

Job description

POST

Paediatric Practice Facilitator

SALARY

£35,392 - £42,618 pro rata per annum (pro rata where applicable)

CARE GROUP

Child Health Care Group

BASE

Kent & Canterbury Hospital

CONTACT

Resourcing Team on 01227 866450 or resourcing@nhs.net.

Welcome to East Kent Hospitals

As a team we are working hard to ensure we put women and families at the heart of everything we do. We are on an exciting improvement journey and can offer you a rewarding, flexible and supportive role providing a full range of midwifery care.

We are offering positions which are rotational between the labour ward and the post/antenatal wards, and as a midwife in our team, you will have the opportunity to take a lead role in line with your personal development plans.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Paediatric Practice Facilitator

Role specific duties

JOB PURPOSE

This role will facilitate & support individuals and teams caring for children and young people working within EKHUFT to develop their clinical knowledge, skills & competence within paediatrics.

This will include working alongside staff in the clinical environment, planning, organising and implementing an on-going education/training programme to meet the needs of the service. Identifying additional training needs whilst working clinically.

KEY RESULT AREAS

Education & Training

- To create an environment of trust, support and safety in which excellent clinical care will develop.
- Acts as a role model to promote the integration of theory and practice through work based learning.
- In conjunction with the Practice Development Nurse & Workforce development, education and training team develop and deliver an effective ward & local induction / preceptorship programme for all new starters.
- To effectively induct new staff within the wards in accordance with the Trust induction programme.
- Work effectively with the ward managers to support regular reviews are undertaken with appropriate action plans as required.
- Work clinically alongside staff to provide support and training ensuring clinical competence. Recognising when additional support or training is required and formulate an appropriate action plan. Implement any clinical components of the action plan.
- In conjunction with the Practice Development Nurse develop review and update the training needs analysis; incorporating statutory, essential and role specific training.
- Maintains accurate staff training records, updating training matrix in a timely manner.
- Participates and supports local and Trust audit programme.
- Facilitate and deliver training sessions and study days independently.
- Independently review education and training programmes and update accordingly.

Research

- Identifies and responds to national and Trust initiatives as directed by line manager.
- Participates in audit and supports the collection of data and action plans.
- Seek opportunities to create changes which will enhance standards of care and practice.



Professional

- Provide professional leadership, advice and guidance to all registered nurses, Associate Practitioners and Healthcare Assistants and foster collaborative partnerships with other disciplines.
- To communicate written and verbal information effectively and appropriately.
- Assist in the maintenance and monitoring of agreed standards, ensuring that any shortfall is brought to the attention of the line manager.
- To take an interest in the development of Children's Services within East Kent and participate as required.
- Ensure that accurate and legible patient records are kept in line with professional and legal requirements.
- Promote and maintain effective working relationships and communications with consultants, medical staff, nurse colleagues and other multidisciplinary professionals.

Clinical

- Works within the clinical interface to maintain clinical accountability, role model and maintain clinical skills in all areas of acute paediatric practice.
- Use a person and family centred approach to facilitate the assessment, planning, implementation and evaluation of care.
- Support staff to promote an environment where children young people and their families are empowered and encouraged to be involved in their care.
- Aware of safeguarding procedures to support staff with safeguarding issues.
- Ensure compliance with the Trust's Risk Management policies and procedures. Supporting staff to recognise and report incidents and encouraging reflection where staff are involved in the incident process.

Quality

- Participate in all aspects of clinical governance locally including adverse clinical incident reporting.
- Aware of different service user feedback and support staff to implement changes in practice.
- Participates in audit and supports the collection of data and action plans.
- Aware and support CQC routine quality reviews, inspections and recommendations.
- Contribute and embed learning from incidents and complaints.

Management

- Be aware of any stresses and anxieties encountered by your colleagues and be able to offer support as necessary.
- Participate and lead in department meetings when required.
- Remain cost aware and utilise equipment and resources in a cost effective way.



- Make recommendations where it is evident that appropriate changes may improve efficiency.
- Promote health education.
- Have a functional knowledge of and adhere to all East Kent and local policies and procedure guidelines.
- Be aware of the function of the local and National guidelines that have an impact on care.

Personal Development

- To keep abreast of current professional issues and maintain the knowledge and skills necessary to perform your role effectively.
- Develop and maintain a professional portfolio.
- To participate in an annual appraisal with relevant reviews and to follow your personal development plan as agreed with your appraiser and line manager.
- Revalidate 3 yearly.
- Ensure compliance with professional expectations as outlined in the NMC Code of Professional Conduct.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact the Resourcing Team on 01227 866450 or resourcing@nhs.net.



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	Registered Children's Nursing on the NMC Register. Mentor/Assessor qualification. HDU/Critical care level 1 training.	Recognised teaching qualification. Willingness to undertake further post graduate study to degree level. Evidence of leadership training	Check register Application form
Clinical skills and experience	Minimum of 3 years post qualification in an acute paediatric setting. Recent experience in an acute paediatric area. Knowledge or experience of introducing change in clinical practice. Credible and competent practitioner. Highly developed interpersonal and communication skills. Excellent presentation and IT skills. Demonstrate teaching and coaching skills. Highly developed organisation skills. Delivery of evidence-based practice. Ability to work on own initiative using sound decision making and problem-solving skills. Evidence of facilitating learning in practice. Demonstrates competence in a range of acute clinical skills. Able to prioritise own and others workload. Good written and spoken English	Experience relevant to working area. Previous band 6 experience. Enhanced computer skills (e.g. excel). Previous experience of teaching small groups. Attendance of leadership programme. Has been a mentor/Practice assessor. Coaching or mentoring skills. Ability to be an effective team member. Ability to challenge where appropriate	Application for & Interview
Governance	Have of governance and how these impacts on practice.	Have experience f governance and how this impact on practice	Application for & Interview
Personal/professional attributes	Innovative. Calm under pressure. Up to date knowledge of current clinical and professional issues. Understanding of own development and training needs	Ability to work on own initiative using sound decision-making and problem-solving skills	Interview
Other requirements	To be aware of and adhere to the Trust's Vision, Mission and Values.		Application Form. Interview

The small print

Band	Band 6
Salary Scale	£35,392 - £42,618 pro rata per annum (pro rata, if applicable) Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.
Hours of work	37.5 hours per week
Annual Leave Entitlement	Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable): On Appointment = 27 days After five years = 29 days After ten years = 33 days
Pension Scheme	As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST. Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.
Contractual Notice	Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice
Probationary Period	New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.



Dimensions

Financial and Physical	Manages	none
	Impacts	To have an understanding of local resource management and the cost implications of service delivery.
Workforce	Manages (Bands and WTE)	None
	Located	Staff caring for children and young people working in EKHUFT
	Impacts	On the delivery of the principles of nursing practice to achieve quality care, maintenance of standards, Patient safety and family centred and effective care. Staff wellbeing and learning. Responsible for promoting best practice and standards around risk assessments /documentation.
Other		To have a Flexible approach to working patterns. All terms and conditions are in accordance with the Agenda for Change national terms and conditions. The post holder will ensure compliance with the Trusts risk management policies and procedures. These describe the Trusts commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm, and stress that all staff have a responsibility to minimise risk.

Communications and working relationships

Internal	<p>Children & families. Relatives. Matron. Nursing staff across care groups. Site clinical managers. Care group lead nurse Business manager. Hospital manager. Paediatric practice development nurse. Safeguarding team. 2Together support staff. Facilities support service (e.g. Human resources) Administration Staff Medical Staff Ward Manager Ward Clerk</p>
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	Pharmacy Staff Allied Health Professionals across the NHS
External to NHS	Social Services University Tutors Visiting clergy. Police. Primary care staff. Education.
Other	GPs, Children's Community Nursing Team (CCNT) CAMHs External Trusts

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Contact with bodily fluids when providing personal care. Some office-based working.	Frequent
Physical Effort	The post involves walking or standing for long periods during the shift, pushing, pulling or lifting equipment, kneeling or crouching.	Frequent
Mental Effort	Concentration needed reviewing policies/guidelines & teaching preparation. Supporting staff who are needing additional input in specific areas.	Frequent
Emotional Effort	Supporting staff and working on wards when bad news is given.	Occasional

Most challenging part of the job

Challenging practice across multi-disciplinary teams and affecting change.

Raising awareness of the paediatric nurse, the needs of C&YP and the opportunities for new development of roles within the trust.

Engaging staff in implementing changes in practice.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

