



St Ann's Hospice

every day makes a difference

Working for St Ann's

**We're proud to care
We're proud to work together
We're proud to make a difference**



At St Ann's, there's one thing that motivates us, and that's providing excellent care and support to those living with or affected by life-limiting illnesses.

We're continuously developing our plans for delivering world-class, innovative care and to ensure St Ann's is in the best shape possible for future generations.

You'll be challenged, inspired and empowered to help us achieve our purpose and to play your part in making a difference.

All of our team members will role model our core values...

People matter

People are at the centre of everything we do. We treat each other, and ourselves, with kindness and compassion. We value and celebrate diversity; recognising everyone as an individual.



Brave and bold

We want to grow for the future, not settle. We're not afraid to do things differently, get creative, challenge ourselves and the status quo. We're ambitious in our aims, accountable for our actions and learn from our experiences and successes.



Lead and learn

We're experts in what we do, and we don't stop there. We're always learning; informing and shaping the sectors we're in through education, training and research. We lead by example; sharing best practice, advancing in our fields and pioneering new approaches.



Together we are stronger

Together, we're stronger and have a bigger impact than we could have alone. As a charity, we work in collaboration with supporters, partners and the communities around us. We think beyond traditional boundaries to make sure we're here for our communities for years to come.



Job Role Profile

Title: Clinical Educator

Salary: Band 6 £38,241 - £43,897 per annum, pro rata. Competency Based Framework

Location:
Cross Site, Heald Green and Little Hulton

Responsible to:
Education and Development Manager

Core Purpose:
To develop, facilitate, deliver and evaluate a range of multi-professional programmes and training sessions to improve the quality of the patient experience across the hospice, in accordance with a range of national objectives and organisational goals.

Job summary

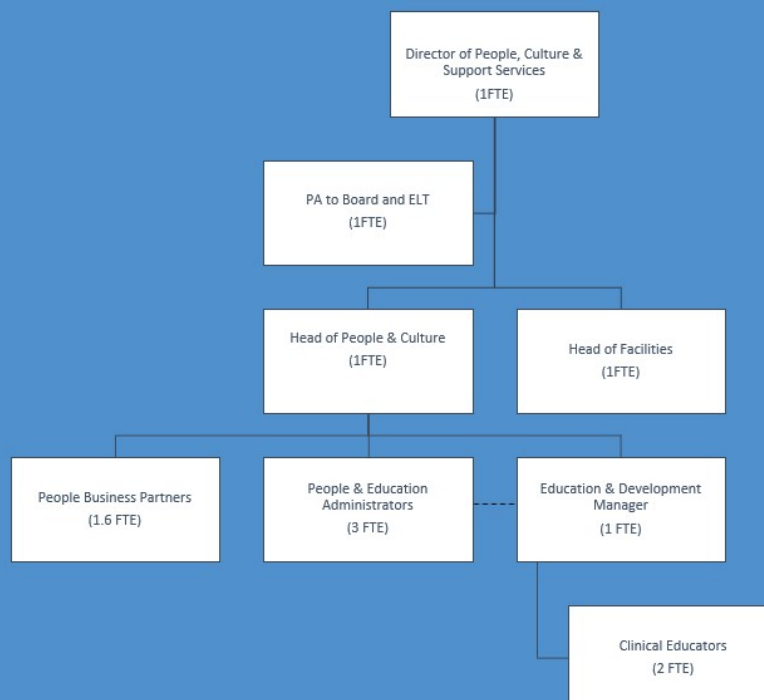
A Clinical Educator is a role model for excellent palliative care, and works with staff in clinical practice to promote the acquisition of new and essential skills and knowledge that will enable them to provide high quality care to our patients.

Promote patient safety and reduce clinical risk through the development of educational programmes, assessment of clinical skills and clinical competencies.

To facilitate a learning environment that delivers evidence based practice and high quality service delivery.

To support pre and post registration staff, in their personal and professional development and organisational objectives. Providing comprehensive and constructive feedback / criticism where required, and escalating concerns to the appropriate manager.

Although this is a comprehensive job description, the post holder may be required to undertake other duties assigned by the Education and Development Manager.



Responsibilities

- ✓ Maintain your own professional registration and practice within the NMC Code of Professional Conduct.
- ✓ In collaboration with stakeholders; plan, organise, deliver and evaluate training and education programmes for multi-professional and multi-disciplinary staff.
- ✓ Provide an approachable professional presence to ensure staff can obtain assistance, advice and support with regard to clinical education.
- ✓ Develop and maintain highly effective communication networks with key stakeholders at the hospice, Clinical Educators and Mentors in the GM locality and the Strategic Clinical Network to support and ensure development of professional behaviours and a range of knowledge and skills for all staff.
- ✓ Represent the Education and Development team at a range of appropriate multi-professional meetings internally and externally e.g. Quality Improvement Group, Educators forums.
- ✓ Deliver clinical education and work-based programmes that relate to quality patient care, e.g. 3-day Palliative Care Course. Teaching and supporting professionals in clinical settings and formal assessment of supervised practice.
- ✓ Proactively identify ongoing educational needs.
- ✓ Support the E&D Manager with ensuring training policies are up to date and relevant.
- ✓ Manage the LMS system, and keep clinical training registers and trackers up to date with completed training.
- ✓ Take responsibility for own professional and personal development, through research, innovation and attendance at appropriate study days. Represent the organisation at conferences when sharing best practice related to relevant work stream.
- ✓ In agreement with the E&D Manager and the ward manager(s), work in the clinical areas to offer support and guidance to members of the team on specific issues.
- ✓ Work collaboratively to develop staff clinical competencies, implement and evaluate initiatives to sustain such competencies.
- ✓ Work collaboratively with HEIs and Trusts in our locality to ensure we provide an effective learning environment for students of all disciplines on clinical placements.
- ✓ Be a key trainer for moving and handling, BLS and MMU, attend all relevant updates and deliver training to appropriate staff.
- ✓ Prepare and deliver formal training to the clinical staff i.e. the annual Medicine Management Update, Mandatory training, Communication skills and additional courses which relate to palliative care.
- ✓ Keep up to date with any local, regional or national policies/priorities.
- ✓ Where appropriate support Students who attend SAH for clinical placements, adhering to the processing outlined in the Clinical Placement and Workplace shadowing policy.

Requirements

The Clinical Educator will have:

- ✓ First level Registered Nurse qualification with current registration with NMC or an Allied Health professional qualification with current professional registration.
- ✓ Relevant professional degree (or equivalent) and evidence of continuing professional development in palliative care.
- ✓ Experience of teaching both practice and theory in a variety of settings to clinical and non-clinical staff, to individuals and teams.
- ✓ Thorough understanding of EOL agenda, NICE supportive & palliative care guidance and other relevant service frameworks.
- ✓ Ability to travel independently as some cross-site and local travel will be necessary.

The Clinical Educator will be able to:

- ✓ Deliver internal and external training to varying group sizes.
- ✓ Interpret national and local policy drivers and understand the political environment.
- ✓ Manage their time effectively to ensure balance between clinical education and administrative responsibilities.
- ✓ Communicate both verbally and in writing to a variety of stakeholders
- ✓ Work independently and use their own initiative as well as part of a team
- ✓ Demonstrate proficient use of Microsoft Office packages, e.g. Word, Outlook, Teams

Any post holder within the organisation will be expected to undertake safeguarding training appropriate to their role and adhere to safeguarding policies and procedures. All staff must work in accordance with their statutory roles and responsibilities in relation to safeguarding in accordance with the Working Together to Safeguarding Children 2023, The Care Act 2014, and Prevent Duty 2015.

Terms and conditions for the Clinical Educator

Contract	Permanent
Work Pattern	37.5 hours per week, Monday to Friday, 9am – 5pm
Location	Cross-site, Heald Green and Little Hulton
Free Parking	Free parking at our Heald Green and Little Hulton hospice sites.
Holiday	35 days, increasing to 37 days after 5 years' service and 41 days after 10 years' service (pro rata, inclusive of bank holidays). In addition staff are able to buy up to 1 weeks' holiday per year via salary sacrifice, pro rata.
Pension	Contributory Stakeholder pension in which we match up to 7% of your gross salary. Or the ability to continue with a previously held NHS pension (subject to making contribution's into the scheme in the previous 12 months).
Life Cover	All staff in the Scottish Widows Pension scheme are provided with life cover of three times their basic salary in the event of their death whilst employed by St Ann's Hospice.
Health Cash Plan	We offer access to an employee paid health cash plan. That allows employees to spread the cost of health expenses including dental, optical, physiotherapy and more.
Employee Assistance Programme	Employees can access telephone and online counselling 24 hours a day. Face to face counselling is also available and support on issues including debt, employment law, benefits and housing.
Probation	Six months.
Notice	Twelve Weeks.



St Ann's Hospice, St Ann's Road North, Heald Green, Cheadle, Cheshire SK8 3SZ

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