

Nationally Transferable Roles Template

Cross Cutting Role

Identification and Brief Advice (Alcohol)

November 2010

Definition of Cross Cutting Roles

Cross cutting roles are those which occur at multiple points on the career framework and/or which appear in a number of clinical pathways. They are usually but not exclusively a sub set of an existing role or job. They may be very specific in nature e.g. delivering a specific test or intervention.

The provider of IBA could work across MoCAM Tiers 1 and 2.

All cross cutting roles will have the following common/core competences. All competences are national occupational standards (NOS). Specific competences to the role have been identified for the provider of IBA role.

Basic Information

Named Role	Provider of IBA
Area of work	Cross cutting – specific focus on alcohol
Sample Job Description Available	Yes
Experience Needed	Working in any aspect of healthcare, with direct access to service users. May be first point of contact.
Career Framework Level	n/a
National and local requirements and regulations.	n/a

The National Occupational Standards

Common/Core Competences:

Underpinning Principle	Reference Function	Competence
1. Communication	1.2 Communicate effectively Develop relationships with individuals	HSC21 Communicate and complete records for individuals. HSC233 Relate to and interact with individuals.
2. Personal and people development	2.1.1 Develop your own practice	HSC 23 Develop your own knowledge and practice GEN 13 Synthesise new knowledge into the development of your own practice.
3. Health, Safety & Security	3.5.1 3.5.1 Ensure your own actions reduce the risks to	IPC2 Perform hand hygiene to

		health and safety.	prevent the spread of infection. HSC22 Support the health and safety of yourself and individuals ENTO WRV1 Make sure your actions contribute to a positive and safe working culture.
5. Quality	5.1.1	Act within the limits of your competence and authority	HSC24 Ensure your own actions support the care protection and wellbeing of individuals GEN63 Act within the limits of your competence and authority
6. Equality & Diversity	6.1	Ensure your own actions support equality of opportunity, and diversity	HSC234 Ensure your own actions support the equality, diversity, rights and responsibilities of individuals
H Management and Administration.	H1.3.1	Contribute to the effectiveness of teams.	HSC 241 Contribute to the effectiveness of teams.

Specific Competences

Underpinning Principle	Reference Function		Competence
B Health Intervention	B1.6.4	Support individuals to retain, regain and develop the skills to manage their lives and environment	AH10 Employ techniques to help individuals to adopt sensible drinking behaviour
H Management and administration	H1.3.2	Develop relationships with individuals	M&L D1 Develop productive working relationships with colleagues
2 Personal and people development	2.1.2	Reflect on your own practice	HSC33 Reflect on and develop your practice
	2.1.3	Make use of supervision	GEN36 Make use of supervision

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Locality Specific National Occupational Standards

In this space you can define additional competences which are essential for your local needs.

Go to the Health Functional Map to begin your search for the competences related to the additional tasks or functions you have identified.

All competences are cross referenced to the NHS knowledge and skills framework (KSF).

Underpinning Principle	Reference Function		Competence

Indicative Learning and Development

Nationally transferable roles may be underpinned by a range of learning and development activities to ensure both competence and role confidence. The learning and development included within the template is by nature indicative. In some cases it is endorsed by professional bodies and/or special interest groups and accredited by an awarding body.

Nationally transferable role	Provider of alcohol IBA
Formal endorsed learning	The IBA e-learning course available from the Alcohol Learning Centre is an important formal learning resource that should be utilised by all. Others are available including interactive workshops in full or half days according to bespoke needs.
Informal learning	In house courses to supplement existing learning and skills based on specific competences would be useful. Through the feedback process used in developing these templates it was suggested that informal learning should enhance skills to predict early intervention, balanced with tackling the harm caused by alcohol misuse.
Summary of learning and development including aims	The e learning modules equip workers to deliver effective IBA. They are delivered on line and should be supplemented by observed application of learning in the workplace.
Duration	The e learning modules may be completed in between 1 and 4 hours.

National Occupation Standards used	Majority of learning opportunities are mapped against DANOS. All formal and informal learning should be based on NOS and this role profile.
Credits (including framework used)	E learning modules not yet credit rated.
Accreditation	E learning modules not yet accredited. However they are endorsed by FDAP and the Alcohol Learning Centre.
APEL and progression	Skills passports could be used when possible to record accumulative skills and competences acquired.
Programme structure	The Alcohol Learning Centre E-Learning module for example is an online module. Depending on the programme, assessment could include appraisal, IPR, or development review.
Resources required, e.g. placement learning, preceptors, accredited assessors etc	Access to a computer if using the on line resources Protected study time Ongoing supervision and mentorship
Quality Assurance	The e learning modules will be regularly updated.
Policies included in programme documentation	Where other modes of study are accessed the following should be considered essential. Equal opportunities, equality and diversity and accessibility, appeals procedure to be included within the course handbook
Funding	E learning modules are available free of charge via the Alcohol Learning Centre website.
Leading to registration or membership with:	N/A