

JOB DESCRIPTION

JOB DETAILS	
Job Title	Critical Care Practice Based Educator
Reports to	Matron ICU
Band	Band 7
Department/Directorate	ICU / Surgical

JOB PURPOSE
<p>Working as a senior member of the ICU nursing team in cooperation with other senior staff, matron and multidisciplinary team the practice educator role provides leadership and promotes the delivery of high standard evidence based care on the Intensive care unit. The role requires the practice educator to lead on the planning, implementation and evaluation of care to patients on the critical care unit while facilitating and planning the ongoing professional development of all members of staff, through national competence frameworks and supporting the learners undertaking recognised critical care qualifications delivered through established links with local HEIs</p> <p>Responsible for co-ordinating and implementing the in service training and continuing professional development of nursing staff within the Intensive Care Unit.</p> <p>To deliver clinical educational initiatives for Critical Care - Intensive Care and High Dependency Nursing.</p> <p>To promote and deliver evidence based care and disseminate best practice.</p> <p>To lead on the formulation of the Training needs Analysis for Intensive Care.</p> <p>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.</p> <p>Work collaboratively with the Workforce Development and clinical training team to support and provide education and training Trust wide where appropriate.</p> <p>To support the completion and marking of essential and mandatory training clinical workbooks (for example oral, IV drug therapy, cannulation and venepuncture)</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>1 – Work within a senior / expert role to provide high quality nursing care.</p> <p>2 – To lead on the ongoing development of induction programmes to staff new to the critical care environment.</p> <p>3 – To develop and deliver an ongoing educational pathway to equip health care professionals with the required skills and knowledge to deliver evidence based care on the critical care unit.</p> <p>4 – Act as a point of resource to support staff professional development through the use of recognised national competence frameworks.</p> <p>5 – Identify and support staff through the acquisition of recognised post registration qualifications in critical care through existing links with HEI's</p> <p>6 – Identify and advise upon critical care strategy and recognise / develop areas of practice innovation</p> <p>7 – Maintain accurate and contemporaneous records of staff training requirements including mandatory training.</p>

KEY WORKING RELATIONSHIPS
Areas of Responsibility: Education and development

No. of Staff reporting to this role: N/A

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis.

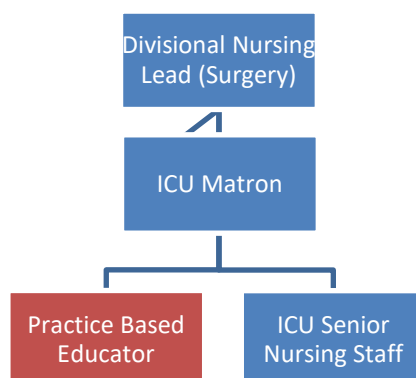
In addition the post holder will deal with external organisations such as local HEIs and training providers, local critical care educator forums and engage with local healthcare training providers.

This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Matron• ICU Clinical Lead• Divisional Governance and Practice Development• Senior ICU Nursing Staff	<ul style="list-style-type: none">• HEI's• Critical Care Network Education Forums• Local Healthcare Training Providers.

ORGANISATIONAL CHART



FREEDOM TO ACT

The role of the practice educator is a senior role that recognises local drivers to lead on the development and implementation of education practice programmes and learning environment in line with trust and national educational policy and standards. The post holder will Report to the ICU Matron and Unit governance/practice development forums, and is responsible for the unit adherence to the Guidance for Provision of Intensive Cares Services (GPICS, 2022) to ensure compliance with national standards. The post holder will have the autonomous responsibility to use qualitative and quantitative unit based and national ICU data to benchmark achievements and identify underperformance. The post holder will be responsible for deciding how any underperformance is addressed and formulate action plans on how these standards are best achieved.

COMMUNICATION/RELATIONSHIP SKILLS

Provides and receives complex, sensitive and contentious information to and from large groups. Communicates the sensitive, complex condition related information to patients, relatives offering empathy and reassurance

Participate in regular unit meetings in an atmosphere, which encourages staff to put forward information and suggestions for improvement.

Attend and actively participate in Ward Managers' meetings and Directorate meetings as required. To deputise as required for Senior Nurse at other appropriate forums.

To develop a constructive working relationship with other clinical educators within Critical Care in 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 Critical Care, 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 Critical Care Nursing. (This task to be limited to an extent which is compatible with the effective achievement of all other tasks in this job description.)

ANALYTICAL/JUDGEMENTAL SKILLS

Regularly multi-tasks in a constantly changing environment, where tasks are frequently interrupted, to maintain required standards of care through the effective supervision of junior staff.

Continuous assessment of Complex facts or situations requiring analysis interpretations and or comparison of a range of options and titration of treatment eg. Ventilation, inotropic drugs, nurse led weaning without supervision.

Act in accordance with the NMC Code of Professional Conduct.

PLANNING/ORGANISATIONAL SKILLS

In conjunction with other members of the senior nursing team support staff in completing the national competency framework for Registered Nurses in Adult Critical Care and identify learning and service objectives through development and reviews and clinical supervision.

Plan and organise complex activities or programmes requiring formulation and adjustment.

Clinically-based bedside teaching of staff working on the Critical Care 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 third party providers (e.g. equipment manufacturers).

PATIENT/CLIENT CARE

As a highly specialised and expert practitioner, liaise, guide and advise nursing, medical and allied health professionals in the optimum care of critically ill 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 unit processes are responsive to the needs of critically ill patients and their carers/families recognising the importance of privacy, dignity and diversity.

Be responsible for the unsupervised adjustment of treatment of critically ill patients, according to condition &/or unit protocols (to include inotropic drugs, ventilation, nurse led weaning etc).

As a senior member of the nursing team, participate in the co-ordination of the safe transport of critically ill patients when necessary.

POLICY/SERVICE DEVELOPMENT

Participate in service changes / policy development impact beyond own area of work the development of the educational strategy and, in conjunction with the 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

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.

Responsible for the safe handling of patient property/valuables in line with ward procedures and Trust SFIs.

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 all pre- and post-registration students placed on the Critical Care. To ensure that the Critical Care provides a quality learning experience for these staff, assisting them to meet their learning objectives.

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, i.e.: 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.

INFORMATION RESOURCES

To document and maintain patients records as per Trust Documentation Policy

Maintenance of an effective database of staff's learning activity.

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.

PHYSICAL SKILLS

High degree of competence and dexterity in practical nursing skills.

PHYSICAL EFFORT

The role includes clinical practice which includes sitting, standing, lifting, pulling, pushing, manoeuvring, using mechanical aids all with a moderate level of frequency.

MENTAL EFFORT

Give examples and frequency of tasks which require periods of concentration.

Data Collection – occasional

Formal Teaching – frequent

Informal teaching – frequent

Computer use – frequent

Lesson/teaching/programme development - frequent

EMOTIONAL EFFORT

Engagement and development of learners involves a degree of occasional exposure to distressing or emotional circumstances. This requires a degree of emotional effort from the post holder.

WORKING CONDITIONS

Regular working with hazardous substances (bodily waste and fluids, cytotoxic drugs) when in clinical setting

Occasional aggressive behaviour when dealing with confused patients, face to face complaints or staff conflict

Regular use of VDU.

Regularly multi-tasks in a constantly changing environment, where tasks are frequently interrupted, to maintain required standards of care through the effective supervision of junior staff

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.

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.

PERSON SPECIFICATION

Job Title	Practice Based Educator - ICU
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
RGN Level 1	E	
Post registration qualification in Critical Care nursing.	E	
Masters level study/ working towards or equivalent level of experience	E	
Substantial experience within critical care.	E	
Mentorship course/ ENB 998 or equivalent	E	
Degree in relevant subject or equivalent level of experience	E	
Evidence of Informal and formal teaching experience	E	
Evidence of involvement in practice development	E	
Critical care experience	E	
Paediatric non-accredited course		D
Leadership qualification		D
Cert Ed /Post Grad Cert of Education		D
Understanding of national nursing agenda		D
Advanced Life Support provider		D
Teaching qualification		D
Certificate in Transfer of the critically ill patient		D
Paediatric accredited Critical care course		
KNOWLEDGE/SKILLS		
Experience in Critical care.	E	
Expert knowledge developed through advising staff on the management of Level 1-3 patients	E	
To have undertaken audit and research projects to ensure evidence-based practice.	E	

Guideline and policy publication		D
Expert clinical knowledge in critical care to at least degree level or equivalent		D
Involvement in development of critical care agenda		D
Experience and knowledge of use of electronic Patient record system		D
EXPERIENCE		
Working clinically with new/junior nurses	E	
Performance Management	E	
Strong leadership and management skills	E	
Developing educational programmes/SDs		D
Working with higher Education Institutes		D
PERSONAL ATTRIBUTES		
Able to work independently within team settings	E	
Presentation skills	E	
Able to liaise and network effectively with people in a range of organisations at senior level	E	
Excellent interpersonal skills	E	
Conflict management skills	E	
Able to facilitate change	E	
Excellent communication skills in dealing with patients, staff and students	E	
Ability to lead a team	E	
Motivation and Innovation	E	
Experience with communicating at strategic level / with senior staff and relevant outside agencies including HEIs and Critical Care Networks		D
OTHER REQUIREMENTS		

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y				y
Contact with patients	Y				
Exposure Prone Procedures	Y				y
Blood/body fluids	Y				y
Laboratory specimens	Y				y
Hazard/Risks requiring Respiratory Health Surveillance					
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				
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				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				y
Heavy manual handling (>10kg)	Y		y		
Driving	N				
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y		y		
Mental Effort	Y			y	
Emotional Effort	Y			y	
Working in isolation	N				
Challenging behaviour	Y	y			