



Job Description: Practice Educator

Reports to: Clinical Team Leader/Lead Practice Educator

Job Summary

The post-holder will be a member of the Practice Education team who will deliver Naomi House and Jacksplace education and training programme to clinical staff to enable them to provide specialist palliative care and support for children and young people from 0-35 years. The post holder will lead clinical shifts, ensuring provision of a high standard of holistic care to children and young people with a variety of complex health needs.

Key Responsibilities

- To support clinical skills development for all care team staff to sustain the delivery of a very high standard of care.
- To support the development of clinical competence of the Naomi House & Jacksplace care team in line with agreed educational development strategies and priorities.
- To lead the provision of a very high standard of care and support for all children, young people and their families attending Naomi House and Jacksplace
- To contribute to the development of the current training programme supporting the professional development of all care team staff

Leadership Responsibilities

- To work primarily in the clinical area with the care team: role modelling, advising and supporting their development of competency and confidence.
- To provide teaching of clinical skills to the care team and assess individuals' competency using the clinical competency framework
- To deliver formal educational training to groups as delegated by the PE Team Leader
- To lead and coordinate the day-to-day provision of care to the children, young people and their families across all services.
- To allocate staff appropriately on each shift to ensure effective use of resources.
- To be responsible for ensuring an holistic assessment is completed for all children and young people to enable up to date care plans incorporating all necessary risk assessments.
- To provide accurate and complete data and maintain the training database as appropriate
- To line manage staff as delegated by the Clinical Team Leader, participating in appraisals, sickness/absence management and day to day staff management.

Clinical Responsibilities

- To deliver a high standard of individualised holistic care and support to children, young people and their families, promoting empowerment, advocacy and partnership.

- To manage staffing and allocate resources across both hospices according to assessed acuity on each shift.
- To contribute to the development of others, enabling them to apply current knowledge and skills in practice.
- To actively promote the workplace as a learning environment, encouraging everyone to learn from each other and from external good practice.
- To contribute to the development of the clinical competencies framework in line with practice based on best evidence.
- To monitor standards of care, participating in audit and required actions.
- To have a working knowledge of a variety of technology.
- To participate in networking, professional updates and benchmarking to maintain a current knowledge of professional issues, and to update the care team regarding changes to clinical practice.
- To generate and use appropriate learning opportunities and apply own learning to the future development of practice.
- To maintain links with local universities to support shared learning.
- To support staff and placement students as required, including the identification and support of staff with additional learning needs.

Personal

- To be responsible and proactive in personal professional development by:
 - Maintaining awareness of current developments in palliative care for children, young people and families.
 - Maintaining clinical skills identified in the Competency Framework.
 - Ensuring timely revalidation with the NMC

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Protection Policies, including PPE use, cleaning and decontamination of the environment and equipment in order to protect their own health and that of service users, other employees and visitors.

This job description does not attempt to describe all the tasks and responsibilities of the post, but rather illustrates with examples the main role of the post-holder. It is therefore subject to alteration and development and will be reviewed jointly with the post-holder and Director of Care.

Person specification

Requirement	Essential	Desirable	Assessed by
Assessed by: A = Application I = Interview R = References			
Criteria 1: Qualifications			
REGISTERED NURSE with valid up to date registration with NMC.	X		A
RSCN/RN Child		X	A
Education to degree or Masters level		X	A
Evidence of continuing professional development	X		
Mentoring qualification.	X		A
Teaching Qualification (7307/Certificate in education/PTTLS or equivalent)		X	A
Criteria 2: Experience			
Relevant experience of caring for children or young people with highly complex needs and disability within a clinical environment.	X		A
Demonstration of own clinical competencies	X		
Evidence of experience in a teaching and learning environment including assessment of clinical competency.	X		A/I
Competent in completing an individualised nursing assessment of the child/young person and developing individualised plans of care.	X		A I
Experience of working with children/young people in a palliative care environment.		X	A/I
Evidence of actions taken to optimise learning outcomes within a clinical environment		X	A/I
Experience of clinical audit.		X	A/I

Requirement	Essential	Desirable	Assessed by
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Experience and good understanding of clinical supervision and reflective practice.	X		A/I
Criteria 3: Skills			
Competent clinical skills to include: Medicine management/intravenous therapy; Palliative care symptom control, respiratory/care of tracheostomy, nutritional care/ enteral feeding, neurological/epilepsy management,	X		A
Demonstration of teaching skills and understanding of a variety of educational teaching methods.	X		A
Commitment to Continued professional development of self and others maximising opportunities for learning.	X		
Excellent interpersonal skills	X		A/I
Leadership skills; Ability to lead a multi professional team during a shift managing own time and resources effectively.	X		A/I
Evidence of people management skills. Ability to support and supervise junior staff.	X		A/I/R
Enhanced communication skills including: Makaton, Augmentative and Alternative Communication (AAC), PECS.		X	A
Criteria 4: Knowledge			
Knowledge and experience of various physical and mental health conditions associated with children, young people with life limited diagnosis and palliative care.	X		A
Knowledge of relevant guidance/NMC local policies to support clinical practice	X		A/I

Requirement	Essential	Desirable	Assessed by
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Understanding of the impact on the child or young person of living with a disability and on families caring for a child with complex needs	X		A/I
Knowledge of theory of education and a variety of teaching methods suitable for differing members of staff	X		A/I
Good understanding of safeguarding children policies and procedures- with safeguarding experience including Child in Need, Child Protection, Looked after Children.	X		A I
A working understanding of Clinical Governance and Care Quality Commission standards.		X	A I
Criteria 5: Interpersonal Skills			
Ability to cope with stressful situations and support staff in this	X		I/R
Personal grief/loss resolved sufficiently to perform and cope in an environment that has likely exposure to bereavement concerns.	X		I
Willingness to work flexibly and adapt to changing service needs.	X		I/R
Able to work independently, and as part of a multi-disciplinary team.	X		I/R
Drive for improved outcomes for children, young people and families.	X		I/R
Enthusiasm, professionalism, positivity and good work ethic.	X		I/R
Ability to cover full 24 hr shift patterns including weekends and Bank Holidays.	X		I
Criteria 6: Values			
An understanding of the principles of equal opportunities as it relates to staff and patients and able to demonstrate personal commitment to challenging discrimination and promoting equalities	X		I/R
Able to demonstrate behaviours which meet Trust values:	X		A/I/R

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<ul style="list-style-type: none"> • People focus • Openness • Pride • Ambition • Resourcefulness 			