

Job description

POST

Clinical Skills Facilitator

SALARY

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

CARE GROUP

Women's Health Care Group

BASE

William Harvey Hospital, Ashford

CONTACT

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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.

The Practice Development Team for maternity are looking to expand in order to ensure our staff and students have the best support possible to deliver safe, robust care. An exciting opportunity has arisen for a clinical skills facilitator (CSF) at WHH to join the existing team.

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.



Clinical Skills Facilitator

Role specific duties

Overview

- To support midwives in clinical practice, prominently those undertaking a preceptorship programme, to develop and maintain clinical practice, knowledge and skills. To work clinically with those on a preceptorship programme (to include newly qualified midwives, internationally educated midwives and return to practice midwives) to assist them to develop their clinical skills and competencies throughout their preceptorship year.
- To co-ordinate with the preceptorship lead midwife and practice development midwives to regularly review the preceptorship programme, including planning and facilitating preceptorship training days and obstetric emergencies training.
- In addition, the post holder will coordinate with the practice education fellows to support individual midwives through individual programmes that develop their knowledge and skills and produces a competent workforce.
- The post holder will promote good working relationships and collaborative working with the multi-disciplinary team both within the directorate and the rest of the Trust as well as with the local education faculty.

Key Results Areas

- Development of the competence and confidence of midwives undertaking a preceptorship programme and individual midwives requiring support
- Appraise preceptorship midwives to ensure preceptorship objectives are met and individual support needs fulfilled.
- Identify those who do not achieve as expected and implement/support individualised action plans
- Improvements in the fundamentals of women centred care
- Identification of reasons for attrition and alleviation through a problem-solving approach
- Training and education and professional development needs are met and staff feel empowered and supported.
- Maintain a high level of professional and clinical leadership.
- Evidence of improved skills, knowledge and attitude to support high quality patient care.
- Database of activities, attendees and outcomes maintained in order to provide reports as required.
- Improvements in the educational environment of the clinical area.
- Direct contribution to clinical care, impacting on standards of care and providing clinical leadership and role model expertise and behaviour, including working clinical shifts when service needs dictate
- Positive influence across the wider multidisciplinary team
- Ensuring best practice is maintained for the maternity service by reviewing and implementing evidence-based practice, research, policies, procedures, training and education.
- Co-ordinate, plan and facilitate preceptorship training dates with the preceptorship lead and use collected evaluations to inform improvements and changes



- Be part of faculty for multi-disciplinary training when service needs require.

- Work directly alongside trained staff, students and support staff to raise the standards of clinical practice in line with the Essence of Care and other evidence-based frameworks and procedures/protocols.
- To supervise practice and the delivery of client care in accordance with the NMC The Code, Standards of Proficiency for midwives (2019), the Trust's Strategy for Nursing and Midwifery Trust/Unit Policies and Procedures.
- Promote good working relationships and collaborative working with the multi-disciplinary team both within the directorate and the rest of the Trust.
- Work in collaboration with the Head of Midwifery, Governance Team, Clinical Managers, Matrons and staff in the clinical area to improve the fundamentals and specialised elements of care.
- Improve the safety and experience of patients/service users/carers by developing staff to provide the appropriate level of clinical knowledge, skills and competencies. This will include establishing or use of existing systems to demonstrate practice development improvements, link training into risk assessment and share best practice.
- Plan and maximise opportunities to deliver work-based (as opposed to non-work based) learning
- Develop and participate in audit, risk management, quality, practice and education initiatives and drive and support the implementation of change as necessary.
- Support the implementation of key projects as identified by the Head of Midwifery in line with Trust-wide initiatives.
- Co-ordinate and support midwives and nurses on the development programmes.
- Work with the practice educator fellows to provide clinical support and supervision to practitioners returning to practice and evaluate their practice, including those updating from community settings
- Support practice supervisors, practice assessors, preceptors and ward/unit staff.
- Facilitate the orientation of all new midwifery staff on preceptorship programmes.
- Regularly link with the preceptorship lead regarding the progress of the midwives on preceptorship programmes
- Ensure the progress of the preceptorship midwives is regularly updated on the preceptorship dashboard
- Promote good working relationships and collaborative working within the Practice Development Team (PDMs/CSFs/ Administrator)



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.

How to apply

For more information or to arrange to visit us, please contact Becky DuCane by email rebeccaducane@nhs.net or by phone 07974584244

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.



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<ul style="list-style-type: none"> •Midwife on practising register - 2 years post registration experience •ENB 997/mentorship/SSSA qualification •First Degree in relevant subject or relevant clinical experience •Evidence of Professional development Demonstration of previous experiences in relation to the knowledge and skills framework expected for clinical skills facilitator		Application form Interview
Clinical skills and experience	Ability to work towards and demonstrate completion of: <ul style="list-style-type: none"> -Induction pack -Preceptorship pack -Practice portfolio <ul style="list-style-type: none"> •Competencies and clinical skills related to the knowledge and skills framework for Band 6 •Excellent communication and inter personal skills (verbal and written) •IT Skills 	Previous Teaching Experience	Application Form Interview
Governance	<ul style="list-style-type: none"> •Midwives rules and code of practice. •Awareness of role of Professional Midwifery Advocate •Knowledge of local and national maternity transformation programme •Knowledge of midwifery issues including statutory frameworks and national policy 		Application Form
Personal/professional attributes	<ul style="list-style-type: none"> •Committed to a culture of continuous improvement, openness and honesty •Self-motivation •Organisational prioritising skills. •Ability to motivate and develop clinical and managerial staff to their full potential 		Application Form Interview
Other requirements	<ul style="list-style-type: none"> •To be aware of and adhere to the Trust's Vision, Mission and Values •Ability to work across all sites as needed 		Application Form Interview Reference



The small print

Band 6	Band 6
Salary Scale	£35,392 - £42,618 per annum (pro rata, if applicable) (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, mandatory and essential 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	
	Impacts	Does not carry a dedicated budget but will be expected to have an awareness of the impact of the training plan on the rosters
Workforce	Manages (Bands and WTE)	No direct line management of staff
	Located	WHH, but may require occasional trust-wide working
	Impacts	Training & Education of those on a preceptorship programme and those individual midwives that require additional support
Other		Flexible approach to working to ensure a positive impact on the quality of care received by mothers and babies within our units.

Communications and working relationships

Internal	<ul style="list-style-type: none"> • Clients, patients, carers and relatives. • Clinicians to ensure common objectives, shared priorities and a joint agenda for action. • Matrons, Midwives, ward managers and specialist midwifery and medical staff to provide a unified service to patients. • Service Manager for Women's Health • Child Safeguarding Team • Care Group Operations Director, Deputy Head of Midwifery & Gynaecology, Head of Midwifery, Gynaecology and Children's Services. • Paediatricians and Clinical Managers/ staff in Child Health • Finance, Human Resources, and Planning staffing • Care Group Risk and Governance Team • Patient Experience Team • Deputy Director of Nursing and Quality • Other Trust senior nurses
External to NHS	<p>Higher and Further Educational Institutions</p> <ul style="list-style-type: none"> • NMC • RCN • RCM • Social Care • The Police • Children's Centres • Voluntary agencies
Other	<ul style="list-style-type: none"> • Other Trusts • Health Visitors • GPs



- Safeguarding Services
- ICB
- LMNS

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	You will be required to spend regular amounts of their time working with IT systems. This will involve direct and indirect working for the purposes of report writing and data entry and provision.	Frequent
Physical Effort	<p>Sit in a restricted position for extended periods each day.</p> <p>Travel on some days between the sites of service delivery in East Kent in a timely manner</p> <p>Regularly input information into database both for the organisation and external agencies</p> <p>On daily basis spend time working at a computer for the purpose of accessing and responding to emails and report writing.</p> <p>Work clinically on a daily basis working with midwives on preceptorship programmes. In times of staff shortages you may be asked to work clinically independent of your role as CSF and also to remain up to date with clinical skills.</p> <p>This post involves walking or standing for some of the shifts, pushing or pulling trolleys or beds, kneeling and crouching to support women's choice of delivery position, and manoeuvring women.</p>	Frequent
Mental Effort	<p>Frequent concentration is required i.e. checking documents, recording accurate and timely clinical information, and calculating drug dosages.</p> <p>The workload can be unpredictable and will require a degree of adaptability in order to deal with the changing</p>	Frequent



	priorities	
Emotional Effort	Dealing with distressed relatives, caring for women and their family who have suffered bereavement, caring for women who are extremely unwell, caring for women at a particularly emotionally vulnerable period in their life.	Occasional

Most challenging part of the job

Achieving success through others. To be an active leader providing the full range of midwifery care at the same time as developing your skills in order to demonstrate your advanced midwifery practitioner skills.

To enhance your midwifery role by demonstrating excellent leadership and managerial skills to ensure a dynamic and innovative approach to team building and performance.

You may be required to work across the Trust to maintain service provision and develop your practice.

You will be required to develop your competencies set out in the practice portfolio relating to the knowledge and skills framework for Band 6.

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.

