



Julie Hughes Msc, RGN/RSCN & PGDip Ed Professional education

Julie has worked in the NHS for 26 years. She has worked in both operational and strategic roles across acute and primary care settings, higher education, professional bodies and a Strategic Health Authority [SHA]. Her responsibilities have included clinical care, leadership and service development, clinical governance and learning and development for clinical staff at post graduate level. In the SHA Julie was responsible for analysing the learning and development needs of local healthcare providers and supporting implementation of appropriate learning strategies and appraisal systems, suitable for large scale organisations with a diverse workforce. She was also involved with supporting advanced clinical practice programmes for building capacity and capability in the clinical field.

In her Higher Education role Julie was responsible for post graduate programmes and research supervision for health and social care professionals and in 2000 led a successful tender for a £250K project to implement inter-professional learning [IPL] into Train the Trainer programmes for health care professionals. The goal was to ensure clinical teachers, both in the field and in education establishments would be well placed to make IPL integral to their clinical development programmes. From this experience Julie gained extensive project management skills and is well placed to support and advise project managers.

Over the past year Julie has been working as a consultant in the private sector supporting small businesses with learning and development strategies. This has included delivery of bespoke training programmes to diverse learner groups and has included a range of soft skills programmes including teamwork and team leading.

Her major professional interests lie in Training the Trainers in the workplace and supporting implementation of work based learning and assessment. She can advise on developing effective development strategies for the work place that are linked to appraisal and staff incentive schemes. She has maintained a clinical perspective throughout and offers strategic support with producing guidelines for practice, particularly across children's services. At a national level Julie has been associate editor of a work based learning journal for the healthcare sector and has contributed material to reference books. She has delivered conference papers nationally and internationally.

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