

# Your Locala Nursing Career

**Directorate of Nursing, Quality  
and Professional Practice 2021**



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# Introduction



#**hello** my name is...

**Julie Clennell,**  
**Director of**  
**Nursing, AHPs**  
**& Quality**

Thank you for your interest in joining Locala - I am delighted that you are considering a nursing career with us.

I am passionate about ensuring that every patient is provided with the standard of care that we would want for our loved ones. As nurses we are in a very privileged position of supporting patients and their families at some of the most vulnerable times in their lives.

I am proud to represent patients and clinical colleagues on the Locala Board of Directors having joined the organisation in December 2018 from my previous role as Associate Director of Risk and Clinical Governance at North Tees NHS Foundation Trust. I have worked in Health and Social Care for more than 34 years as a clinician, academic and senior leader and am committed to the continual enhancement of professional practice, clinical quality, patient experience and patient safety alongside the development of services to improve service user and carer experience.

Within Locala we are united by our common purpose, which is to improve lives and create meaningful improvements to the health and wellbeing of everyone in our communities. Our ambition is to transform Locala into a centre of excellence for out-of-hospital health and wellbeing care, ensuring exceptional quality and a positive experience at every contact with people who use our services.

Now more than ever, nurses have a crucial leadership role to play in this aspiration. In 2020 we embarked on an ambitious programme of work to develop a strategic nursing framework that provides the structure and opportunities for nursing to thrive in the organisation. This will include a compelling inspirational career pathway that enables collective leadership of clinical care delivery and enhancement of nursing's contribution to the delivery of strategic objectives, recognition of nursing's unique role as a patient safety critical profession, consistent excellence in nursing practice, professional accountability and clinical leadership.

We look forward to working with you and enabling you to thrive in your Locala nursing role. I am incredibly proud to be a Locala nurse and we are sure you will be too.

A decorative background graphic consisting of several overlapping, curved, leaf-like shapes in shades of purple and yellow-green, positioned behind the signature and title.

*Julie Clennell*

**Director of Nursing, Allied Health Professionals and Quality**

# Our Organisation

Locala was created in 2011 to deliver the NHS community healthcare services previously provided as part of Kirklees Primary Care Trust. There was an ambition and determination to be flexible and innovative. A year later the number of services provided started to grow, and a vision developed for the organisation's digital journey.

Locala is a social enterprise which means we work like traditional businesses but do not have profits or shareholders. Instead any money left over is reinvested or used to create positive social change.

We have the flexibility to tailor our services to meet the needs of our communities - and any financial surplus is re-invested back into supporting patient care, and our local communities. We can also invest in our local area through initiatives such as the Locala Community Fund.



Everyone working for Locala strives to provide the highest standards of safety and quality for patients. We are accountable for continuously improving the quality of our services and for safeguarding high standards of care. This is evidenced by our recent CQC rating of GOOD.



Last rated  
24 February 2020

## Locala Community Partnerships C.I.C.

Overall  
rating

Inadequate

Requires  
improvement

Good

Outstanding

### Are services

Safe?

Good

Effective?

Good

Caring?

Good

Responsive?

Good

Well led?

Good

# Our Nursing Vision

Our vision is for care and compassion to be the cornerstone of nursing in Locala as we strive to deliver personalised care as part of a skilled and compassionate professional relationship with individuals and communities.

All Locala nurses will practise to this ethos, working with patients, families and communities across the life-course, supporting them to make the decisions to enable them to live longer, healthier lives, helping them through periods of acute ill health or to manage long-term conditions, tackling social isolation and supporting people to engage with their communities in ways that are meaningful to them, and preparing them for a peaceful and dignified death.



This will be characterised by a commitment that people will be at the centre of nursing practice and our nurses will advocate on their behalf to promote and protect their health and wellbeing. Also, that nursing practice will focus not only on the immediate presenting problem but will also consider the person's wider physical, psychological, social, family and community life to make a real and lasting difference to their health and wellbeing.

Our vision is an expression of confidence in, and ambition for, nursing both now and in the future. Our nursing framework provides the foundations from which colleagues can build exciting and productive nursing careers, where they can work flexibly, acquire new skills and knowledge to support people's health and wellbeing and challenge inequality, and in which they will act as positive advocates and role models for their patients and communities.



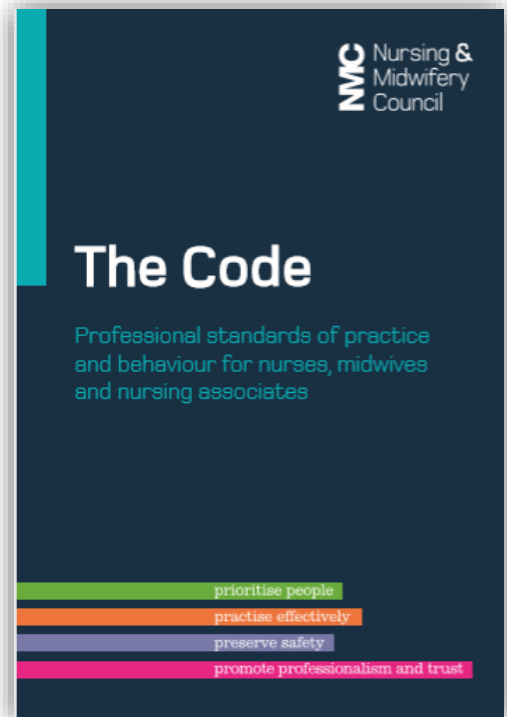
# Our Values

Within Locala our values are at the heart of everything we do.

As nurses we are rooted in professional ethics and ethical values, and nursing performance is based on such values. These are captured in The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (NMC, 2018).

The Code requires us to :

- Prioritise People
- Practice Effectively
- Preserve Safety
- Promote Professionalism and Trust



As a Locala nurse it is expected that we ensure the alignment of professional values with our organisational values.

## Be caring by

- Offering brilliant customer service, looking after the whole person.
- Being respectful and inclusive of all communities and cultures.
- Giving exceptional support to all of our teams.

## Be ambitious by

- Providing outstanding care every single time
- Improving our services through re-design and leading-edge technology
- Seeking opportunities to reach more people, more communities and improve more lives

## Be part of it by

- Serving our communities to build better health for everyone.
- Working together to win together, with colleagues and partners.
- Speaking up and using my voice, ensuring ideas from all parts of the organisation are heard.



1

### **A Locala nurse will care.**

Our credentials as a caring organisation will be demonstrated through every interaction people have with us and in the way we respect and treat each other. Care will be felt by the people who use our services, the wider community, colleagues, partners and commissioners.



2

### **A Locala nurse will be ambitious.**

We will be ambitious in the quality of care we provide, in the outcomes we help people to achieve, for our colleagues and for the growth of the organisation. Seeking opportunities to reach more people, more communities and improve more lives.



3

### **A Locala nurse will be part of it.**

We will be participators and collaborators, not spectators. As nurses in an employee-owned social enterprise, we will work with colleagues and partners to speak up and bring change to benefit each other and our communities. Growth and innovation will be driven, not from the top, but from the front line.

For more information on each of the services please click here to visit the Locala website.

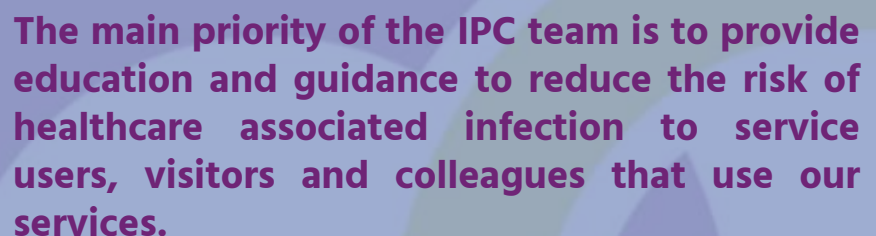
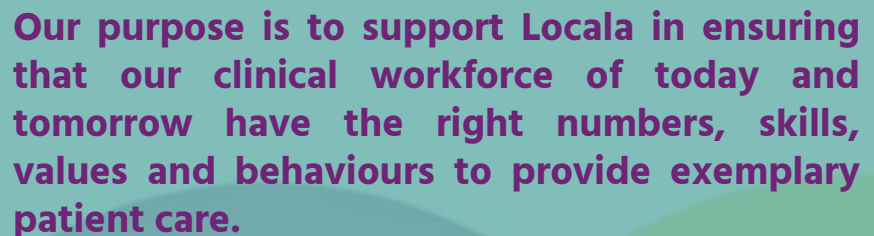
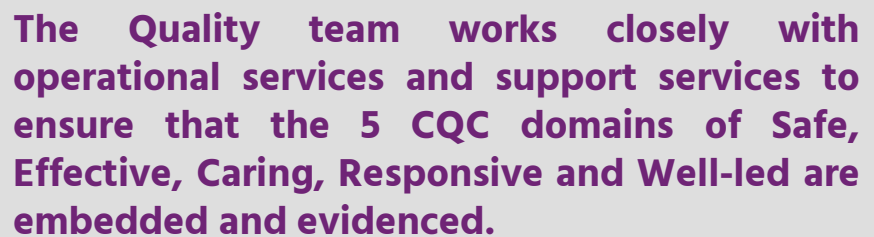
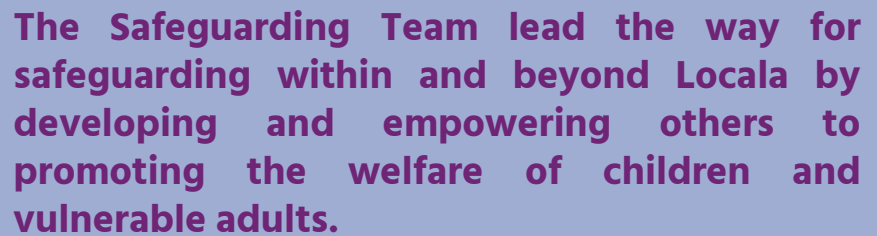
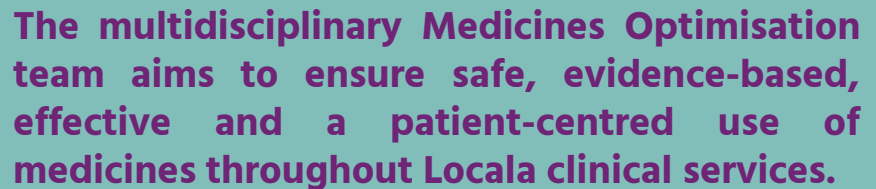
# Our Team

The Director of Nursing, Allied Health Professionals and Quality is supported by a team of colleagues who provide the clinical leadership and quality governance of the organisation. The Directorate includes the following interdisciplinary teams;

- Medicine Optimisation
- Safeguarding
- Quality
- Professional Practice
- Infection Prevention and Control
- Tissue Viability

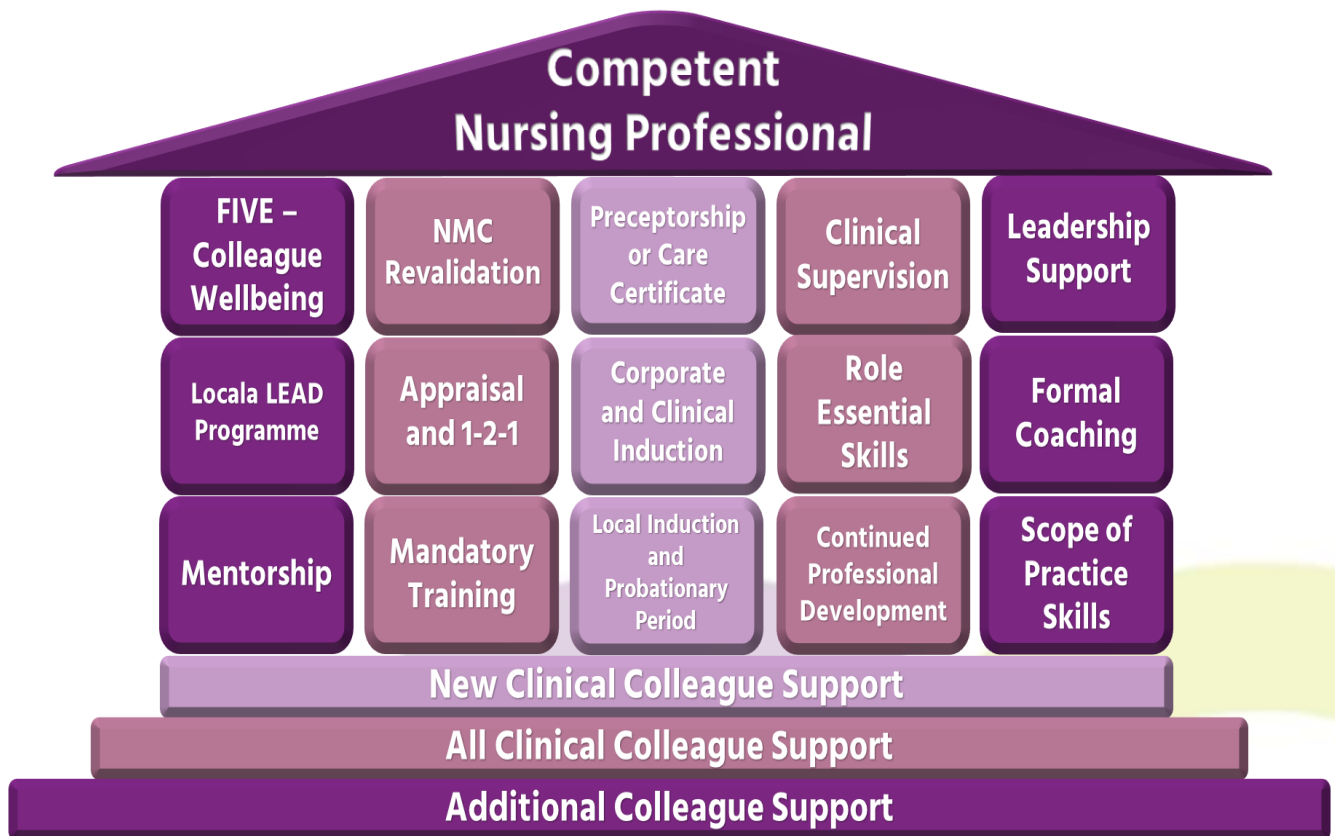


We have a visible presence across all of our sites and are available to speak to any clinical colleague at any time in order to provide personal and professional guidance.



# Colleague Support

At Locala we are committed to ensuring that all our colleagues feel able to provide safe, effective, high quality care. In order to do this we offer a number of colleague support system to ensure you are able to attend to your own personal and professional wellbeing and be the best nurse you can be.



The above image demonstrates our belief that to ensure our workforce are able to deliver exemplary practice we will provide a range of robust and inclusive support systems that focus on high quality and career progression.

# Induction



Your Locala induction will be the foundation of your nursing career with us. You will be provided with the appropriate knowledge to succeed in your new role.

The Corporate and Clinical induction programme has been designed as a warm welcome to the organisation and introduce you to Locala values and expectations.



All new colleagues will benefit from a range of valuable information and resources provide by the expert Locala leads driving the organisations objectives.

Overall, the comprehensive content will support you as a new colleague to understand your responsibility in delivering high quality, effective and safe patient care.



# Corporate Induction

The Corporate Induction will run over two consecutive days. In which time you will receive your laptop and have an opportunity to engage with new colleagues from across the organisation.

## Topics covered

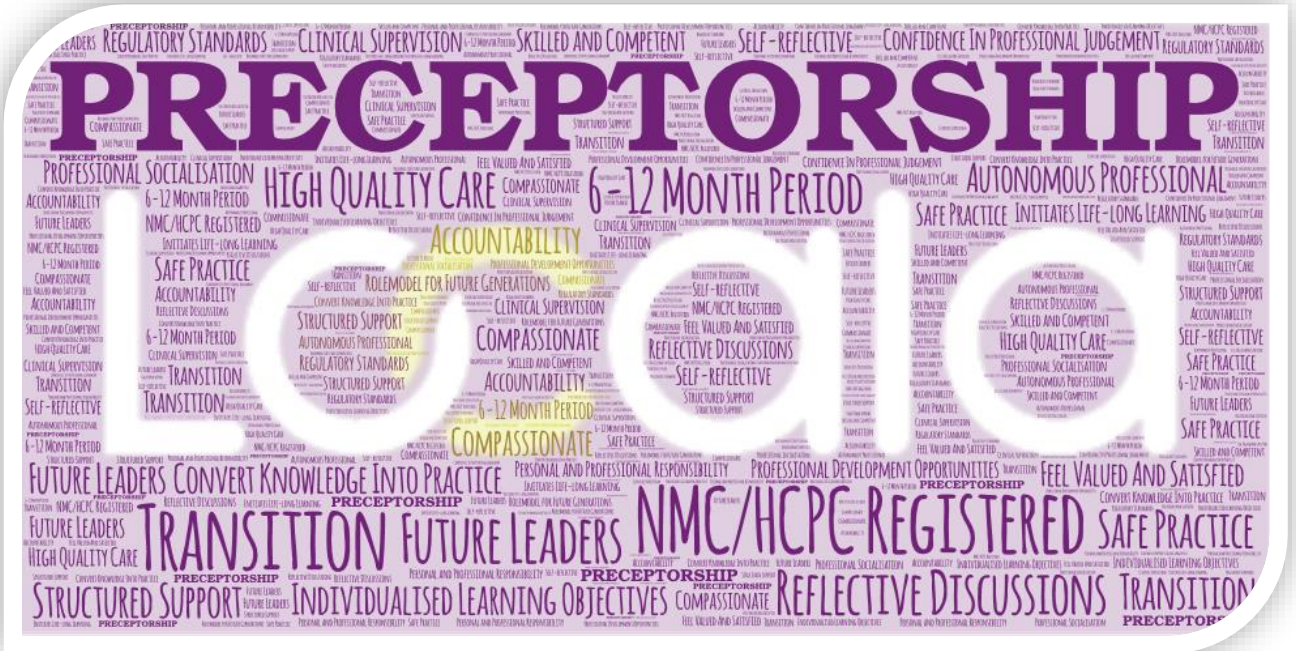
- ☑ Welcome to Locala
- ☑ Colleague benefits
- ☑ Colleague support
- ☑ Medicines optimisation
- ☑ Mandatory training
- ☑ Infection prevention and control
- ☑ Meet a member of the executive team
- ☑ HR team – ESR/ e-expenses/ pensions
- ☑ IT Training and receiving kit
- ☑ Leadership and professional development
- ☑ SystmOne team

# Clinical Induction

The Clinical Induction will run over two consecutive mornings. The afternoon will be used for eLearning or Local Induction.

## Topics covered

- ☑ Professional Practice – Clinical Supervision, Competency, Professionalism
- ☑ Being a Learner – Reflection on learning needs and styles in preparation for their new role
- ☑ Quality in Locala – Datix, Record Keeping and Risk Assessment
- ☑ Personalised Approach to Care – Patient focussed care communication strategies
- ☑ Infection Prevention and Control – ANTT, waste management, COVID-19 precautions
- ☑ Care Certificate/Preceptorship – Introduction to the process and where to find further resources



They are supported by a more experienced clinical colleague with skills in this area who will facilitate formal meetings, skills assessments and action plans. The Preceptee will be offered protected time to reflect on and consolidate learning throughout the induction.

# Locala Preceptorship Programme

Individualised Action Plan addressing specific learning needs and ongoing progress demonstrated through achievement of SMART goals

Identification of Role Essential Skills with opportunities for supervised competency achievement.

Supportive learning environment through a team approach to supervision.

Regular discussions and planned meetings recorded in Preceptorship documentation templates.

Protected time, as per individualised learning needs, for competency sign-off and regular meetings with named Preceptor.

Attendance at Locala leadership and professional development workshops.

Access to a variety of learning opportunities including observation, experiential, simulation, e-learning, reflection and shadowing.

Reflective practice encouraged through informal reflective discussions, regular Clinical Supervision and guidance around using reflective models.

Final sign-off linked to PDR process and certificate provided on completion.

# Locala LEAD Programme

The Locala LEAD Programme is available to all Preceptees and Line Managers in the organisation. Our leadership programme has been created to support the development of colleagues across the organisation.

LEAD focuses on skills and behaviours to provide effective leadership and management, which creates the Locala culture and improves individual accountability and performance.

Month	Course Title	Rationale
3	It starts with me	The Preceptee will reflect on their own approach as a leader, and how this approach impacts on others.
6	Coaching conversations	The Preceptee will gain valuable leadership communication skills, motivating others to take ownership of issues.
9	It stays with me	The Preceptee will focus on accountability and resilience core skills being a registrant in the healthcare environment.
12	Working alongside learners	The Preceptee will reflect on their teaching style in order to start supporting new colleagues and students through their own learning journeys.

Available to newly registered nurses to undertake Practice Assessor and Supervisor role.

# Clinical Supervision

Clinical supervision provides a framework to enable practitioners to examine and reflect on their; skills, knowledge, attitudes, values and to learn from their experiences in a safe and supportive environment (Care Quality Commission, 2013) in order to deliver the highest standards of care.

Clinical supervision is essential in achieving and sustaining high quality practice which is safe and effective and improves the patient's experience. Clinical Supervision is a practice focused, professional relationship involving a clinician reflecting on practice guided by a skilled supervisor. The purpose of clinical supervision is to create time and space to learn from experience through guided reflection.

## Role Essential Skills

There are many nursing skills commonly performed in Locala community services. Your role essential and scope of practice skills will be determined by your service and patient needs, you will be able to perform these following attending training, reading the relevant SOPs/Policies, supervised practice and competency assessment.

# Professional Development

Locala are creative in recognising and providing learning opportunities. This supports us to meet our professional requirements in terms of accountability, leadership and competency clinical practice.

Learning opportunities include:

- Virtual webinars
- Workshops
- Participatory activities
- Reflective activities
- Workbooks
- Shadowing clinical and corporate colleagues
- Structured development programmes

Locala have a Learning and Development funding panel process to support engagement in external priced events.

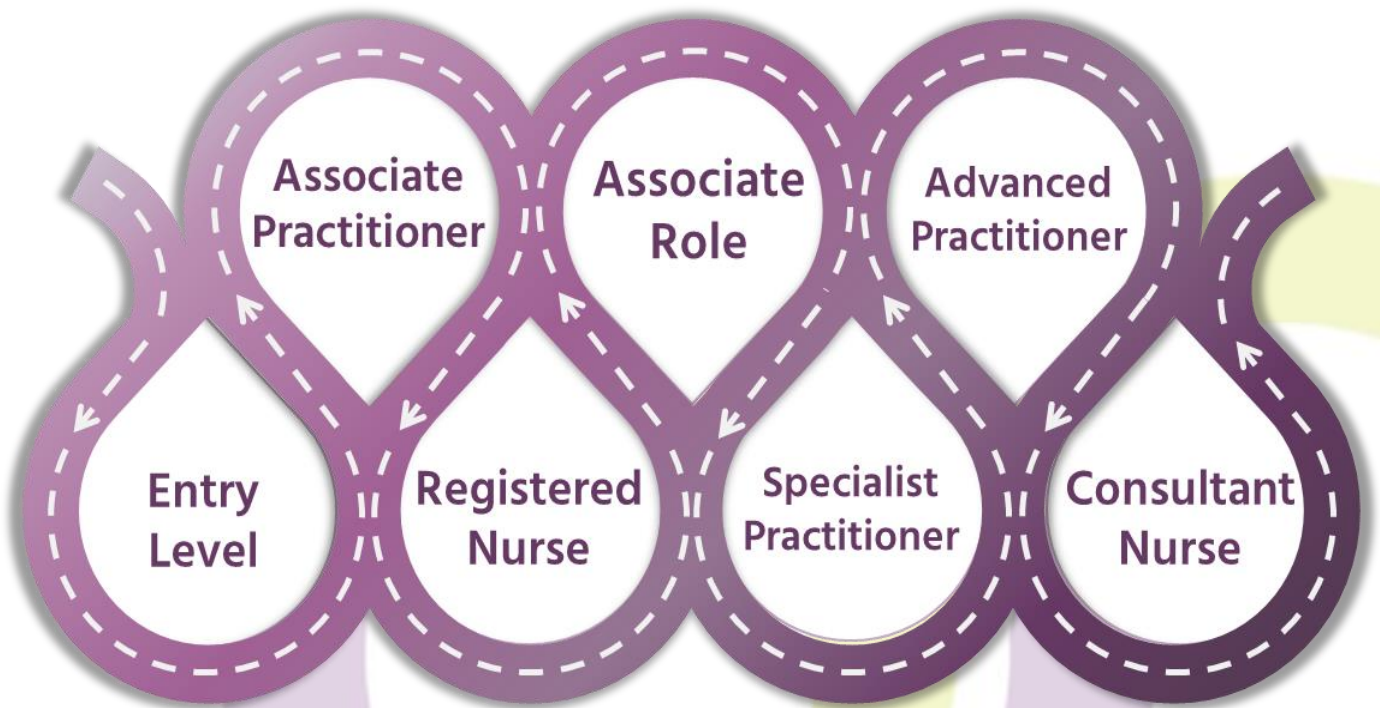
## Appraisal and 1-1s

Appraisal forms a key part in ensuring we have a skilled, safe and competent workforce. You will receive a full appraisal yearly with your Line Manager to discuss your career and professional development. You will also undertake a six monthly update and interim 1-1s meetings to discuss progression and address any personal and professional concerns.

# Nursing Framework

Our Nursing Framework arrives at a key time for the profession, aligning our development ambitions to the national framework for nursing and reflecting a number of changes in the developments and regulation of the profession. Nurses play a unique and central role in the delivery of exemplary care within the organisation and in conjunction with our wider multidisciplinary colleagues provide the drive and ambition to deliver Better Lives.

The Locala Nursing Framework provides the structure and opportunities for nursing to thrive and achieve excellence in nursing practice. It is a model for the future state of nursing and will be achieved through the professional 'architecture' the working practices, people, processes and ways of working.



**Click on the roles above to find out more.**

Click on the arrow in the bottom right to return to this page.

# Pillars of Practice

Within Locala we use the following framework to provide structure and cohesion for context and speciality specific, professional and competency frameworks. Each of the four pillars of practice is divided into aspects of practice and has been developed to create a career framework.



## Clinical Practice

- Safe, effective person-centred care
- Professional judgement and decision making



## Facilitating Learning

- Learning, teaching and assessment
- Creation of the learning environment



## Leadership

- Teamwork and development
- Professional and organisational leadership

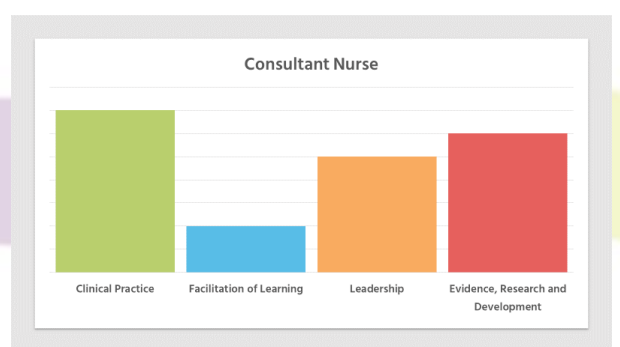
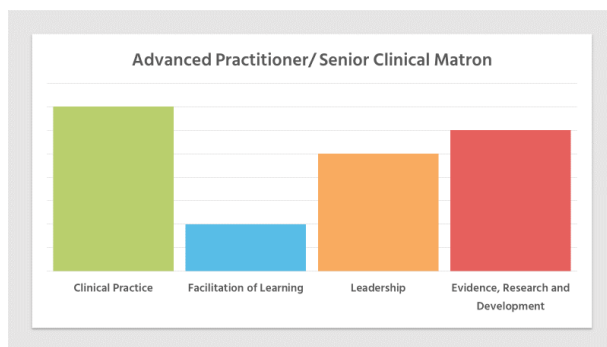
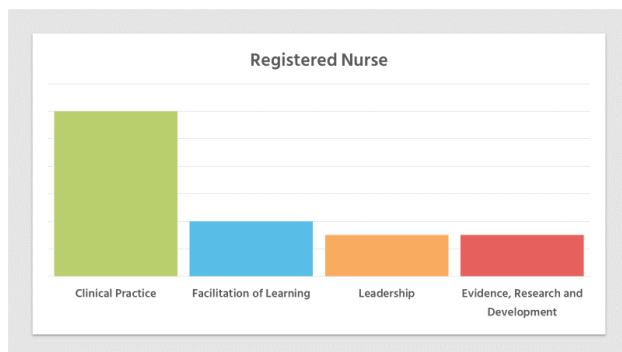
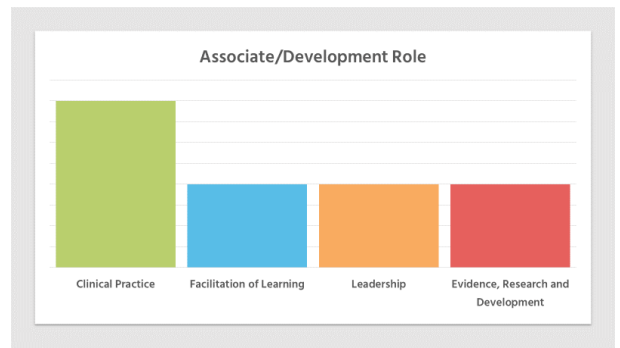
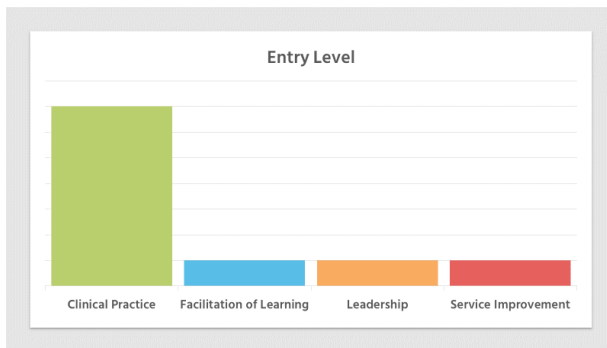


## Service Improvement/ Evidence, Research and Development

- Evidence into practice

Follow [this link](#) for more information.

The emphasis on each pillar at a particular level of the framework will vary according to specific roles. Examples in illustration set against the steps of the Locala Nursing Framework.



You can use the framework to guide your professional development moving from novice on to expert level for each level. This will help you identify specific areas for development.

Your line manager will use the framework to support discussions that take place as part of professional development reviews and address development needs.

# Entry Level

## Potential Opportunities

- Health Care Assistant
- Phlebotomist
- Rehab Assistant



## Requirements

- NHS constitution values
- Care Certificate (or willingness to work towards)

## Main Responsibilities



Working as part of a team to provide patient centred care and undertaking appropriate clinical skills under the supervision of a Registered Professional.

## Potential Development Opportunities

### Apprenticeship

- Trainee Nursing Associate
- Registered Nurse
- Assistant Practitioner

### In-house competency

- Nursery Nurse
- Child Development Practitioner



# Nursing Associate

## Potential Opportunities

- Community Nursing
- Sexual Health
- Walk In Centre
- 0-19 Service



## Requirements

- Level 5 Degree
- NMC Nursing Associate Registration



## Main Responsibilities

Nursing Associates work independently as part of a team to provide person-centred care under the direction of a Registered Professional. They can deliver more complex clinical skills than a HCA, monitor outcomes and contribute to assessment of patient's health needs.

## Potential Development Opportunities

### Apprenticeship

- Registered Nurse "Top Up"



# Registered Nurse

## Potential Opportunities

- Community Nursing
- Intermediate Care
- Reablement
- 0-19 Service



## Requirements

- Level 6 Degree
- NMC Registered Nurse (Adult, Child)

## Main Responsibilities



Registered Nurses actively contribute to and at times lead multidisciplinary, patient-centred care planning. They will provide, assess and evaluate the health needs of a range of individuals. Communication and interpersonal skills are crucial, as well as strong judgement, and being able to teach, advise and manage people and teams.

## Potential Development Opportunities

Associate Development Roles (see next page)

# Associate Role

## Potential Opportunities

- Community Nursing
- 0-19 Service
- Sexual Health



## Requirements

- Level 6 Degree
- NMC Registered Nurse (Adult, Child)



## Main Responsibilities

Nurses undertaking the Associate Role will be in a period of preparation and development for the next step in their career. Under supervision, they will learn and put into practice the skills necessary to meet the academic and clinical requirements to commence the appropriate Specialist Practitioner role.

## Potential Development Opportunities

- District Nurse
- Sexual Health Nurse
- School Nurse
- Health Visitor



# Specialist Practitioner

## Potential Opportunities

- District Nurse
- Health Visitor
- School Nurse
- Sexual Health Nurse
- Specialist/Senior Nurse

## Requirements

- Level 7 degree
- Second NMC registerable qualification or specialist qualification

## Main Responsibilities

Specialist Practitioners will assess the healthcare needs of patients and families, monitor the quality of care they receive and be professionally accountable for its delivery. They be accountable for specific patient caseloads across the lifespan. They focus on deprivation, vulnerability and advocacy, and may work in challenging circumstances within adverse home and working conditions.

## Potential Development Opportunities

- Team Leader/Manager
- Community Matron
- Advanced Nurse Practitioner

# Advanced Practitioner

## Potential Opportunities

- Community Matron
- Clinical Specialist Nurse
- Advanced Nurse Practitioner

## Requirements

- Level 7 degree
- Second NMC registerable qualification or specialist qualification



## Main Responsibilities

Advanced Clinical Practitioners are experienced clinicians who demonstrate expertise in their scope of practice. They manage defined episodes of clinical care independently, from beginning to end, providing care and treatment from the time an individual first presents through to the end of the episode, which may include admission, referral or discharge or care at home.

They combine expert clinical skills with research, education and clinical leadership within their scope of practice. Advanced Clinical Practitioners work innovatively on a one to one basis with individuals as well as part of a wider team.

## Potential Development Opportunities

- Consultant Nurse
- Operational Manager



# Consultant Nurse

## Potential Opportunities

In line with the implementation of our Better Lives Organisational Strategy 2021-24 we will review our models of care delivery and with reference to our Nursing Framework explore future opportunities to develop Consultant Nurse roles.



## Main Responsibilities

Consultant nurse roles are specialised posts that are created based on the health needs of local communities. They are underpinned by a number of key principles and aim to:

- contribute to better outcomes for patients, families, carers and communities;
- improve patient pathways and service delivery through influence and innovation at strategic level;
- • exercise advanced levels of clinical judgement, knowledge and experience;
- participate in, and influence, practice and service decision-making at Board, regional and national level.

## Potential Development Opportunities

- Strategic Lead, Assistant and Director of Operations
- Corporate roles, Quality Lead, Lead Nurse and Assistant and Director of Nursing



# We look forward to welcoming you to Locala!

For more information on Locala  
[please click here.](#)

To view current Locala vacancies  
[please click here.](#)

Locala Community Partnerships CIC

Registered in England and Wales. Company no. 07584906.

Registered Office: Becksides Court, Bradford Road, Batley WF17 5PW



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