

Job Description

Title: Resuscitation Officer

Grade: AFC Band 7 Permanent Position

Annual Leave: 27 days per annum increasing to 29 days after 5 years NHS service and 33 days after 10 years NHS service

Department: Resuscitation Services

Responsible to: Lead Resuscitation Officer

Accountable to: Assistant Director of Nursing Surgery and Cancer

POST SUMMARY

In conjunction with the lead resuscitation officer, and the resuscitation committee the Resuscitation Officer will develop aspects of the resuscitation service supporting the Lead Resuscitation Officer to provide a comprehensive service to the Trust.

To lead and participate in delivering training programs in resuscitation practices to clinical practitioners in conjunction with the lead resuscitation officer.

To be a clinical member of the resuscitation team and whilst attending clinical emergency calls across the Trust, providing expertise to the team and where necessary lead the team to ensure the best evidenced based care and outcome to the patient.

Attend the Trust resuscitation committee to provide professional advice on resuscitation attempts, policy development, training, clinical governance issues and resuscitation techniques and equipment.

To maintain and develop links internally, within clinical networks and nationally which, enhance the delivery of resuscitation practice.

MAIN DUTIES

To provide Whittington Health NHS Trust with the highest possible level of specific training and education in resuscitation thus, enabling practitioners to perform effectively therefore improving patient care and reducing clinical risk.

To undertake risk assessments to provide the trust and lead resuscitation officer with accurate information regarding resuscitation related risks.

To undertake trust wide audit of resuscitation training, audit of cardiac arrests, practice and equipment to highlight areas for service improvement.

To assist on the development of resuscitation related policy's in conjunction with the resuscitation committee and the lead resuscitation officer.

Raise the profile of resuscitation issues amongst all staff caring for patients within the Trust.



Provides clinical expertise and support to the clinical emergency team and where necessary leads the team under supervision of the lead resuscitation officer to ensure best evidenced based practice and patient outcome.

The resuscitation officer will provide professional advice as needed in conjunction with the lead resuscitation officer, resuscitation officer and resuscitation committee.

Debrief staff and relatives as necessary following all very stressful and distressing resuscitation attempts.

Participate in ensuring members of the cardiac arrest teams are fully conversant and competent in advanced resuscitation techniques.

Attend when possible and on duty all resuscitation attempts, supporting, facilitating and debriefing the team and family as appropriate.

Maintain and develop clinical skills, credibility and expertise by working clinically in appropriate practice areas with due regard to service priorities and needs as negotiated with Lead Resuscitation Officer.

Is accountable for his or her practice and takes every reasonable opportunity to sustain and improve his or her knowledge and professional competence.

Practices in accordance with NMC/HCPC code of professional conduct or equivalent regulatory bodies.

Participate in the Duty Resuscitation Officer Rota providing Trust wide support in resuscitation issues and providing feedback of these to the resuscitation team.

Provide an expert support in the event of a major incident. Attends the Trust in the event of a major incident and performs actions as dictated by the relevant action card. Participates as part of a MERIT team if needed as directed by Silver Commander at the time.

Educational responsibilities

Participate in the development and delivery of innovative resuscitation training programmes for all levels of staff caring for patients, as delegated by the Lead Resuscitation Officer.

Deliver training in a variety of settings covering most clinical areas and environments as dictated by the development strategy, training needs and risk assessments.

Plan and co-ordinate the development and delivery of nationally accredited courses in resuscitation as delegated by the Lead Resuscitation Officer.

Maintain own national instructor status by adherence to code of conduct, attendance at national instructor events and teaching on courses within the Trust, in other Trusts and educational institutions to maintain credibility and strengthen clinical networking.

Ensure all resuscitation training is based on the latest evidence base and adheres to European and Trust guidelines for resuscitation.

Participate in the development of the Trust cascade Trainers programme.



In conjunction with other clinicians and the lead resuscitation officer participate in the planning of resuscitation services within own trust areas.

Develop skills and experience in Clinical simulation within the Whittington Simulation Centre and within Clinical areas utilizing high and medium fidelity Simulators and equipment.

Self-management

Organize and plan own workload effectively.

Act as an effective role model to colleagues and other members of staff.

Provide Resuscitation Committee and Lead Resuscitation Officer with clear strategy for delivery of own projects and complete by designated deadlines.

Maintain own professional development and take every opportunity to further own clinical, educational and managerial level of competence utilizing local resources and through clinical networks.

Contribute to the implementation of the trust's strategy.

To represent the resuscitation service locally and nationally as necessary.

Keep accurate records of all training delivered in liaison with the Resuscitation Services Administrator.

To adhere to and assist with, the development and implementation of the mission statement and philosophy of the resuscitation service with regards to resuscitation.

Undertake duties required during a designated major incident as detailed on the appropriate action card in the hospital or at the scene.

Have a flexible approach to working patterns and be willing to work outside normal hours as required including weekends, early mornings, and late nights and nights depending upon contingencies of the service and Trust needs.

Human Resource management

Participate in the induction of newly appointed resuscitation officers.

Safeguard the health, safety and welfare of staff, patients, clients and visitors in line with local policy and statutory obligations.

Initiate preliminary corrective action in accordance with Trust policies and guidelines where necessary to maintain safety of patients and staff reporting such actions to the on-call manager.

Financial resource management

Ensure resources are utilized effectively and efficiently. Assists with the ordering and availability of supplies/ resources within budget and keeps accurate records of stock.

Exercise a cost-effective approach to patient care.

Ability to analyze and monitor activity and financial information and provide such details to the Lead Resuscitation Officer as necessary in relation to resuscitation.



Anticipates and identifies staff shortages and arranges replacement cover as necessary in conjunction with the Lead Resuscitation Officer.

Communication

Maintain, build and strengthen communication between key stakeholders, resuscitation and emergency departments and relevant national bodies for resuscitation.

Communicate effectively with all members of staff at all levels using negotiation and motivational techniques to encourage learning and education and to ensure adoption of evidence-based practice and facilitate the delivery of high-quality care.

Communicate empathetically skillfully utilizing counselling skills to debrief staff and relatives following distressing resuscitation situations.

Clinical Governance, audit and research

To adhere to the Trust strategy relating to clinical governance

To act as Trust expert, to ensure trust wide review, audit and standardization of resuscitation equipment for patients in conjunction with Lead Resuscitation Officer and the Resuscitation Committee ensuring cost effective use of resources.

Undertake investigation into resuscitation related adverse incidents reporting to the Trust resuscitation committee and clinical risk managers.

Ensure regular audit and equipment checking systems are in place in accordance with Trust policy.

Maintain databases for audit of clinical resuscitation attempts, DNAR and trauma.

Provide accurate records and evidence for trust assessments and strategy development in collaboration with the lead resuscitation officer.

Identify areas of resuscitation research and actively participate in such studies. Act as a resource to key investigators as necessary.

Advise Resuscitation committee and practitioners on adoption of research findings in resuscitation techniques and therapies.

Participate in production of reports, policies and risk assessments in resuscitation for the Resuscitation Committee and Trust's clinical boards in conjunction with the lead resuscitation officer and clinical risk managers as necessary.



Revalidation and Registration

It is the responsibility of all staff registered with a professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met and assist junior registered staff in achieving revalidation.
- Contribute and participate in the development of colleagues professional practice across the trust through leading ward and/or department projects and supporting training.
- Ensure optimum use is made of working time.

Equal Opportunities

Our latest policy known as “Promoting Equality, Diversity and Human Rights” outlines the Trust’s commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click: <http://www.whittington.nhs.uk/default.asp?c=10505&q=equality> ”

Infection control

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and MRSA screening policies.

Working patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.



Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults. This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Croydon Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information in any format whether electronic or paper based, you should do so in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Mission, Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.



Our mission

Helping local people live longer, healthier lives.

Our vision

Provide safe, personal, co-ordinated care for the community we serve.

Our goals

We have developed six key strategic goals to make sure we continue to support people to live longer, healthier lives.

- To secure the best possible health and wellbeing for all our community
- To integrate and coordinate care in person-centred teams
- To deliver consistent, high quality, safe services
- To support our patients and users in being active partners in their care
- To be recognised as a leader in the fields of medical and multi-professional education, and population-based clinical research
- To innovate and continuously improve the quality of our services to deliver the best outcomes for our local population

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in our appraisal and planning processes and form part of our staff excellence awards.



Carbon Reduction



All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

Probationary Period

Employment at Whittington Health is offered subject to successful completion of a 6-month probationary period for all staff with the exception of GMC Registered Doctors.



Person Specification

Post:	Resuscitation Officer	Grade:	AFC Band 7		
Department	Resuscitation Services	Candidate Name			Notes
Attribute		Essential	Desirable	How Assessed	
Education / Qualifications	RGN, ODP or State Qualified Paramedic with current critical care /emergency care experience.	*		Application	
	ALS Instructor Status (Instructor Potential, Instructor Candidate or Full Instructor)	*			
	Instructor/ Director Status in NLS, EPLS, GIC, ATNC or APLS		*		
	Educated to degree level in relevant subject.	*	*		
	Master's degree or working towards in relevant subject				
Skills & Abilities	Able to prioritize own workload	*		Application and interview	
	Able to work under own initiative and effectively in a team	*			
	Able to plan, co-ordinate and deliver training to different professional groups	*			
	Counselling skills used to debrief team after distressing resuscitation attempts		*		
	Communication & Customer Care				

	Able to communicate effectively and sensitively: both verbally and in writing	*			
	Able to articulate reasons for desire to work in this clinical area.	*			
	Able to communicate with all levels of trust staff	*			
	Personal & people development				
	Evidence of ongoing recent professional development	*			
	Ability to manage clinical team members as necessary as per policies	*			
	Quality and service improvement				
	Able to lead on risk assessments and contribute strategy development	*			
	Experience in project management		*		
	Efficiently manage multiple tasks and deadlines	*		Application and interview	
	Understanding of governance issues related to resuscitation practices	*			
	Can translate national / local policies relating to health care delivery into resuscitation practice	*			
	Cost effective with resources	*			
	Experience in income-generating activities		*		
	Experience in committee work related to		*		

	<p>resuscitation issues</p> <p>Evidence of involvement in research activity</p> <p>Able to work effectively and collaboratively in a team</p> <p>Evidence of guideline / policy development in resuscitation</p> <p>Information processing (IT skills)</p> <p>Computer literate in MS word, Excel, power point.</p> <p>Technical skill in use of low and medium fidelity wireless simulation manikins</p> <p>Design blended learning packages using e-learning package software.</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p>	<p>Application and interview</p>	
<p>Knowledge & Experience</p>	<p>Recent relevant experience at band 6 or equivalent in emergency or critical care</p> <p>Experience in developing innovative practices/programs in resuscitation training</p> <p>Experience in delivering evidence-based practice</p> <p>Experience of resuscitation instruction</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>		<p>Application and interview</p>	

	<p>Experience in planning and delivering care to sick adults in a variety of settings i.e., Trauma, Emergency Medicine and Critical Care</p> <p>Experience in setting and monitoring standards in resuscitation training</p> <p>Experience working as a facilitator with multi-professional groups</p> <p>Experience teaching MDT and responding to their learning needs</p> <p>Experience of auditing resuscitation practices</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>		Application and interview	
PERSONAL QUALITIES	<p>Punctual</p> <p>Enthusiastic and self-motivated</p> <p>Professional role model to staff</p> <p>Resilience and aptitude to be part of or lead a cardiac arrest team at medical emergency situations</p>	<p>*</p> <p>*</p> <p>*</p>		Application and interview	
Other	<p>Work Pattern (e.g., shift work, unsociable hours)</p> <p>Flexible approach to work patterns Physical Effort</p> <p>Able to attend cardiac arrest calls as a member of the team Able to move</p>	<p>*</p> <p>*</p>		Application and interview	

	equipment for training such as manikins Physical skills Has the physical and manual dexterity required running / jogging to emergency calls carry out emergency procedures such as airway management, defibrillation or cannulation.	*			
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Completed by:

Date:.....

Offer post Yes/ No

Comments