



## **JOB DESCRIPTION**

**Job Title:** Clinical Facilitator

**Responsible To:** Lead Clinical Facilitator

**Accountable To:** Head of People and Welfare / Director of Care and Lead for Healthcare Partnerships

### **Overall Purpose of the Role**

Be a central role in the delivery of education and practice development within the clinical workforce, through program design and delivery, work-based learning, clinical support, education and training

Ensure the level of knowledge, skills and competence required of clinical staff is developed and maintained to enable them to provide excellent specialist palliative and end of life care

- To support and develop nursing staff, Nurse Associates, Trainee/Assistant Practitioners and HCA's and students working within St Luke's
- To deliver nursing care to a high standard and be an effective role model
- To assist in the safe, effective and efficient management of education within allocated resources
- To promote a progressive attitude to best practice in the continual improvement of care for patients
- Assist in establishing the Clinical Competency Framework within the hospice, supporting clinical staff to achieve the competencies outlaid
- To receive input from senior clinical staff to ensure the delivery of individualised programmes for induction and ongoing development of all staff in line with their Personal Development Plans (PDPs)
- The post holder will also work in partnership with the moving and handling team in delivering the moving and handling training and updates to ensure all staff are compliant with current legislation and that the St Luke's fulfils its legal obligations regarding moving and handling.
- To support the Lead Clinical Facilitator to ensure the development and maintenance of a conducive learning environment.

- To support the care team to ensure that staff are able to make maximum use of the full range of learning opportunities.
- Ensure that St Luke's values are referenced and adhered to when developing and delivering training, education and activities.

### **Clinical Practice and Key Responsibilities**

The Clinical Facilitator will work alongside the Lead Clinical Facilitator and elements of the role will include direct patient care. Supporting colleagues to deliver quality care will always be paramount in the role.

*Please note – as with all roles, it is likely that there will be a need to amend and adapt the responsibilities associated with this role as the organisation changes in the future. The job description is therefore a living document and will be reviewed in 6 months' time, in discussion with the post-holder.*

- To promote patient centered care maintaining a safe, friendly and welcoming environment for patients, their families, visitors and staff
- To foster enquiry and contribute to new ideas and innovations, developing enhanced roles within the NMC Scope of Professional Practice
- To promote effective clinical nursing expertise and to act as a role model in providing quality care
- To work alongside students, HCA's, Trainee/Assistant Practitioners, Nurse Associates, Nurses and newly appointed staff, to assist and support them in developing the clinical skills necessary to enable them to become competent practitioners
- To ensure that new staff, during their induction period, are provided with a named mentor/preceptor who will provide support and supervision in the clinical area

### **Leadership and Management**

- To promote and maintain effective communication within the multi-disciplinary team
- To maintain/establish an effective learning environment
- To assist in ensuring quality and safety of the clinical environment by actively participating in clinical governance initiatives, including the learning from and reporting of incidents
- To work collaboratively with colleagues to manage the hospice workload so as to enable staff to take up learning opportunities, training and education
- To ensure that all staff are enabled to disseminate their learning from conferences, courses etc. in order that practice can be developed.

- To work with Clinical Leads in the roll out of practice development initiatives and in planning, co-ordinating and regularly evaluating individualised orientation programmes for all staff
- To work with the Clinical Leads in the roll out of practice development initiatives within St Luke's.

### **Research, Education, Training & Development**

- To participate in assisting in developing a programme of informal teaching in St Luke's and help to enable all staff to participate with the programme
- To support and develop the care team to ensure that they are competent and confident in teaching/assessing others
- To work closely with the Clinical Leads to identify the training and development needs of individual nursing staff and to ensure that all staff have a PDP. To develop an individual training matrix for all staff to support and highlight any areas for PDP.
- To deliver/contribute to the delivery of education programmes and resources for professionals as required.
- Participates in regional/national events in order to further develop knowledge and share best practice
- Ensures that clinical practice procedures and standards of care are based where available on valid current research findings.
- Works within research governance arrangements to support clinical audit locally, regionally, nationally and internationally.
- Participating in clinical audit and quality improvement.
- Analyse data, statistics and reports and make recommendations as necessary to continually improve the Clinical Learning and Development function.

### **Professional**

- To always act in accordance with the NMC Professional Code of Conduct

### **Our Values**

The Board and Executive agreed St Luke's organisational values in 2015 ensuring they reflect our culture and what we want to achieve together. We have four simple values which set out how we work together to achieve success at St Luke's.

No matter what area of St Luke's we work in and no matter who we work for, we are committed to the following ways of working:

- Compassionate
- Dignified
- Inspired
- Pioneering

Values are really important throughout every team here at St Luke's, we are all responsible for ensuring our values are displayed and to ensure they form a core part of everything that we do at St Luke's. They influence our behaviours, our language, the way we interact with each other as employees and also as human beings. In bringing our values to life, we have created a booklet entitled 'The Little Pink Book' which supports all of us at St Luke's in helping us to put our values into action through our behaviours every day.

This Role Profile is not exhaustive. It will be subject to periodic review and may be amended following discussion between the post-holder and employer.

**Date agreed:** May 2022  
**Review date:** Nov 2022