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| JOB IDENTIFICATION |
|  **Job Title**: District Nurse Practice Educator **Responsible to** : Clinical Team Leader/Senior Nurse**Department(s**): District Nursing**Directorate**: East Health and Social Care Partnership**Operating Division**: Community Nursing **Job Reference**: **CAJE No:** 800-2933**No of Job Holders**: 1**Last Update** : June 2023 |

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| 2. JOB PURPOSE |
| The post holder will be responsible for ensuring registered nurses and Healthcare Support Workers (HCSW) are equipped to make positive impacts on the experiences and outcomes of patients and those who access health and care services.The post holder will contribute to enhancing the quality of the practice learning environment by providing support, educational input and development activities for the current and future community nursing workforce inclusive of registered nurses and HCSW. The post holder will also facilitate practice education developments (practice learning) that support nurses and HCSW to make the necessary changes in their practice, as required by the profession, to deliver safe, effective and person-centred practice. The post holder will provide both face to face and indirect clinical support for the district nursing workforce and will be required to maintain clinical skills and enhance their understanding of complexities across their Health and Social Care Partnership (HSCP) area.The post holder forms part of an integrated nursing team working closely with the Clinical Team Leader (CTL) and the Senior Nurse for Community Nursing. The post holder will provide professional leadership and expert community nursing care advice to the workforce.  |

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| **3. DIMENSIONS** |
| Ayrshire & Arran has a population of over 368,000, of which over 132,000 are resident within East Ayrshire. There are 10 district nursing teams covering 56 GP practices and associated primary care multi-disciplinary teams, community pharmacies and general dental practices. The district nursing service now supports more patients with complex health care needs within their own home environment promoting prevention, person centred care, early intervention, and self-management with the focus on preventing hospital admissions. The transforming roles programme identifies district nurses as being pivotal in integrated community teams. There is a focus on promoting health and wellness, enabling self-care and delivering personalised outcomes in people’s own home with the right person, right place and at the right time. They have a commitment to support learning and development within the team, some of which is online and also to develop staff to become the district nurses of the future. Practice education is interconnected and interdependent with other learning opportunities aimed at improving patient care, experience and outcomes including; practice development, service development and redesign, organisational and workforce development. |
| 4. ORGANISATIONAL POSITION |
| Senior Nurse Clinical Nurse ManagerDistrict Nursing Specialist PractitionerClinical Team LeaderDistrict Nursing Practice Educator (This Post)Charge NurseCommunity Staff Nurse/HCSWPost holder has operational link to Clinical Team LeaderPost holder has professional link to Senior Nurse |
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| 5. ROLE OF DEPARTMENT |
| The district nursing service is made up of a number of highly skilled teams and specialist nurses who work in partnership ensuring the best care possible for the patients involving patients, carers, families and the community in general in the provision and delivery of integrated quality services. The district nursing service is committed to providing a high standard of professional care to individuals within the community setting, by holistically assessing and planning appropriate care/treatment in partnership with patients. The district nursing service care is patient centred, research and evidence based, with the emphasis on enabling individuals to self-care to the best of their abilities. The district nursing service will ensure inter-agency working to deliver seamless care for patients, carers and families. This will involve working in partnership with other statutory, voluntary and independent providers to meet health care needs, offering continuing support, information and advice to patients and carers. The district nursing service will develop health promotion to deliver long-term improvement in the health of communities.The district nursing service will provide services within a robust clinical governance framework across all services in line with local and national strategies and priorities.  |

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| 6. KEY RESULT AREAS |
| **Clinical Practice**Demonstrate a broad range of evidence informed clinical expertise that supports high quality, person centered care for individuals across the age range in the community population. Supporting staff to evaluate therapeutic and other care strategies.Ensure the principles of person-centred care, encompassing caring for patients and staff with compassion, dignity and respect are incorporated into all aspects of the post holder’s portfolio. Contribute to and support the implementation of clinical supervision, both professional and restorative, for nurses, students and HCSWs.Contribute to the facilitation and delivery of nursing and HCSW induction programmes for new staff to the District Nursing service.Promote and support innovation in clinical practice.Promote the use of digital technology to support patient self-care and enhance the efficiency and effectiveness of the integrated primary care and community nursing team. Work with the freedom to exercise judgment about actions, guided by precedent and clearly defined policies, procedures and protocols whilst accepting professional accountability and responsibility.Promote and support the practice of clinical reflection for self and team.Professional  Practice at all times within the Nursing and Midwifery Council Code of Professional Conduct.Develop the role by using evidence-based practice and continuously improve own knowledge, following NMC revalidation guidelines.Conduct clinical evidence based practice in accordance with clinical guidelines and standards.Act as an exemplary professional role model for nursing services.**Facilitation of learning**Responsible for maintaining own professional development ensuring the standards set out for NMC revalidation are met.Commitment to lifelong learning, offering advice on enhancement of job role and service delivery.Promote the adoption of a caring, values based and person-centred approach to learning opportunities, which recognise the needs and prior experience of the workforce and learners.Support nursing staff through local induction, Flying Start NHS programme and community nursing competency framework.Support HCSW through national and local induction and competency frameworks.Support the development of preceptorship and SVQ assessor role embedding this within the community nursing service.Support nursing and HCSW staff to engage with learning and development resources across the career framework; Post Registration Career Development Framework for Nurses, Career framework for HCSW , Effective Practitioner®, Turas Portfolio/Learn/Appraisal, SVQ, HNC, Open university learning.Identify and support opportunities for interprofessional learning.Accommodate other multi-disciplinary and multi-agency personnel who require a working knowledge of the community nursing service**.**Support registered nurses in the revalidation process, acting as a confirmer as necessary.Develop systems to assess the learning and development needs of the District Nursing team and negotiate strategies to meet these needs.Role model for non-judgmental and value based care in practice creating a culture of openness and recognition of the duty of candour, promoting these values within the District Nursing service. Participate in and provide evidence to support completion of mandatory and statutory training.Contribute to the development of personal development plans, self directed learning and when necessary with agreement of line manger if working towards specific service delivery learning. Participate in the identified learning from patient complaints, significant and near miss events utilising a structured framework.**Leadership**Provide a leadership role model to nursing and HCSW staff in relation to professional issues in nursing and service delivery and demonstrate expert knowledge in community and primary care.Contribute to the development of communication networks and close working relationships within the immediate district nurse working environment collaborating with wider community MDT.Maintain visibility of the District Nurse practice educator role across HSCP, wider community nursing service and organisation.Maintain involvement in student learning and enhancement of student placements across district nursing.Contribute to the ongoing evaluation and development of the District Nursing practice educator role and the practice education infrastructure by creating a working relationship with wider practice educators across the organisation sharing practice and participating in local and regional working groups.Works effectively across professional and agency boundaries.Provides leadership for quality improvement and service development to enhance people’s wellbeing and experience of health care.Actively contributes to a variety of professional networks such as the Managed Clinical Network.Provides leadership around integrated working and learning from common themes around risk management, complaints and feedback.Apply a range of change management strategies to respond flexibly and innovatively to changing contexts of care and the need for amended service provision.Recognises early signs of poor performance and takes appropriate measures to highlight concern to the appropriate line manager.Supports staff through change, including building resilience in self and others.**Evidence, Research and development**Undertake clinical audit, quality improvement and participate in patient safety programme as agreed by Clinical Team Leader / Senior Nurse.Identify opportunities for practice education research, and facilitate research and audit, encouraging utilisation of findings which will contribute toward safe, effective and person centred practice.Contribute to the development of clinical protocols and guidelines for use in district nursing by making suggestions for service development and improvement and by commenting on changes proposed by others.In partnership with other clinical teams, collaborate on improving the quality of health care, responding to local and national policies and initiatives.Has knowledge regarding sources of evidence.Has the ability to generate, manage and utilise data.Has the ability to critically analyse data including its application to practice.Provides measurement of effectiveness of care. |

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| 7a. EQUIPMENT AND MACHINERY |
| The post holder is expected to have a working knowledge of equipment required within scope of practice and is responsible for ensuring that systems/policies/procedures are adhered to and communicated to staff to ensure safe usage and maintenance of equipment and machinery. This will include: **IT Equipment** PC/Laptop, printer, scanner, photocopier, fax machine, mobile phone**Patient equipment**Hoist, Stand-aid, Stedy, hospital bed, pressure relieving mattress/cushion, commode, bathing equipment, stair lift, wheelchair, sliding sheets.**Clinical equipment** Doppler, stethoscope, pulse oximeter, thermometer, ECG, urinalysis, blood sugar monitor, auroscope, height/weight measurement, Sphygmomanometer, bladder scanner, suction machine. **Treatment Equipment** Syringes drivers / Hickman lines, PICC lines, Ports, Negative Pressure Wound Therapy (Vacuum assisted closure), catheterisation equipment, venepuncture/cannulation equipment, PEG feeding equipment, propulse, portable oxygen concentrator, nebulisers.**Car**The post holder may be required to travel on a daily basis across East Ayrshire to offer clinical supervision, support staff, attend meetings/groups as well as to deliver training and education. |
| **7b. SYSTEMS** |
| **Systems** * Nursing assessment tools and records in electronic systems and in paper form.
* EMIS Web/PCS.
* PECOS.
* Trakcare/Clinical Portal.
* Activity recording systems – statistical input/audit systems.
* TURAS appraisal profiles.
* Clinical and staff governance audit tools.
* Patient Group Directions.
* Databases of clinical evidence, guidelines and protocols.
* DATIX - manage incident reporting.
* Intranet.
* IT systems – PC, Laptop, Mobile devices, Video conferencing.
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| 8. ASSIGNMENT AND REVIEW OF WORK |
| The Clinical Team Leader will agree key objectives, review performance and support professional development with the post holder in conjunction with the Senior Nurse for Community Nursing.Evaluation of the post progression will be feedback through existing Community Nursing and Clinical Care governance routes.The post holder will be responsible for agreeing key objectives, reviewing performance and supporting professional development, education and training of team members and the day-to-day direct and indirect supervision whilst taking into account strategic and organisational priorities.  |

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| **9. DECISIONS AND JUDGEMENTS** |
| * The post holder will be operationally line managed by the clinical team leader. Professional support and direction will be provided by the Senior Nurse.
* The post holder workload is directed by agreed objectives reflecting development of district nursing workforce and district nursing service.
* Supported by the clinical team leader/Senior Nurse, collaborates with a wide range of stakeholders to enable joint planning, decision making and interventions in the best interests of the service and service users.
* Interprets complex information and negotiates outcomes in situations that may involve a range of participants and circumstances.
* Contributes to decision making to inform use of financial products and equipment, efficacy and quality of service provision.
* Reviews best practice and disseminates and promotes the development of evidence based practice.
* Ensures district nursing practice reflects and aligns with national and local objectives.
* The post holder will work independently without supervision.
* The post holder will identify and analyse arising issues, collaborating with the clinical team leader/Senior Nurse in order to make decisions on the resolution of these.
* The post holder will use initiative to develop innovative ways of working in order to meet the needs of the service.
* The post holder will work with a high degree of professional discretion.
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| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| The most challenging parts of the job are in relation to the following:* Balancing the need to provide an effective service to a large volume of patients on a daily basis where the demand is often unpredictable.
* Developing a workforce to provide evidence based nursing care during a period of change in population needs and priorities that operate across remote, rural and urban communities.
* Maintaining skills in complex clinical areas of practice.
* Working across multiple district nursing teams and localities within East Ayrshire HSCP.
* Motivating, influencing and engaging others.
* Developing innovative ways of working to support and enhance a cohesive and effective service.
* Implementing change and working across professional and organisational boundaries.
* Working with a range of stakeholders and satisfying often conflicting interests.
* Requirement to react to changing priorities and demands.
* Establishing robust communication networks with a range of internal and external stakeholders.
* Keeping abreast of education and healthcare policies.
* Development of organisational, judgemental and analytical skills contributing to the ongoing development of district nursing service.
* Facilitating the integration of theory and practice within the practice learning environment.
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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| In support of our core purpose of Working together to achieve the healthiest life possible for everyone in Ayrshire and Arran we are committed to a culture that is Caring Safe and Respectful. The post holder is required to work collaboratively in a safe, caring and respectful way.**Internal** * Senior Manager, Clinical Nurse Manager, Clinical Team Leader colleagues and members of staff across Ayrshire and Arran
* Associate Nurse Director
* Senior Nurse in Community Nursing
* Specialist services i.e. Tissue Viability, Diabetes, Ayrshire Hospice, Community ANPs, Community Mental Health Team (CMHT)
* Allied Health Professionals (AHP’s)
* Clinical Governance Team/Quality Improvement Hub
* Prescribing Support Nurse
* CTAC Practice Educators
* Practice Education Facilitators
* Care Home Education Facilitators
* Acute and Community Hospital Teams/Practice Educators
* General practice professionals
* Administration staff

**External:** * Individuals, families, carers and communities
* Voluntary organisations.
* Appreciating cross boundary working, liaison with secondary care colleagues in other health board areas
* Higher Education Institutes such as University of the West of Scotland
* National Education for Scotland (NES)
* NHS Healthcare Improvement Scotland
* Queens Nursing Institute Scotland (QNIS)
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| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical effort*** Driving
* Sitting
* Walking
* Standing
* Bending/kneeling
* Use of training aids/equipment

**Mental effort*** High level concentration required when offering clinical supervision and/or training/education.
* Variety of assessment approaches and interpretation of sometimes complex findings.
* Concentration and decision making in terms of competing demands and priorities.
* Ability to organise and manage workload.
* Writing reports.
* Negotiating and influencing skills across professional boundaries.
* Motivating others (staff, patients, families etc).
* De-escalation of potentially volatile situations.
* Conflict management (staff and service users).
* Interpret data and use findings to inform service delivery.
* Dealing with challenging behaviour.
* Concentration to deal with highly complex facts or situations requiring analysis, interpretation and comparison of a range of options.
* Dealing with changing resource provision.
* Challenging poor performance.

**Emotional Effort*** Individual, family, community and team dynamics.
* Supporting in terms of individual, family and community crisis/major incident/diagnosis and poor prognosis.
* Advocating for patients.
* Supporting the training and development needs of the staff.
* Supporting and enabling self-care when individuals, families, carers may not be motivated to do so.
* Providing episodes of care that challenge individual beliefs and values.
* Emotional resilience.

**Working Environment*** Exposure to body fluids, including taking blood samples, catheter care, wound dressings.
* Exposure to infections including resistant bacteria.
* Consideration of health and safety requirements for staff, self and public.
* Difficult driving conditions in adverse weather.
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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| Minimum required to undertake the role.**Essential*** Level I Registered Nurse with current NMC registration
* Degree in Adult Nursing desirable
* Experience working in the Community
* Experience in the supervision and assessment of pre- and/or post-registration nursing

students in practice* Demonstrate knowledge of National learning and development resources including Post Registration Career Development Framework for Nurses and HCSW, Flying Start NHS®, TURAS Portfolio/Learn/Appraisal, Effective Practitioner®
* Knowledge of clinical, corporate and staff governance, policies, procedures and systems
* Knowledge and understanding of the four pillars of the NMAHP strategy
* Knowledge and awareness of appropriate local and national strategies including Caring for Ayrshire, Caring for East Ayrshire, Transforming Nursing Roles, Excellence in Care
* Self-motivation and ability to function in demanding and pressured environments
* Ability to work flexibly and to prioritise workload and adapt to meet service demands without direct supervision
* Pressure ulcer prevention, tissue viability and wound care
* Excellent communication and interpersonal skills including leadership, negotiation, influencing and persuading, facilitating, conflict resolution and an ability to form positive working relationships with others
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| **14. JOB DESCRIPTION AGREEMENT** |
| A separate job description will need to be signed off by each jobholder to whom the job description applies. Job Holder’s Signature: Head of Department Signature: | Date:Date: |