable Access to Primary Care Initiative. We opened three brand new GP practices with very different demographics in the Kingswood, Priory Road and Orchard Park areas covering the North and West of the City and part of the East Riding of Yorkshire. We have developed a strong Hull-based team providing a full range of primary care services to roughly 12800 patients under an APMS contract. In 2013 we were approached by Burnbrae Surgery in East Hull and formed a new Partnership with HBG Ltd as a corporate partner. This well-established Practice provides GMS contract services to an additional 4700 patients.

We have a long and successful history of involvement with medical training and education and in both Cities we support GP trainees with GP Partners as trainers across all our sites. We have a long-standing relationship with Hull and York Medical School and support students from all years of their Medical course in both Cities.

Both our Hull and York Practices have been appointed as Advanced Training Practices, providing training infrastructure and inter-professional teaching and learning for undergraduate and post graduate nursing students, mentoring nurse practitioners and other health professionals and training HCAs. Part of our ATP role is as a hub to support other practices with this work and in training their nurses and HCAs.

We are research accredited and work with the local primary care research network to support projects in both Hull and York.

In 2010, we teamed up with local pharmacist, Richard Harrison Ltd, to form a new venture as Haxby Group Pharmacy (HGP Ltd). It now operates numerous pharmacies in and around the York area. Following our merge with Gale Farm partnership in April 2015, we became a partner with Community pharmacies UK in an LLP joint venture running a pharmacy at Gale Farm surgery.

We are a high achieving organisation that meets its targets such as the Quality and outcomes Framework and in the standards of performance required by our contracts and as expected and needed by our patients.

We aim to involve and communicate with and listen to our patients as best as possible and have active Patient Participation Groups and disease specific support groups. In addition we are very active with other forms of communication including website, strong social media presence and a professional quarterly newsletter. There are regular patient surveys such as the friends and family test.

We are organised into teams by specialisation, such as finance, nurses or data, or by geography, such as surgery. We value our staff very highly and support them in their role and ambitions through training and appraisals. We also try to communicate and listen with our staff through regular staff surveys, away days and regular social functions.

We have a clear Mission to “work together to provide a caring, quality service to our patients” and an ethos based on three key principles, Professionalism, Unity and Balance.

To be professional we aim to be the best that we can be, to apply the best standards that are possible, to be advocates for the patient and high quality contract performers. We have a comprehensive range of policies and protocols, clinical and non-clinical and are a learning organisation that listens to complaints and reviews significant events in a supportive learning fashion.

To be unified we work as a team and in teams, offer supportive, comprehensive employment policies, accept and value each other’s role as important in the delivery of healthcare and a quality service and listen to each other. We do not discriminate for reasons of disability, age, race or religion and we work with and listen to our patients.

For balance we apply good judgement in the use and application of resources, skill, or medical care. We ensure that we maintain perspective and are as fair as possible in all our dealings. We also ensure that our employment style and work ethic invigorates and supports our team in a positive and happy environment.

More information can be found at [www.haxbygroup.co.uk](http://www.haxbygroup.co.uk)

## 2. Job Description

**Job Title:** TRAINING SPECIALIST (NON-CLINICAL)

**Reports to:** MANAGING PARTNER/DIRECTOR

**Accountable to:** PARTNERS/DIRECTORS

### Job Summary:

You will be responsible for enhancing our team competencies by designing and conducting training programmes that meet the needs of our customers. You will be responsible for performing training needs assessments, designing and delivering curriculum and learning materials and for managing all phases of training interventions.

You will identify training and developmental needs and drive suitable training initiatives that meet customer requirements. You will devise a training strategy and be responsible for overseeing its implementation and assessing its outcomes. Your responsibilities include enhancing employees' skills, performance, productivity and quality of work.

You will work across many organisations and departments.

You must work at all times within your own competence.

### Job Responsibilities:

- Identifying and assessing future and current training opportunities and needs.
- Translating requirements into training services and products that meet opportunities and customer needs.
- Developing a training services plan and the annual training delivery programme.
- Preparing or overseeing teaching plans.
- Planning and facilitating agreed educational opportunities, events and programmes.
- Delivering training and courses, deploying a wide variety of training methods delivering content in keeping with relevant local and national evidence and guidance.
- Developing or overseeing the production of classroom handouts, instructional materials, aids and manuals.
- Monitoring and evaluating training programmes' effectiveness, success and return on investment and reporting on them.
- Periodically evaluating ongoing programmes to ensure that they reflect requirements.
- Maintaining a keen understanding of training trends, developments and best practice.
- Staying abreast of new trends and tools in training and development.
- Assist with or lead on projects as appropriate to develop new business opportunities regionally, nationally and internationally.
- Managing a delegated budget or cost envelope.
- Inter-professional liaison and facilitation of effective learning opportunities for multi-disciplinary external and internal students and trainees.
- Fostering the development of inter-professional learning and the integration of students and trainees into the workplace.
- Supporting the development and growth of Haxby Group Training and any other training opportunity or business run/developed by Haxby Group, following policy and procedures.
- Liaising with other members of the Haxby Group Training team and key Haxby Group staff to ensure high quality educational provision.

- Pro-actively working, leading when required, to support and develop the Primary Care Workforce and Training Hub (PCWTH) hosted by Haxby Group.
- Being aware of key performance requirements and targets regarding PCWTH and other training commitments and assist in ensuring they are met in a timely manner.
- Developing and maintaining key links between Haxby Group Training and other stakeholders such as educational establishments or organisations; NHS organisational bodies; non-NHS establishments; other practices; actual and potential business clients; and other providers.
- Attending meetings and collaborative groups with external stakeholders as required.
- Producing audit results and other evidence to support current work and forward planning.
- Planning and participating in meetings; chairing meetings or taking minutes as required.
- Maintaining suitable records of communications, reports and other activities, ensuring others have appropriate access as required, utilising Information Technology to maximum benefit.
- Drawing an overall or individualised training and development plan that addresses needs and expectations, providing opportunities for ongoing development.
- Conducting effective induction and orientation sessions.
- Directing structured learning experiences and monitoring their quality results.
- Assessing training effectiveness to ensure incorporation of taught skills and techniques into employees work behaviour.
- Strengthening links and communication between departments and teams within Haxby Group regarding education and training, working closely with clinical teams, Managers, the HR team and the Finance team.
- Having due regard to need, time and financial factors when forging or maintaining links with external organisations.
- Assist with the gathering of statistics and information as required.
- Providing support to other members of the team as required.
- Delegating work as appropriate.
- Undertaking additional tasks as required within your role.

### **Business responsibilities:**

- Maintain ethos and culture of Haxby Group.
- Apply policies, standards and guidance.
- Positively promote Haxby Group.
- To undertake budgeting and financial management activities to ensure rationalisation of resources.
- To develop enhanced and extended services to grow the professional offerings of the business.
- Attend in-house governance, educational and staff meetings as appropriate.
- To help plan, develop and support the introduction of new working processes to optimise quality.
- To manage, supervise and train staff to attain optimum performance.
- To schedule staff effectively and communicate, direct and delegate to ensure that all employees operate as an effective team.

### **Safeguarding:**

- Be responsible for and committed to safeguarding and promoting the welfare of Adults-at-risk (vulnerable adults), children and young people and for ensuring that they are protected from harm.

- Be aware of your duties and responsibilities regarding current legislation and adhere to our policies and procedures on Child Protection and Safeguarding Adults.
- Recognise the types and signs of abuse and neglect.
- Ensure the Safeguarding Lead is alerted to, and kept fully informed of, any concerns you may have in relation to safeguarding adults, children and young people.

### **Learning and development:**

You will participate in any training programme implemented by Haxby Group as part of this employment, such training to include:

- Participation in individual performance reviews, including maintaining a record of own personal and/or professional development.
- Working in conjunction with senior management, assess own learning needs and undertake learning as appropriate.
- Develop and utilise a written Personal Development Plan.
- Make effective use of learning opportunities within and outside the workplace, evaluating their effectiveness and feeding back relevant information.
- Disseminate learning and information gained to other team members in order to share good practice and inform others about current and future developments.
- Undertake mandatory and statutory training as required.

### **Team working:**

- Understand own role and scope in the organisation and identify how this may develop over time.
- Work as an effective and responsible team member, supporting others and exploring the mechanisms to develop new ways of working.
- Accept delegation from senior staff, prioritise own workload and ensure effective time management strategies are embedded in own practice.
- Participate in team activities that create opportunities to improve customer care.
- Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team's performance.
- Participate and support local projects as agreed with the management team.
- Delegate clearly and appropriately, adopting the principles of safe practice and assessment of competence of those taking on delegated duties.

### **Confidentiality:**

- In the course of seeking treatment, customers entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.
- In the performance of the duties outlined in this Job Description, you may have access to confidential information relating to customers and their carers, Haxby Group staff and other healthcare workers. You may also have access to information relating to Haxby Group as a business organisation. All such information from any source is to be regarded as strictly confidential.
- Information relating to customers, carers, colleagues, other healthcare workers or the business of Haxby Group may only be divulged to authorised persons in accordance with

Haxby Group policies and procedures relating to confidentiality and the protection of personal and sensitive data.

### **Health & Safety:**

You will assist in promoting and maintaining their own and others' health, safety and security as defined in Haxby Group Health & Safety Policy, to include:

- Using personal security systems within the workplace according to guidelines.
- Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks.
- Making effective use of training to update knowledge and skills.
- Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards.
- Reporting potential risks identified.

### **Equality and Diversity:**

You will support the equality, diversity and rights of customers, carers and colleagues, to include:

- Acting in a way that recognises the importance of people's rights, interpreting them in a way that is consistent with Haxby Group procedures and policies, and current legislation.
- Respecting the privacy, dignity, needs and beliefs of customers, carers and colleagues.
- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

### **Quality:**

The post-holder will strive to maintain quality within Haxby Group, and will:

- Alert other team members to issues of quality and risk.
- Assess own performance and take accountability for own actions, either directly or under supervision.
- Effectively manage own time, workload and resources.
- Work within own limitations and experience.
- Be aware of and co-operate with audit.
- Work effectively with individuals in other agencies to meet patient's needs.
- Portray a professional image at all times.

### **Communication:**

The post-holder should recognise the importance of effective communication within the team and will strive to:

- Communicate effectively with other team members.
- Communicate effectively with customers and carers.
- Recognise people's needs for alternative methods of communication and respond accordingly.



## Other:

This job description is neither exhaustive nor exclusive and will be reviewed periodically in conjunction with you. You are required to carry out any duties that may reasonably be requested by the Managing Partner / Director. You will need to be flexible in developing the role to provide the best possible care to patients.

### 3. Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Physical Requirements</b>	Able to undertake the requirements of the post.	Reliable. Flexible. Excellent attendance record.
<b>Knowledge/Qualifications/Skills</b>	<p>Proven work experience as a teacher, trainer, specialist and or training manager.</p> <p>Proven experience in designing multiple training events in a corporate setting.</p> <p>Extensive knowledge of instructional design theory and learning principles.</p> <p>Familiarity with traditional and modern training methods (mentoring, coaching, on-the-job or in classroom training, e-learning, workshops, simulations etc).</p> <p>Familiarity and ability with tech based learning and training methods.</p> <p>Knowledge of learning management software.</p> <p>Excellent communication skills.</p> <p>Strong writing and record keeping skills for reports and training manuals.</p> <p>IT skills with knowledge of Excel and Word.</p> <p>Managerial and leadership skills or experience.</p> <p>Experience of supervising the work of other staff.</p> <p>Degree or Higher Diploma in Education, Human Resources, Training or relevant field.</p> <p>Excellent customer service skills.</p> <p>Good administrative and organisational skills.</p> <p>Ability to meet targets and deadlines.</p> <p>Ability to work to high standards of accuracy.</p> <p>Excellent telephony skills.</p> <p>Understand and observe strict confidentiality.</p>	<p>Experience of working in a health or care industry.</p> <p>An interest in Primary Care.</p>

<b>Competencies/ Qualities/ Attributes</b>	<p>Experience of designing and executing successful training programs.</p> <p>Ability to present complex information to a variety of audiences.</p> <p>Ability to conduct cost-benefit analysis and calculate training ROI.</p> <p>Ability to plan, multi-task and manage time effectively.</p> <p>Familiarity with talent management and succession planning.</p> <p>Work well under pressure.</p> <p>Sound decision maker.</p> <p>Able to work as a team member and unsupervised.</p> <p>Able to use own initiative.</p> <p>Be self-motivated.</p> <p>Hard working and willing</p> <p>Flexible and adaptable, able to work according to changing need</p> <p>Enthusiastic</p> <p>Commitment to personal development.</p>	
<b>Other</b>	<p>Able to work at the desired times.</p> <p>Flexibility of hours for cover.</p> <p>Non-smoker.</p> <p>Good sickness record.</p>	<p>Car driver/clean licence.</p>

#### 4. Terms and Conditions

**Salary:** Circa £25-30K dependent on skills and experience. Pay progression will be subject to annual performance appraisal.

**Holiday entitlement:** 30 days plus bank holidays (pro rata for part-time staff).

**Training:** Induction training plus ongoing training subject to an agreed personal development plan

**Working hours:** Negotiable between 30 and 38 hours per week.

Your working hours will be based around the opening times of Haxby Group which is 8 am to 8 pm Monday to Friday and 9am until 1 pm on Saturday morning.

The post-holders exact weekly hours will be agreed according to service and individual needs. These hours may vary as dictated by service or individual requirements. To facilitate communication and training you will also be required to attend evening meetings, events and training that fall outside your normal working hours.

These will be reimbursed as overtime paid at the normal hourly rate, or as time taken in lieu.

**Place of work:**

This position is to be based in Hull however; you will be required to travel to various locations as part of this role.

**Benefits:**

We operate an optional contributory pension scheme.

The Well-being Simplyhealth plan and Co-operative flexible benefits package will be offered after your probation period.

Other benefits include:

Full induction package with reviews

Annual reviews

Annual training day

Regular training and updates

Social functions

## 5. Application

Applications must be completed via the NHS jobs website and are available from [www.jobs.nhs.uk](http://www.jobs.nhs.uk)

**Haxby Group Contact details:**

Haxby Group HR Team  
109-119 Front Street  
Acomb  
York  
YO24 3BU  
Tel: 01904 928076 / 928075

E mail: [HR.Team@haxbygroup.co.uk](mailto:HR.Team@haxbygroup.co.uk)

All applications will be acknowledged.