NHS GREATER GLASGOW & CLYDE

**JOB DESCRIPTION**

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| 1. **JOB** **IDENTIFICATION** | |
| **Job Title:** | **Clinical Nurse Educator PICU** |
| **Job Grade:** | **Band 6** |
| **Division:** | Paediatric Intensive Care |
| **Directorate:** | **Women & Children’s** |
| **Accountable To:** | **Senior Clinical Nurse Educator PICU**  **Lead Nurse Critical Care** |

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| JOB PURPOSE To provide educational support and direction to nurses and health care support workers  within the Paediatric Intensive Care Unit.  To develop, facilitate, deliver and evaluate current and implement new educational programmes to meet the needs of the child and young person, their family and all nursing staff in their remit.  To work in close collaboration with clinical personnel to promote, deliver and enhance high quality evidence based learning that will provide excellent standards of care. |

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| **3 ORGANISATIONAL POSITION** |
| SCOPE AND RANGE Deliver educational opportunities; provide support, advice and direction to all nursing staff in PICU (approximately 120 nurses).  Strong ability to work under pressure, prioritise workload to meet targets relating to clinical issues. |
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| MAIN DUTIES AND RESPONSIBILITIES To develop and initiate educational programmes to meet the needs of individual nursing staff within the Paediatric Intensive care Unit to develop their skills and learning  To utilise a competency-based assessment framework appropriate to the range of specialities within each clinical area.  To support the senior CNE in the introduction, facilitation and evaluation of a competency-based framework for senior nursing staff.  Plan, deliver, monitor evaluate and maintain a competency based specific Critical care orientation/induction programme to all newly qualified graduate nurses and nurses new to the PICU environment.  Co-ordinate and contribute to other teaching programmes active within the department in partnership with the university and other agencies.  Work in collaboration and partnership with the Senior CNE of PICU and Cardiac Education to develop education programmes for all staff.  Facilitate and deliver appropriate post registration education and training within the clinical area. Sharing any evidence-based changes in nursing practice and facilitation of training on new medical devices in collaboration with the relevant working groups.  Devise, plan, deliver, evaluate and maintain a preceptorship workshop training for members of PICU and Cardiac Nursing areas.  Support clinical preceptors in developing appropriate programmes of experience for preceptees in the clinical area.  Participate in and organise study days, lectures and meetings as required to meet the learning and educational needs of PICU nursing staff.  Attend all appropriate nursing and disciplinary meetings in order to maintain and increase knowledge of practice and service policies, for example, clinical nurse educators’ group, PICU senior nurses and Consultants, Critical Incident Meetings etc.  To maintain own competency in critical care nursing practice by working clinically within PICU.  Develop research awareness for staff in conjunction with the Senior Nurse for Research Development and the senior CNE  Ensure that clinical practice procedures and standards are based, where available, on valid current research findings by assisting nursing staff in the development of nursing guidelines and Standard Operating Procedures for use in practice.  To facilitate and support the guideline development process by the implementation, delivery and evaluation of a guideline writing programme.  Facilitate, participate and evaluate Simulation based learning in collaboration with clinicians and all nursing staff.  Liaise with data and audit managers within the directorate.  Contribute to the standard setting and audit process within the multidisciplinary team.  Demonstrate awareness of and compliance with corporate GGC policies and NMC standards in the delivery of the service.  Contribute to managing resources effectively when meeting the educational needs of PICU clinical nursing staff.  Demonstrate resilience and have the ability to contribute to sensitive and confidential information stored within the shared drive.  Identify and manage any potential risks within the day-to-day aspects of the role. Liaise with the clinical risk management team and attend or receive updates from Clinical incident meetings within PICU.  Participate in the recruitment and selection of nursing staff. |

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| SYSTEMS & EQUIPMENT Involvement in design, development and implementation and maintenance of an education, training and development database for PICU staff and development of a guideline database.  The post holder will use teaching resource equipment, such as development and delivery of PowerPoint presentation, data-projector, laptop computers, whiteboard and flip charts. This equipment must be carried to and from the classroom.  Liaising and directing clerical staff to compile teaching materials into folders using thermal binding, ring binding, photocopying, computer printing, laminating equipment and the booking of rooms and clinical areas for teaching purposes.  The post holder will use:   * Microsoft Systems (including office/teams/cloud based systems) * Trakcare/Clinical Portal * Internet & Intranet * Shared Databases * Clinical information Systems   Post holder will need to have a working knowledge and understanding of the wide variety of specialist medical equipment used in the Critical Care nursing areas in order to assist in the training and practice and using of such equipment. |

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| DECISIONS AND JUDGEMENTS Practice within the legal & ethical framework as established by NMC and National Legislation to ensure the patient's interests and well-being are met.  Report directly to the senior CNE PICU and Cardiac Education but for the most part work autonomously on a day-to-day basis.  Be involved in the development and monitoring of action plans for staff development.  Take responsibility for own continuing professional development and maintain a record in order to enhance knowledge, skills and values needed for safe and effective practice. |

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| COMMUNICATION & RELATIONSHIPS Demonstrate an understanding of the role and function of all members of the multidisciplinary team.  Provide advice and support to the nursing team on clinical issues.  Be a role model for the nursing team by representing the values and beliefs of the nursing profession as well as that of the organisation.  Be able to communicate at all levels throughout the organisation in a mature and reasoned manner.  Adopt the concept of customer care and challenge any interaction, which fails to deliver a quality service to internal and external customers.  Membership of internal committees  Membership of external committees including networking and bench marking with other Paediatric Intensive care educators and RHC Hospital Education Teams. |

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| PHYSICAL DEMANDS OF THE JOB Be available in the clinical areas on a daily basis.  Display screen exposure daily.  High level of concentration required while experiencing frequent interruptions, which may be predictable or unscheduled.  Carrying heavy teaching equipment to classrooms anywhere in the hospital. |

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| 1. **MOST CHALLENGING PART OF THE JOB**   Providing training and education to all clinical staff while providing a service to patients.  Developing effective partnerships, motivating, facilitating, team building and working collaboratively to ensure common goals are established and met.  Participating in the development and delivery of the 2030 Vision.  Providing expert advice for all grades of nursing staff in PICU  Handling of conflict, for example between preceptee and preceptor. |

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| KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED **See Person Specification Appendix 1** |

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| JOB DESCRIPTIONS All job descriptions are subject to review. Jobholders are expected to be flexible and be prepared to carry out any similar tasks or related duties, which do not fall within the work outlined. Any review will be undertaken by the line manager, in consultation with the post holder.  **11th March 2022** |

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| **Job Holder’s Signature: Date:**  **Head of Department Signature:**  **Date:** |

**PERSON SPECIFICATION**

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|  |  | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications/Training** | QT1 | 1ST level Registered Sick Child/Child branch nurse | PgCert Education & NMC approved qualification  Masters degree in Nursing or Education. |
| **Experience** | E1 | Minimum 5 years post registration experience.  Previous teaching experience. | Band 6 Experience |
| **Skills/Abilities/**  **Knowledge** | SA1 | Computer literate.  Ability to positively influence and motivate staff.  Evidence of effective communication skills, written and oral.  Ability to implement and monitor standards of care. |  |
| Aptitudes | A1 | Ability to work under pressure and prioritise, to meet targets relating to clinical issues.  Able to work flexible hours to fit the needs of the Education service. |  |