

KEECH HOSPICE CARE

JOB DESCRIPTION **Practice Educator** **For Nursing & Non-medical professionals**

Accountable to:	Clinical Director and Deputy CEO
Responsible for and to;	Head of Learning, Organisational Development and Research Based within the education team but with key relationships with the clinical areas and teams.
Hours of work:	37.5 hours per week or job share Monday to Friday, possible occasional evening if service requires. Flexible working possible Hybrid working policy
Job Purpose:	<p>The purpose of this post is to:</p> <ul style="list-style-type: none">• Support learning and education across nursing and the non-medical professions• Support identified work streams which may include: Supervision of undergraduate/postgraduate students. The newly registered nursing workforce. Talent for Care workforce, bands 2-4. Simulation training. Development of clinical practical skills. <p>The post holder will be expected to deliver the core requirements of a Keech Practice Educator:</p> <ul style="list-style-type: none">• Promote high standards of care through the demonstration of clinical expertise.• Lead in the creation of clinical areas that encourage practice development, audit practice, and disseminate information on developments.• Facilitate the creation of positive learning environments where staff development is encouraged and supported.• Facilitate the induction, education and continuing professional development for all levels of nursing and associated staff within the scope of the role.• Work within the education department, and hospice wide, undertaking a key role in practice development to support service improvement and quality care for patients and families.• Provide education workshops• Provide one-to-one training and support.

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Role activities

Clinical

- Be a highly visible clinical role model, working alongside staff in clinical practice.
- Work clinically to maintain own knowledge, skills, and clinical credibility, demonstrating high standards of practice and clinical expertise in the patients and families.
- Be prepared to work alongside colleagues in non-nursing roles to understand the requirements of different professions/areas
- Contribute to an environment in which effective practice-based learning is fostered, implemented, evaluated, and shared.
- Remain abreast of the developments in clinical practice and implement/lead changes as appropriate.
- Foster an environment of enquiry and evidence-based care within the clinical units.
- Encourage and support research using findings to embed in service development.

Education

- Co-ordinate and deliver work-based learning and other CPD programmes as required including practical and theoretical learning opportunities
- To provide one-to-one training and support where required
- Develop, support, and deliver simulated learning opportunities
- Advise individuals and teams about educational opportunities.
- Assist staff to identify professional development needs that will ensure that the staff member develops knowledge and skills in their chosen specialty. Encourage the use of the library and learning resources
- Demonstrate strategies that will assist in the integration of learning both in the practical and educational setting.
- Participate in formal/informal teaching/training on other courses/educational programmes as indicated and agreed with the Head of Department.
- Support the internal mandatory and statutory training program
- Support the embedding and annual review of the care competency programme
- Attend and present at study days/courses, national and international conferences.
- To coordinate and develop student placements externally and internally.
- To support staff undertaking external programmes such as Nursing Associate and Registered Nursing Programme
- To support newly qualified staff and those transitioning to more autonomous roles
- To support all hospice staff through clinical debriefs and Schwartz Rounds

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- Provide support to students and mentors/supervisors in practice across the non-medical professions.
- Utilise, develop, and review tools to audit and evaluate educational and professional practice and education programmes/materials.
- To review course evaluations and analyse results.
- Disseminate findings through presentations and writing for publication.
- To actively promote research awareness and evidenced base care.
- Support specific workstreams to ensure a career pathway and talent pipeline, including.
 - ❖ Trainee nurse associate development programmes
 - ❖ Band 5 action learning
 - ❖ CNS development programme
 - ❖ Support HCA to undertake nurse training.
 - ❖ Preceptorships for newly qualified staff

Management and Leadership

- Represent keech hospice at system wide external meetings.
- Attend internal meetings
- Contribute to hospice wide policies, procedures and educational initiatives as indicated.
- To develop effective working relationships with managers, education leads and others to ensure effective communication and support of supervisors and students in practice.
- To critically evaluate & develop the service in response to internal & external policy/practice changes, complaints, course evaluations and staff feedback.
- To undertake relevant hospice wide projects in agreement with the head of department
- Work with, managers, to address issues of concern with staff performance or the quality of supervision/the learning environment for students, reporting to the head of department
- To oversee compliance with placement learning/quality monitoring requirements/reviews.
- To provide course reports, including attrition rates, competency achievement and programme evaluations.
- Attend and participate in hospice governance meetings
- Lead the clinical supervision and debrief offer to clinical teams, coordinating programme of support with the learning and OD manager

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Duties in common with other members of staff:	<ul style="list-style-type: none">• To report accidents recording the incident in the relevant book• To ensure cost-effective use of resources, to be responsible for managing the relevant budget, and to co-operate with your line manager in the response to regular financial reporting• To be an ambassador for the charity• To maintain the best appearance of your immediate working area• To demonstrate a positive and supportive attitude to staff and volunteers• Respect confidentiality applying to all Hospice areas• Abide by your Professional Code of Conduct• To adhere to the Infection Control Policies and Procedures set by the charity and the Care Quality Commission
Health and Safety:	<ul style="list-style-type: none">• To adhere to Fire and Health and Safety regulations and maintain a safe working environment at all times.
Policies and Procedures:	<ul style="list-style-type: none">• To take responsibility for being up to date with current policies and procedures and to adhere to these.
Equal Opportunities:	<ul style="list-style-type: none">• To treat everyone with whom you have contact through your work with equal dignity and respect regardless of race, colour, gender, sexual orientation, marital status, creed, religion, disability, age, or any other factor that could be used in a discriminatory manner.

The above job description is not an exhaustive list of all the duties of the post holder. It will be reviewed in conjunction with the post holder.

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PERSON SPECIFICATION

Requirement	Essential	Desirable	Assessment
Education/ Qualification/ Training	A good standard of education with at least 5 GCSE's or equivalent one of which must be in English. Degree in relevant subject Registered nursing or AHP qualification	Hold a teaching qualification or qualified by experience. Master's level study	Application
Knowledge/ experience	Understanding of the health and social care system Experience of delivering palliative care in hospice, community, or acute services for either adults or children Understanding of roles and competences with the clinical services within hospice. An understanding and commitment to continuous development An understanding of the services available in the community to support people to live and die at home. Excellent IT Skills	Hospice experience	Interview/ application
Skills & Competencies	Extensive knowledge of palliative care and clinical skills required within hospice care Extensive knowledge of safeguarding procedures Excellent organisational skills Must be able to work autonomously. Excellent teaching skills Ability to support individuals and groups to deliver the best quality of care Excellent verbal, written and listening interpersonal and communication skills including public speaking and presentation skills		Interview/ application

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	<p>The ability to prioritise workload and respond well to challenges/ changes in circumstances.</p> <p>A strong commitment to diversity and an appreciation of the barriers that people face in accessing services/ opportunities</p>		
Personal Attributes	<p>Experience of facilitating training and group work sessions.</p> <p>Experience of patient/user involvement in health or social care/ community development</p> <p>Experience of engaging with people with a wide range of health and/or social needs</p>	Experience in working with volunteers	Interview
Other	<p>Ability to work on own initiative and as a positive multidisciplinary team member.</p> <p>Ability to manage conflicting pressure on time.</p> <p>Shows inclusivity in all actions</p>		Interview
	Some flexibility in working times is required to meet evening or weekend demands.		Application



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Our Values



We deliver better outcomes
by **working together**.

I value the contribution of my colleagues
wherever they work or volunteer.

I look for ways to be more inclusive and
welcoming of all.

I seek opportunities to work with others.

I readily share my knowledge and expertise.



We take **care** of each other.

I think about how my actions and words impact
on those around me.

I listen to and value the contribution of others.

I act with compassion and kindness at all times.

I offer and receive feedback so that we can
grow and develop together.



We can be **trusted**
and are **respected**
for our **professionalism**.

I can be trusted with your information and
your care.

I can be relied upon to use your donation or
gift wisely.

I have integrity and am accountable for my
decisions and actions.

I act in a way that is fair and transparent and
clear for all to understand.



We are **committed**
and **innovative**.

I respect our resources and use them carefully.

I approach change with an open mind.

I look for ways to increase productivity
and improve quality.

I am dedicated to what I do because the work
of Keech inspires me.

Our Values underpin everything we do and we demonstrate them in the way we behave towards each other, our patients, their families and carers, our customers, supporters and our partners.