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JOB DESCRIPTION

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| **JOB DETAILS**  |
| **Job Title**  | **Clinical Educator in Stroke Rehabilitation** |
| **Reports to**  | Consultant Physiotherapist in Stroke/Neuro-Rehabilitation |
| **Band**  | 7  |
| **Department/Directorate**  | Neuro-Rehab/ Therapies / Clinical Support and Specialist Services  |

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| **JOB PURPOSE**  |
| The post holder is responsible co-ordinating and implementing continual professional development activity and training within the stroke rehabilitation pathway in line with evidence-based practice.The role supports and facilitates the development of clinical practice mentors/educators within the services and provides supervision and support structures to foster a culture or learning.The successful person will develop, co-ordinate, evaluate and may implement education programmes with providers.The post holder will have excellent communication and influencing skills, a broad clinical experience of working within the specialist area and have worked successfully with a range of professionals and patients. You will need to be able to plan, deliver and monitor interventions and to communicate sensitively and effectively.  |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * Responsible for co-ordinating and implementing the in-service training and continuing professional development of care staff working within the stroke pathway and to maintain stroke rehabilitation as a dynamic positive learning environment for all clinical staff (permanent and temporary).
* To deliver clinical educational initiatives to community-based care staff, for the stroke pathway.
* To promote and support innovative practice, and ensure relevant research findings are incorporated into practice.
* To lead on the formulation of the Training needs Analysis for care staff working with stroke patients.
* To support care staff in all services with stroke specific training needs.
* To develop and deliver a competency-based training package for care staff working with stroke patients.
* The post holder is expected to carry out all relevant forms of care and procedures for which they are competent to practice without direct supervision.
* Work collaboratively with the Workforce Development and clinical training team to support and provide education and training Trust wide where appropriate.
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| **KEY WORKING RELATIONSHIPS**  |
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| **Internal to the Trust**  | **External to the Trust**  |
| * Therapy Service Leads and Managers
 | * Patients, relatives, carers
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| * Service Leads & Service Managers
 | * Equipment suppliers
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| * Stroke MDT
 | * HEI’s
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| * Clerical Staff
 | * HEE
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| * Clinical Education and Development team
 | * Devon AHP faculty
* Social Services
* Care providers
* Peninsula ISDN
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| **ORGANISATIONAL CHART**  |
| Head of TherapiesConsultant Physiotherapist in Stroke Rehabilitation**Advanced Practitioner Clinical Educator in Stroke Rehabilitation***Training of care support staff other Healthcare Learners* |
| **FREEDOM TO ACT**  |
| * The post holder is expected to work without direct management or supervision seeking advice from colleagues when necessary and to ensure self and staff work to Trust and professional codes of conduct.
* Is able to source relevant clinical and educational documents / guidance and translate to local area, lead on development/implementation of mentorship/education practice programmes and learning environment in line with educational policy.
* Be creative in approach and to practice in an autonomous manner as well as act as an innovator for all staff in order to facilitate the provision of a flexible, responsive stroke service.
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| **COMMUNICATION/RELATIONSHIP SKILLS**  |
| * Provide and receive highly complex, sensitive information. Communicates very sensitive, complex condition related information to patients, relatives offering empathy and reassurance.
* Participate in regular meetings in an atmosphere, which encourages staff to put forward information and suggestions for improvement.
* Attend and actively participate in clinical meetings, and Directorate meetings as required. To deputise as required for the Service Lead at other appropriate forums.
* To develop constructive working relationship with other clinical educators within the South West region. Attend educational network forum meetings.
* Work in a professional and harmonious way with other members of the multi-disciplinary team and support services, in the delivery of patient care and educational strategies.
* To develop and communicate the overall educational purpose and direction of the specialty, providing a shared vision for staff in working towards the educational strategy.
* To assist in the provision of teaching to all clinical staff, Trust-wide, in subjects related to the specialty. (This task to be limited to an extent which is compatible with the effective achievement of all other tasks in this job description.)
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| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Undertake a comprehensive, holistic highly specialist clinical assessment of patients presenting with highly complex multifactorial problems using advanced analytical and investigative skills and clinical reasoning.
* Use clinical judgment to access further diagnostics, treatment etc.
* Interpret highly complex information e.g. medical notes and clinical findings.
* To provide advanced specialist advice and second clinical opinion to other colleagues e.g. therapy, nursing, medical.
* Propose changes to improve practice in line with local and national guidelines.
* Apply clinical reasoning skills after assessment to decide appropriate treatment plan and approach.
* Act in accordance with the HCPC/NMC Code of Professional Conduct.
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| **PLANNING/ORGANISATIONAL SKILLS** |
| * In conjunction with other members of the team, support staff in identify learning and service objectives through development and reviews and clinical supervision.
* Clinically-based teaching of staff working in the clinical pathway to achieve the above. This is to be based on an assessment of each individual staff member’s educational and training needs.
* To co-ordinate the provision of training sessions by other speciality staff and third party providers (e.g. equipment manufacturers).
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| **PATIENT/CLIENT CARE**  |
| * As a highly specialised and expert practitioner, liaise, guide and advise therapy, nursing, medical, care staff and other allied health professionals in the optimum care of patients.
* To provide emotional, psychological and practical support to the patient and their family/carer throughout their pathway and to facilitate communication between patients, families and professionals.
* Be responsible for ensuring the environment and processes are responsive to the needs of patients with neurological impairment and their carers/families recognising the importance of privacy, dignity and diversity.
* Be responsible for the unsupervised adjustment of treatment of patients, according to condition &/or service protocols to include community dwelling stroke patients.
* As a senior member of the team, manage own highly complex caseload and treatment programmes to a high standard expected of an experienced clinician without day to day clinical supervision. Prioritise, assess and treat highly complex patients referred, taking an evidence-based and reflective practice approach, using a wide range of modalities and skills in order to maximise patient/user independence.
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| **POLICY/SERVICE DEVELOPMENT**  |
| * Participate in the development of the educational strategy and, in conjunction with the service lead and Matron, identify priorities on an annual basis using a Training Needs Analysis.
* Liaise with the Workforce development department and clinical training team regarding the purchase and provision of courses.
* Ensure ward staff receive up-to-date information via Trust wide communication systems, team briefings and meetings.
* Promote and participate in clinical supervision.
* Development and maintenance of a range of evidence-based educational support material to assist learning.
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| **FINANCIAL/PHYSICAL RESOURCES**  |
| * The post holder has a personal duty of care in relation to equipment and resources
* To use human and financial resources in an effective way for the benefit of patients and to achieve operational objectives. The post holder will be an authorised signatory for the unit budget within the context of the Trust’s SFIs.
* Assess, prescribe and order equipment and other resources.
* Ensure safe and efficient use of stock and equipment. Ensure equipment has appropriate checks made. Report any equipment defects, taking action to ensure any such equipment is withdrawn from service.
* Demonstrate and instruct the use of equipment to ensure safety.
* Understand and apply the eligibility criteria for services.
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| **HUMAN RESOURCES**  |
| * Participate in the recruitment, induction and development and review of junior members of staff.
* To develop and co-ordinate induction programmes for new staff members.
* To co-ordinate the placements of pre- and post-registration therapy students placed in the specialty. To ensure that the service provides a quality learning experience for these staff, assisting them to meet their learning objectives.
* Support placements for other professional within the speciality.
* Demonstrate a high level of commitment to personal and professional development.
* Provide specialist advice to staff Trust-wide as required.
* Allow development of all staff in aspects of information technology to enable them to use the relevant systems, ie: Internet, Electronic Patient Record.
* Support the attendance of all mandatory training on an annual basis.
* Support staff with annual appraisals, identifying training needs, career planning and succession and revalidation.
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| **INFORMATION RESOURCES**  |
| * To document and maintain patients records as per Trust Documentation Policy
* Maintenance of an effective database of staff’s learning activity.
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| **RESEARCH AND DEVELOPMENT**  |
| * To maintain own and others’ awareness of relevant research evidence related to the speciality and work with others in applying this to practice.
* In conjunction with the multidisciplinary team, identify and participate in research relevant to the speciality.
* To work with the Research team as appropriate to ensure the nursing staff are supported whilst on the ward.
* Participate in local, regional and national Clinical Audits to develop and establish standards of care and clinical practice across the Unit.
* Support incident investigations and complaints and help the implementation of action plans across the unit and wider organisation as part of the clinical governance and quality improvement programme.
* Participate in Clinical Governance meetings.
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| **PHYSICAL SKILLS** |
| * Demonstrate highly developed physical skills used in the assessment and treatment of patients e.g. palpation, mobilisation, manipulation.
* Competent IT skills.
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| **PHYSICAL EFFORT** |
| * The role requires the clinical educator to partake in all aspects of clinical care requiring physical effort e.g., sitting, standing, lifting, pulling, pushing, manoeuvring, using mechanical aids.
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| **MENTAL EFFORT** |
| * Manage competing demands of providing services on a daily basis and developing a clinical area.
* Read, decipher and interpret patient information and lengthy documents, summarising for other staff as appropriate.
* Work pattern is unpredictable and subject to frequent interruption
* Frequent mental effort in assessment and treatment programmes.
* Long periods of concentration, particularly when using a VDU.
* Identify strategies to motivate patients to comply with their treatment plan.
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| **EMOTIONAL EFFORT** |
| * Frequently provides emotional support to multi-disciplinary team, patients and carers.
* Frequently provides leadership and support to junior members of the team.
* Resilient and calm under pressure.
* Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of and aftermath of distressing news.
* Work with patients with mental health problems or occasional challenging behaviour.
* Facilitates the opportunity for debriefing and support for staff following difficult and stressful situations.
* Carry out difficult, challenging and potentially unpopular management decisions
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| **WORKING CONDITIONS** |
| * Be adaptable to work in variety of clinical settings in the acute and community hospitals, to be adaptable to meet patient needs within changeable environment.
* To be able to work in an open plan office liable to frequent distractions and interruption.
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| **OTHER RESPONSIBILITIES**  |
| * Take part in regular performance appraisal.
* Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling
* Contribute to and work within a safe working environment
* You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection
* As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.
* You must also take responsibility for your workplace health and wellbeing:
* When required, gain support from Occupational Health, Human Resources or other sources.
* Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
* Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you.
* Undertake a Display Screen Equipment assessment (DES) if appropriate to role.
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| **DISCLOSURE AND BARRING SERVICE CHECKS**  |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL**  |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.T*his is*  |

PERSON SPECIFICATION

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| **Job Title** | Clinical Therapy Educator in Stroke Rehabilitation |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS** | Degree or Graduate Diploma in AHP or nursing profession HCPC or NMC registrationEvidence of postgraduate education in specialist clinical area Additional training relevant to the post e.g. moving and handling, clinical skills training, student supervision training.Member of specialist interest group | Masters level in relevant area or to working towards Teaching Qualification |
| **KNOWLEDGE/SKILLS**  | Specialist knowledge and enhanced clinical skills within the specialist environment. Assess, plan, and evaluate care of patients impairment and life limiting conditions. Competently manage physical, cognitive and communication issues Act as a facilitator and enabler with patient, carers, staff and studentsEvidence and understanding of competency assessment requirements and dealing with poor performance and capabilityGood presentation skills with a commitment to teaching othersExcellent verbal and written communication skills | Understanding of multi- disciplinary working and inter- professional relationships Research awareness |
| **EXPERIENCE**  | Appropriate clinical skill and competence to demonstrate highly developed specialist knowledge in clinical setting including specialist trainingAdvanced level of clinical expertise to plan and organise a specialist caseload and develop the clinical teamExperience of advanced problem solvingExperience of working within a multi-disciplinary teamExtensive teaching/mentoring and assessing experienceLeadership and Management experience.Implementation of evidence-based practice.Exposure to Incident investigation and clinical governance involvement |  |
| **PERSONAL ATTRIBUTES**  | High level of written and oral communication skills and documentation skills Good prioritisation and organisational skills Competent IT skills Work flexibly as part of the team and independently using on own initiative Ability to work in challenging environments Problem solving Ability to handle sensitive information with confidentiality Ability to travel between sites in a timely manner  |  |
| **OTHER REQUIREMENTS**  | The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.Ability to travel to other locations as required.Flexible attitude to working patterns | Able to manage databases with a working knowledge of I.T. |

Complete the table below as appropriate

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|  | **FREQUENCY****(Rare/ Occasional/ Moderate/ Frequent)** |
| **WORKING CONDITIONS/HAZARDS** | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | Y |  |  |  |  |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y |  | x |  |  |
| Laboratory specimens | Y |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | x |
| Heavy manual handling (>10kg) | Y | x |  |  |  |
| Driving | Y |  | x |  |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort  | Y |  |  | x |  |
| Mental Effort  | Y |  |  |  | x |
| Emotional Effort  | Y |  |  | x |  |
| Working in isolation | Y | x |  |  |  |
| Challenging behaviour | Y |  | x |  |  |