

East Anglia Children's Hospices - EACH

Job Description



Job Title: Clinical Educator

Responsible to: Clinical Education Lead

Directorate: Care

Job Summary:

To ensure EACH care staff have the appropriate skills, knowledge and competence, and are supported to continually develop to provide high quality evidence based care to babies, children, young people with life threatening and life limiting conditions and their families.

Contribute to the development and delivery of the Palliative and End of Life Care Education Programme and other clinical skills training in EACH and to the children's workforce throughout the region and in collaboration with CCG partners.

The post involves frequent travel across the three hospice localities.

The post holder will be required to split their time between working in Clinical and other areas.

The post requires occasional (shift working to support staff on shift).

Responsibilities:

- Have a desire to develop clinical skills relevant to the children's palliative care sector and enable all care team members to become competent autonomous practitioners.
- Contribute to the development and delivery of the Palliative and End of Life Care Education Programme in EACH and to the children's workforce throughout the region and in collaboration with CCG partners.
- Work alongside care staff, in a supernumerary capacity, to influence change and develop practice. Coaching, embedding, monitoring, supporting and evaluating the delivery of high standards of practice within the care area.
- Contribute to the orientation and induction of new members of care staff, ensuring they receive the appropriate core induction and clinical skills training and have designated (buddies). Ensuring that content of teaching is regularly reviewed and updated.

- Appraise new clinical procedures and practices responding to changes of complexity of care, new treatments and approaches and identify most effective way to deliver training to staff in EACH ensuring relevant clinical policies and procedures are updated and embedded as required.
- Plan and deliver training and assessments as directed e.g. induction, core care and clinical skills and to support the implementation of changes in practice for new and revised care and clinical policies and SOPs.
- Develop individual learning programmes with care staff and their managers and support staff to achieve them.
- Contribute to the development of specific learning and education programs as required by the multi-professional care team.
- Be the link person with the relevant University for pre-registration nursing students and contribute as necessary to the assessment of the learning environment to ensure it is fit for purpose. Plan placements, organise practice assessors and supervisors, organise meet and greets and learning opportunities relevant to the learning outcomes of each student.
- Be the lead point of contact for students on placement in the Care Directorate, liaising with EACH Practice assessors and supervisors as required to support the completion of placement objectives.

Team Working

- Ensure members of the team provide high quality, evidence based holistic palliative care to children and young people working across localities as required.
- Be a role model setting high standards of care delivery and promoting an ethos of lifelong learning and development within the EACH care teams.
- Build effective working relationships internally and externally to EACH ensuring collaborative progress on matters relating to education and practice,
- Recognise and report problems and work with others to solve them.

Professional Responsibilities

- Fulfil professional nursing registration requirements.
- Remain clinically competent by identifying continuing professional development opportunities as necessary to maintain up-to-date clinical knowledge and skills in children/ young people's palliative care and education; this will include working one day a month, clinically as part of the care team.

Governance Activities

- Support the development of appropriate clinical standards and quality initiatives for the clinical environment and aid in their implementation. Participate in reviewing SOPs and other documents to ensure high quality care is always delivered.
- Participate in clinical supervision, safeguarding supervision, management supervision and annual appraisal ensuring challenging objectives are set and achieved and a personal development plan is agreed.
- Adopt a reflective approach to personal practice and learn from experience.
- Participate in relevant clinical governance activities within EACH.

- Plan and deliver clinical audits according to EACH's audit programme as required.
- Develop and implement evaluation audits to measure the impact of educational training and programmes.
- Provide statistical information as required.

This job description is not exhaustive and may be amended as necessary. It is intended as a guide to the duties and responsibilities of the post.

General requirements

- **Maintain** confidentiality in all areas of work at EACH.
- **Ensure** that your conduct within and outside EACH does not conflict with organisational expectations.
- **Actively** support and promote EACH and all its policies.
- **Promote** the safeguarding and welfare of children, young people and vulnerable adults
- **Ensure** an awareness and observation of Fire and Health and Safety Regulations.
- **Ensure** the respect, dignity and rights to privacy of children, young people and their families as far as possible.
- Take responsibility for their continuing professional development.
- Attend staff meetings and training as required.
- Participate in supervision sessions and appraisals with the line manager.

EACH - Values

Empathy and understanding

Understanding the view and feelings of others is central to our work relationships and how we interact daily

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve

Open and respectful

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment

Make it happen

We are empowered to and take responsibility for getting things done

Additional Points of Reference

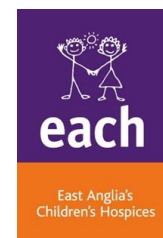
This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

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Person Specification



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	Essential	Desirable
Knowledge/ Training	<ul style="list-style-type: none"> Professional qualification in nursing (Child Branch) or other branch with relevant recent experience of working with infants, children or young people Registered Nurse NMC (Child, Adult or Learning Disabilities) Knowledge of practice supervision, education and practice development with evidence of post graduate study or equivalent Willingness to work towards professional qualification in teaching e.g. Award in Education and Training Level 3 (formerly known as PTTLs) or above, if not already obtained Knowledge and understanding of children's palliative care services and recent initiatives in children's health and social care IT literacy (e.g. word processing, e-mail, PowerPoint) 	<ul style="list-style-type: none"> Evidence of highly developed specialist children's palliative care knowledge underpinned by theory and experience Professional qualification in teaching e.g. Award in Education and Training Level 3 (formerly known as PTTLs) or above Professional knowledge acquired at degree level or above (or evidence of working towards) Additional IT literacy skills e.g. database work
Experience	<ul style="list-style-type: none"> Significant post registration clinical nursing experience of delivering care to children and families in a variety of health care settings Evidence of working within a professional multi-disciplinary team Evidence of effective training, teaching, facilitation and presentation skills 	<ul style="list-style-type: none"> Experience of working in a palliative care service Evidence of implementing change in the workplace
Skills & Abilities	<ul style="list-style-type: none"> Within the clinical area be able to make judgements regarding complex clinical situations, make recommendations and decide on best course of action 	

	<ul style="list-style-type: none"> • Ability to analyse key educational requirements to support the development of clinical practice • Within the formal teaching situation be able to facilitate groups reaching informed decisions with a clear understanding of the decision making process • Ability to work effectively with people with diverse skills, abilities and experience • Excellent verbal, written and numeracy skills, able to convey ideas or concepts in a way that is easily understood • Ability to devise and deliver training programmes, including delivering training to large groups • Ability to plan and organise activities regarding education programmes, taking into consideration the learner's styles/ needs and additional requirements. • Able to train and assess core clinical skills and develop learning plans • Able to problem solve, formulate solutions and provide sustainable recommendations • Proven change management skills and proven practice development skills • A flexible attitude and approach to the changing work environment and to provide the flexibility of service required by the families seeking EACH service • Ability to manage own time • Ability to prioritise work • Ability to work to deadlines • Evidence of meticulous approach to detail • An understanding of what motivates staff • Ability to carry out audits • Evidence of utilisation of researched based information 	
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	<ul style="list-style-type: none"> • Self-motivated, pro-active, energetic and creative • Proven track record of reliability • Comfortable working autonomously, with minimal supervision • Able and willing to work within a palliative care environment. 	
Other Requirements	<ul style="list-style-type: none"> • Must have full driver's licence and own transport. • Evidence of commitment to own continuing professional development • Ability to travel across the region on a regular basis 	