

JOB DESCRIPTION

JOB DETAILS	
Job Title	Falls Clinical Practitioner
Reports to	Advanced Clinical Practitioner (ACP) – Frailty
Band	7
Department/Directorate	Community Care Group

JOB PURPOSE
<p>The Falls Clinical Practitioner is an advanced Specialist Practitioner within the field and will work in close partnership with the Community and Professional Practice Teams to:</p> <ul style="list-style-type: none"> • Provide highly specialist clinical supports to clinicians regarding patient treatment and management for patients who have fallen. • Work on the delivery of Falls Prevention projects within the Community Care Group. • Take an active role in continuing to develop the Falls Services, including strength and balance groups within the organisation, external community services and voluntary sector. Ensuring patient outcomes. • Scope and deliver proactive falls education to be delivered across community teams, care homes and external organisations. • Develop the Falls Service in line with patient need and Trust wide developments. This will involve work with the professional practice team to lead and to help provide an equitable service across the organisation. • Develop and build effective working relationships with key agencies. • To provide advice and second clinical opinion to other colleagues. • Lead clinical changes that contribute to the development of patient pathways. <p>Manage an individual caseload of patients with complex presentations effectively and efficiently.</p>
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

- Ensure effective communication takes place at all times, taking a team approach to patient care and service needs.
- Be proactive in giving talks/demonstrations regarding your work to colleagues and others.
- Write comprehensive reports on outcomes and recommendations to key stakeholders
- Provide education to a variety of professionals and external services
- Read and interpret a range of patient medical, medication, social history and social care plans.
- Read and interpret a range of policy and guidance, both local and national.

KEY WORKING RELATIONSHIPS

Areas of Responsibility:

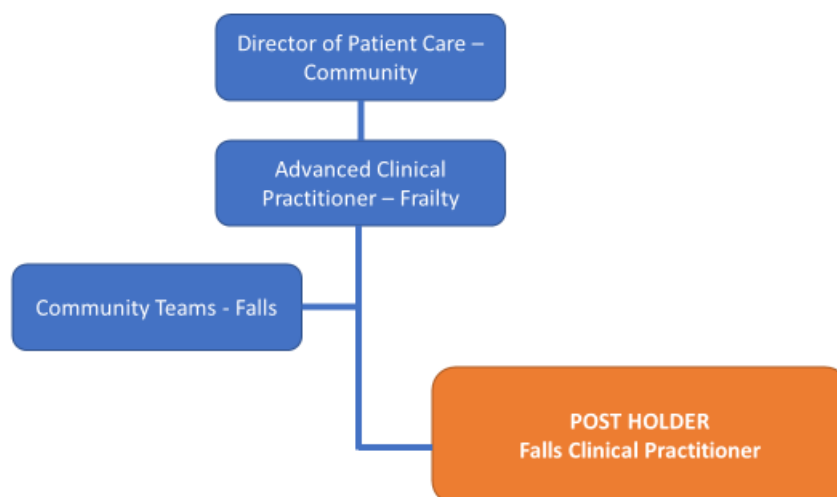
The Falls Clinical Practitioner will be based in the community and is required to:

- Deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis
- Provide highly specialist clinical cover as required
- Provide a second clinical opinion to all staff
- Lone working
- Undertake remote working without immediate supervision
- Provide supervision, coaching, teaching and involvement of the development of relevant team members, carers and clients.
- Provide education to others in highly specialist area
- Deal with the wider healthcare community, external organisations and the public.
 - This will include communication via 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"> • Director of Patient Care – Community • Associate Director of Patient Care - Community • Assistant Director of Health and Social Care • Director of Nursing • General Managers • Clinical Matrons • Trust/ STP Advanced Clinical Practitioners • Acute and Community Clinical Leads • Acute and Community Service Managers • Therapy Managers • Urgent Community Response Leads • Nurse Team Managers • Governance Team 	<ul style="list-style-type: none"> • CCG • PCNs • Care Homes • Voluntary Services
*Please note, this list is not definitive	

ORGANISATIONAL CHART



FREEDOM TO ACT

- Refers to guidance and principles within the area frailty, interprets emerging and evolving broad policy and establishes standards within the community and Devon ICS
- Holds and manages a defined clinical case load
- Acts as a lead specialist within the frailty specialism, within the Community Care Group, externally to the CCG, PCNs, Care Homes and Voluntary Services
- Utilises advanced highly specialist clinical reasoning skills and assessment techniques autonomously in the context of their specialty with reference to occupational policies and principles and other specialists.
- Works within the code of conduct for HCPC and professional guidelines.
- Is able to assimilate risk/ benefits and rationalises decision making based on extensive knowledge skills and experience, recognising and acting on potential gaps in knowledge.
- Is able to seek out advice and support from colleagues when required.

COMMUNICATION/RELATIONSHIP SKILLS

- Provides and receives complex and sensitive information, provides advice and clinical expertise to team members and a wide range of managers.
- Communicates sensitive and complex information in an appropriate manner and depth for the individual.
- Liaise closely with all stakeholders, including primary health, care homes, clinical commissioners, and external agencies in relation to patient pathways
- Provide training and education in a healthcare and non-healthcare environment and to people of different backgrounds.
- Communicate and engage parties who may be hostile to change or accepting of external advice. This will require the use of motivational, negotiation and reassurance skills.
- Obtain patient consent and work within a legal framework with patients who lack capacity to consent to treatment.

ANALYTICAL/JUDGEMENTAL SKILLS

- Undertake a comprehensive, holistic clinical assessment of patients presenting with complex multifactorial problems. This will use advanced analytical and investigative skills and clinical reasoning.
- Use advanced clinical judgment to identify and access events, problems or illnesses where a range of options have been considered, e.g. further diagnostics, treatment etc.
- Interpret complex information e.g. medical notes and clinical findings.
- To provide advice and second clinical opinion to other colleagues.

- Lead clinical changes that contribute to the development of patient pathways.
- Propose changes to improve practice in line with local and national guidelines.
- Undertake risk assessment, using clinical judgement and provide accurate feedback to the team as necessary e.g. in relation to lone working.
- Apply clinical reasoning skills after assessment to decide appropriate treatment plan and approach.

PLANNING/ORGANISATIONAL SKILLS

- Planning specialised health educational and awareness sessions/programmes for others working in this specialist area, including multidisciplinary groups within 'frailty'. Contributing to formulating and delivering formal and informal teaching initiatives as part of the education strategy, in collaboration with the clinical lead to ensure practice development and improved care for patients. Managing the complexity of the specialist and emerging frailty area ensuring that practise remains up to date, safe and effective
- Preparation and planning for leading group sessions and participating in networks and other forums on behalf of the Trust
- Planning and organising collaborative working with other teams in order to support a consistent and equitable service across the organisation, ensuring safe and effective practise.
- Leading and participating in the operational planning and implementation of policy and service development within the team, key stakeholder in agreeing and setting priorities (plans).
- Plan, organise and prioritise own work load, guide and influence the work of Falls across community services
- Work with the team to deliver the most effective service within the resources available to meet patient needs
- Exercise good personal time management, punctuality and consistent, reliable attendance
- Co-ordinating patient appointments, optimising clinical time for the whole team through having awareness of all the priorities and planning
- To be involved in longer term strategic planning in area of own expertise.

PATIENT/CLIENT CARE

- Undertake a comprehensive, holistic clinical assessment of patients presenting with complex multifactorial problems.
- Ensures consistent high standard evidence based clinical intervention and decision making informed by local protocols and national guidelines.
- Makes operational judgements, manages conflicting views, reconciles inter and intra-professional differences of opinion and escalates for senior clinician review when required
- Advise patients on your case load, their carers and staff on the promotion of health and prevention of illness.
- Provide highly specialist education to patients/clients in falls, the expert area of practice.
- Contributes to the co-ordination and effective management of admission and discharge processes taking a lead in areas of complexity
- Applies specialist knowledge in providing advice and support to patients or carers to facilitate informed choice, self-efficacy, psychological adjustment and recovery.
- Conducts clinical risk assessments, commence secondary prevention, provide health promotion advice and plan post-hospital interventions for patients add speciality if appropriate in accordance with service protocols and Trust policies.
- Acts as an expert therapy/ nursing resource in specialist field.
- To work as a clinical practitioner in the community/ community hospital / Intermediate Care setting without immediate supervision.
- Adhere to professional and organisational standards of practice.
- Be professionally and legally accountable for all aspects of your own work, within the context of an autonomous practitioner.
- Initiate and lead specific projects.

POLICY/SERVICE DEVELOPMENT

- Keep up to date with professional and related Health and Social Care developments in liaison with Area Professional Lead and the Trust Head of Profession and other colleagues.
- Identify opportunities to improve the service, taking account of resources available, discussing your ideas with colleagues and managers.
- Participate in the operational planning and implementation of policy and service development within the specialty, leading on priorities in your area and coordinating across organisational and professional boundaries.
- Propose and lead changes to improve falls practice in line with local and national guidelines.
- Contributes to the management of the specialist service by providing periodical reports as per Care Group requirements.
- Develops their leadership and management skills in order to ultimately be able to lead on specific practice and service developments or evaluations within a service strategy to which they also actively contribute as a senior clinician.
- Be aware of and follow the Health and Safety at Work Act and local/national guidelines, reporting any incidents using the correct procedures.
- Ensure that staff are aware of, and follow Health and Safety at Work Act and national/local guidelines and are aware of correct procedures for reporting incidents.
- Report any accidents/ untoward incidents/ near misses to self, patients or carers to the Manager in accordance with Trust policy.

FINANCIAL/PHYSICAL RESOURCES

- Observes personal duty of care in relation to equipment and resources used in course of work.
- Support the Care Group in the best use and monitoring of allocated falls resources.
- Assess, prescribe and order equipment and other resources.
- Demonstrate and instruct the use of equipment to ensure safety.
- Understand and apply the eligibility criteria for services.
- Responsible for assessing for and/or authorising complex moving and handling equipment up to the value of £5000

HUMAN RESOURCES

- Participate in clinical supervision as supervisor and supervisee.
- Participate in and be proactive in leading and teaching at training sessions for staff and other agencies.
- Actively share areas of knowledge and experience both formally and informally.
- Deliver formal and informal teaching initiatives as part of the education strategy in collaboration with the clinical lead to ensure practice development and improved care for patients.
- Ensure that HCPC registration is maintained and evidenced to the manager.
- Provides representation on Trust committees / meetings as required.
- Develops their leadership and management skills in order to ultimately be able to lead on specific practice and service developments or evaluations within a service strategy to which they also actively contribute as a highly specialist senior clinician
- Support the team to keep updated in developments in the NHS and Social care, leading in the specialty.

INFORMATION RESOURCES

- Contribute to the collection of statistical data in order to monitor and develop team activity using electronic and paper methods.
- Monitor and evaluate the information available.
- Maintain accurate and timely patient records using agreed standard formats.
- Monitoring the processing and presentation of extensive and complex data

- Modifying systems and processes as required and discussed with managers

RESEARCH AND DEVELOPMENT

- Participate in surveys, questionnaires and audits to contribute to national research projects when required
- Maintain an up to date knowledge of all areas of clinical practice using a variety of CPD methods and to maintain a CPD portfolio, this will include undertaking own research to remain up to date
- Lead on clinical governance activities e.g. audit, research, service reviews
- Provide support and leadership to the community teams to participate in clinical governance activities e.g. audit, research, clinical reviews.
- Adhere to all professional standards of practice and organizational policies and procedures

PHYSICAL SKILLS

- The post holder will require highly developed physical skills in therapeutic handling.
- A high level of precision and high levels of hand, eye and sensory coordination is essential
- Therapeutic handling of patients often with the need for prolonged physical effort.
- Assess, prescribe and demonstrate the safe use of equipment.
- Computer skills to maintain patient records, clinical audit, support clinical practice, email, presentations and order equipment etc.

PHYSICAL EFFORT

- There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of the working time Manually handle equipment (wheelchairs, health care equipment) and furniture frequently, following ergonomic risk assessment as per statutory training and service risk assessment.
- There is a frequent requirement for light physical effort, this may include; treatment may necessitate working in restricted positions or limited space, manual therapeutic handling of patients e.g. during stroke therapy.
- Daily moving and handling of patients in relation to assessment, treatment and rehabilitation
- Work in the community where appropriate equipment is often not available. (e.g. moving and handling equipment).

MENTAL EFFORT

- Manage competing demands of providing services on a daily basis and developing a clinical area.
- An occasional requirement for concentration where the work pattern is unpredictable.
- Read, decipher and interpret patient information.
- Read and decipher lengthy documents, summarising for other staff as appropriate.
- Frequent mental effort in assessment and treatment programmes.
- Long periods of concentration, particularly when using a VDU e.g. for writing reports and investigations.
- Identify strategies to motivate patients to comply with their treatment plan.

EMOTIONAL EFFORT

- Ability to manage complex areas of resistance, conflict, grievance or dispute, with patients, family and carers.
- Frequent indirect and direct exposure to highly distressing or highly emotional circumstances. This will include working with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news and occasional work with people who have mental health problems, learning disability and/or occasional challenging behaviour.

WORKING CONDITIONS

- Use of information technology.
- Occasional exposure to highly unpleasant working conditions. For example, work in a variety of settings according to patient/service user needs including patients' own homes which may involve hot/cold temperatures, cluttered environments and unhygienic environments.
- Work with patients with a wide range of conditions including contact with body fluids such as urine, blood, sputum.

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.

APPLICABLE TO MANAGERS ONLY

- Evidence that supporting employee health and wellbeing is included in any documents outlining the skills and knowledge that line managers need.
- Proportion of line managers whose job descriptions include supporting employee health and wellbeing.
- 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.

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	Falls Clinical Practitioner
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING <ul style="list-style-type: none"> Registered Health and Care Practitioner Additional education in specialist field to Masters level or equivalent experience and commitment towards working to the relevant qualification. Additional management training 	✓ ✓	✓
KNOWLEDGE/SKILLS <ul style="list-style-type: none"> Evidence of continuing professional development Knowledge of relevant NICE guidance and other relevant government initiatives Experience of leading clinical audit Multi-disciplinary team working across health, social and voluntary/independent sectors Proven ability of complex case management Teaching Skills Excellent communication skills computer and internet use 	✓ ✓ ✓ ✓ ✓ ✓ ✓	
EXPERIENCE <ul style="list-style-type: none"> Substantial experience of working clinically at a senior level e.g. in areas of, falls prevention, care of the older person and long-term conditions. Experience of supporting staff and developing staff members Experience of change management In depth knowledge of the management of long-term conditions Experience within and a working knowledge of the National Health Service 	✓ ✓ ✓ ✓ ✓	
PERSONAL ATTRIBUTES <ul style="list-style-type: none"> Patient and quality focussed Able to motivate and inspire others Ability to effectively communicate complex information within a range of settings Able to work under pressure and meet deadlines Excellent organisational skills Self-awareness of strengths and limitations Self-motivated and able to use own initiative Flexible approach to change 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	
OTHER REQUIREMENTS <ul style="list-style-type: none"> 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. Committed to further personal and professional development Able to understand requirement to manage resources effectively 	✓ ✓ ✓ ✓	

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