

## **JOB DESCRIPTION**

### **1. General Information**

JOB TITLE:	Clinical Educator
GRADE:	Band 6
HOURS:	37.5 hours per week
RESPONSIBLE TO:	Practice Development Nurse
ACCOUNTABLE TO:	Katharine Greenway

### **2. Guy's and St Thomas' NHS Foundation Trust**

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high-quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

Organisational Values: Our values help us to define and develop our culture, what we do and how we do it. It is important that you understand and reflect these values throughout your employment with the Trust. The post holder will:

- Put patients first
- Take pride in what they do
- Respect others
- Strive to be the best
- Act with integrity

Our values and behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust careers pages and GTIntranet.

### **3. Job Summary**

To support the Practice Development team and ward managers in coordinating education initiatives in the clinical areas and for the in-house development of nursing/ODPs students and staff working within the area.

To work alongside the clinical team ensuring a suitable learning environment, promoting and facilitating evidence-based practice. To support the induction of new starters into the clinical areas.

To support nursing/ODPs students, and their supervisors/assessors within the clinical placement areas, and to develop and maintain working relationships with academic colleagues at HEIs

Monitor and review clinical and professional standards of care identifying and responding to changes within the pre-registration curriculum and post-registration practice standards. To report on performance, and instituting remedial action where necessary, with support from the Practice Development Team

### **4. Key Relationships**

Nursing staff, Sisters and Charge nurses, Practice Development Practitioner, Placement Development Facilitators, Clinical Nurse Specialists, Allied Health Professionals, Academic Assessors and key student links nurses/practitioners.

### **5. Duties and Responsibilities**

#### **5.1 Education/Staff Development**

- To identify training and development needs of staff within the clinical areas.

- Support the practice development team in the provision of clinical teaching including provision of 'buddied' clinical time to facilitate on the job learning, and formal training sessions
- To be a source of highly specialist clinical knowledge
- Works alongside nurses in the clinical areas to support staff to raise the standard of clinical practice in line with evidence-based frameworks and procedures/protocols
- Supports the induction programmes for new staff members, students and overseas nurses requiring adaptation in the care and management of patients within the speciality.
- Support the nurses in the clinical areas to ensure students are well supported during their placements.
- Ensure that patients' receive high quality clinical care and a good patient experience, having regard for their customs, religious beliefs and doctrines.
- Recognises and avoid situations that may be detrimental to the health and wellbeing of the individuals.
- Promote effective communication with colleagues, patients and carers.
- Provides support to staff completing clinical and legal nursing documents to ensure they are completed accurately and legibly and that their relevance is understood and confidentiality maintained in accordance with Trust policy and NMC guidelines.
- Works with the Practice Development Nurses and Sister/Charge Nurses to contribute to standard setting for nursing practice and the analysis of training needs.

## **5.2 Professional Responsibilities**

- Practises and ensure others practice in accordance within the NMC (or other Health professionals bodies) Code of Conduct, Trust and Local policies
- Take personal responsibility for promoting a safe environment and safe patient care by identifying areas of risk and following the Incident, Serious Incident and Near Misses reporting procedure.
- Have a visible presence within the clinical setting.

- Participates in own performance review and negotiate own personal and professional objective with the line manager.
- Critically reflect on own performance through peer/ team network and clinical supervision

## **5.2 Research and Development**

- Supports the implementation of clinical audit promoting the collaboration of all team members.
- Identifies and report areas of clinical practice which may require auditing
- Actively disseminates research findings as a positive role model through supervising, teaching and other appropriate communication methods
- Contribute to student mapping and auditing in the ward areas

## **5.3 Management duties**

- Acts all times to ensure that staff practise Trust and Unit policies and procedures.
- Responsible for monitoring performance against competency requirements
- Facilitates the sharing of best practice both within the Trust.
- Plans and organise own workload in agreement with the Practice Development Team.
- Facilitates reflection and evaluation to colleagues through role modelling and supervision to support the revalidation process.

## **Confidentiality / Data Protection / Freedom of Information**

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

## **Information Governance**

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

## **Equal Opportunities**

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

## **Health and Safety**

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

## **Infection Control**

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

## **Risk Management**

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

## **Flexible Working**

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

## **Safeguarding children and vulnerable adults**

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

## **Sustainability**

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

**Smoking Policy**

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles.