

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Clinical Practice Facilitator |
| **Reports to** | Clinical Nurse Manager - Haemodialysis |
| **Band** | Band 6 |
| **Department/Directorate** | Medical Directorate |

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| **JOB PURPOSE** |
| The post holder is responsible for the planning, development, delivery of clinical education for all grades of Nursing staff within the Renal Unit and associated Services.  The post holder will carry out and impart education relevant to the clinical care of patients receiving Renal Replacement Therapies (RRT) in conjunction with other Clinical Practice Facilitators, specialist nurses and the wider Multi-Disciplinary Team.  The post holder assesses and monitors the performance of nursing staff in relation to this clinical practice and is professionally accountable for the standard of clinical and education related care.  **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES**  **COMMUNICATION/RELATIONSHIP SKILLS** |
| 1. Teaches the practical skills and underpinning knowledge of all renal replacement therapies to new staff working in the renal unit in accordance with existing clinical competencies, policies, procedures and guidelines. 2. Promote Nursing staff to support and educate patients to enable them to self-care. 3. Ensure that staff continue to develop their renal skills following their initial training period. 4. Gives guidance and feedback to nurses on performance through the completion of clinical competencies relevant to the role and completion of PDR as required. 5. Identify training needs and initiates individualised development programmes. 6. Be conversant with Trust policies and procedures ensuring all practice is within the Trust expectations. 7. Assist in the development of assessment frameworks and competencies as required. 8. Communicate effectively with the Clinical Nurse Managers and teams and support them in managing their Registered Nurses as required. 9. Support the provision of structured support programs for Registered Nurses who are poorly performing. 10. Contribute to the performance management of Nurses as required. 11. Maintain training and assessment records and produce written and oral summaries of progress as required. 12. Maintain own competence via awareness of current clinical, education and research issues. |
| **KEY WORKING RELATIONSHIPS** |
| Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Renal Unit Matrons / CNM / CNS * Senior Nurse for Renal Services * Nursing Staff * Patients & Carers * Satellite Kidney Units * Medical Staff including students * Technicians * The Renal Community Team * Practice Educators * Learning & Development Service * Pre-Registration students of Nursing * Cluster Manager | * University of Plymouth for Renal Course | |  |  | |  |  | |  |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| 1. Complements the leadership role of the ward and Haemodialysis unit managers. 2. Work in collaboration with other practice facilitators to provide staff in all areas of the kidney unit with support in clinical practice. 3. Acts as a role model for all staff. 4. Provide regular support and supervision for mentors. 5. Ensure through the training/education programme each member of the nursing team has the skills and knowledge to fulfill their role. |
| **OTHER RESPONSIBILITIES** |
| 1. Participate in rotations between ward and haemodialysis (if required for the service) 2. Demonstrates their clinical ability by constantly reflecting on their ongoing practice and using research as an integral part of such practice. 3. Acts as a role model in terms of health promotion and health education for both staff and patients. 4. Constantly evaluates nursing care in order to promote current research-based practice. 5. Take the lead for the renal update education day. Undertake other class room-based teaching as required by the service. 6. Work with Senior Matron and Matrons / Clinical Nurse Managers to monitor and develop standards of care, policies and procedures ensuring Trust guidelines are followed. 7. Actively participate in clinical audit and quality assurance as a means of monitoring and improving standards of care. 8. Acts as a change initiator/agent when a need to change practice in order to improve quality has been identified. 9. Demonstrates an appreciation and understanding of quality strategies and processes. 10. Works within the NMC Code of Conduct. 11. ls aware of their accountability and limitations. Takes part in regular performance appraisal. 12. Keep clear, concise records in terms of patient documentation, staff records and own portfolio   The post holder must 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  The post holder is expected to comply with Trust Infection Control Policies and conduct themselves 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.  The post holder must also take responsibility for their workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise themselves 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.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** | Renal / Haemodialysis Clinical Practice Facilitator |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Qualified Registered Nurse  Degree in health-related study or working towards one  Recognised qualification in teaching or Mentorship Course / Willing to undertake relevant courses once in post. | E  E  E |  |
| **KNOWLEDGE/SKILLS**  In depth understanding of Renal Replacement Therapies (RRT).  Understanding of quality and audit.  IV Drug Administration.  Innovative, able to problem solve and make decisions.  Understand the significance of nursing research and uses validated results to improve practice.  Ability to work unsupervised.  Basic computer skills and I.T literate. | E  E  E  E  E  E | D |
| **EXPERIENCE**  Minimum three years post registration.  Previous experience of utilizing models of assessment in practice.  Extensive experience of working with both renal inpatients and outpatients | E  E | D |
| **PERSONAL ATTRIBUTES**  Enthusiastic, highly motivated and committed to develop the service.  Remain calm in stressful situations.  Ability to work in a multi-disciplinary team.  Good communication and interpersonal skills.  Able to prioritize and work unsupervised.  Excellent communication skills written, verbal and in presentations. | E  E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  Flexible.  Committed to further Professional Development.  Car owner/driver  or willing to travel to other units within the Exeter Kidney Unit. | E  E  E |  |

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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** | |  |  |  |  |
| Contact with patients | Y |  |  |  | Y |
| Exposure Prone Procedures | Y |  |  |  | Y |
| Blood/body fluids | Y |  |  |  | Y |
| Laboratory specimens | Y |  |  | 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) | Y | y Y |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y |  |  |  | y Y |
| Cytotoxic drugs – Patients may be on Oral Medication | Y | Y |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | Y |
| Heavy manual handling (>10kg) | Y |  |  |  | Y |
| Physical Effort | Y |  |  |  | Y |
| Mental Effort | Y |  |  |  | Y |
| Emotional Effort | Y |  |  |  | Y |
| Challenging behaviour | Y |  | Y |  |  |