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| JOB IDENTIFICATION |
|  Job Title: Education Facilitator for Emergency Care Responsible to (insert job title): Senior Charge NurseDepartment(s): Ward / Dept ED UHC  Directorate: AcuteOperating Division: NHS AYRSHIRE & ARRANJob Reference: No of Job Holders: 1 WTELast Update (insert date): 04/04/2023  |

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| 2. JOB PURPOSE |
| As a highly skilled Emergency nurse, the post holder will be responsible for advising, teaching and demonstrating best practice on all aspects of care delivery in the emergency department.To provide support for learners in the education and development process in a manner that is consistent with legislation, policies and procedures.The post holder will work closely with the Senior Charge Nurse to improve the knowledge, skills and competence of nursing staff within the unit. To work collaboratively and cooperatively with clinical colleagues to help explore and implement new developments within surgical care. To explore and develop new roles and new ways of working to improve the efficiency and effectiveness of care provision for the emergency care patient. This would incorporate emergency care competencies.The post holder will have a positive influence on staff recruitment and retention through the development and introduction of robust education, training programmes, effective staff support and supervision. The post holder will evaluate the education programmes and adapt to suit the changing needs of the service.The post holder will contribute to the improvement of patient care through the development of standards, guidelines and patient group directives. |
| **3. DIMENSIONS** |
| The Emergency Department provides care in the Resuscitation room, including a Paediatric bay, 7 single rooms and an 8 trolleyed observation bay, eye examination room, stitch room and a Paediatric area with 4 single rooms. The post holder will work autonomously across the Emergency Department University Hospital Crosshouse in collaboration with medical and nursing staff.There will be over 50 WTE nursing staff which the post holder will be required to work alongside.The post holder will liaise and work collaboratively with Consultants, Senior Charge Nurse, and Emergency Nurse Practitioners, ACE practitioners, Physiotherapy, and Pharmacy. |

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| 4. ORGANISATIONAL POSITION |
| **Clinical Nurse Manager (Emergency Care)****ED Senior Charge Nurse** **Education Facilitator ED Nursing Staff**Post holder reports managerially to Senior Charge NursesPost holder has professional link to Senior Charge Nurse and ED Consultants |
| ROLE OF DEPARTMENT |
| The Emergency Department in Ayrshire and Arran provide continuous Emergency care for all patients of the county. The department receives self-presentations, GP Emergency referrals and Emergency Ambulances 24 hours a day. All age groups are encountered, as is the entire spectrum of Emergency presentations. These include victims of Major trauma, Medical and Surgical Emergencies, Orthopaedics, Ophthalmic, Paediatric Emergencies, special needs, moderate and minor trauma, mental illness, social problems and custodial care. Crosshouse Hospital is the receiving centre for Gynaecology, renal dialysis and ENT. Ayr Hospital is the receiving centre for vascular and ophthalmic. The Emergency Department acts as a receiving centre for these referrals providing expert clinical support during their initial assessment and management.The Emergency Department in Ayrshire in collaboration with the Health Board are required to maintain at all times an overall, strategic plan for an NHS response in the event of a Major Incident/Emergency occurring in its area. Emergency Department must be able to respond and attend to: - •New patients whose number, condition or location precludes treatment under routine arrangements.•Continue to provide necessary treatment, care and services for existing patients.•Provide when needed a Medical Incident Controller.•The Emergency Department contribute to the overall strategic direction of the General Hospitals Division.Within the Emergency Department we aim to provide the upmost highest standard of individualised and specialised care to patients of all ages who attend the department in a courteous and dignified manner.  |
| 6. KEY RESULT AREAS |
| **Clinical** To monitor and improve the standard of care for the Emergency Department patients through clinical supervision / teaching / practice audit.To assist staff with personal development.To assist staff in service developmentsTo develop grade and service specific competency frameworks for all nursing staff and support staff.Maintain up to date skills and knowledge by working within the clinical environment regularly. ManagementTo link with the Senior Charge Nurse re staff development needs and jointly agree educational components of PDPsTo act as change agent utilising the principles of evidence based practiceTo implement change through effective dissemination of information and via policy and guideline developmentTo lead projects, communicating with relevant stakeholdersActively promote the workplace as a learning environment encouraging everyone to learn from each other and external good practice**Education**To develop and provide an education and training programme for staff.To initiate clinical/group supervision sessions for nursing staff.To demonstrate practical application as well as theoretical knowledge.To provide education induction programme for staff new to Emergency Department. To educate junior and senior staff in higher level decision making skills – arrange / facilitate tutorials / teaching sessionsTo organise and co-ordinate in house training programme.To organise department / ward based training as appropriate.To enable / encourage / empower staff to enhance clinical skills.To link with the organisations Practice education co-ordinator, clinical colleagues and external agencies to provide training locally.To assist staff in conducting literature review – implementation of evidence based practice.To encourage staff participation in agreed audit programme relevant for Emergency services in liaison with Clinical Effectiveness department.ProfessionalTo act as specialist resource for all Emergency nursesTo establish and maintain contact with professional bodies at local, national and international level.To act in an advisory role with their Senior Charge Nurse colleagues and senior management relating to strategic development of services. |

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| 7a. EQUIPMENT AND MACHINERY |
| The postholder is expected to have a comprehensive knowledge of all the equipment used in the unit.**Highly specialised*** Hamilton Ventilator
* Ventilator Circuits/ Bain Circuits
* BiPap/CPAP Machines
* Lucas CRP device
* Panda Resus warmer
* Internal Defib Pads
* Thoracotomy Sets
* Arterial Line Sets
* Central Lines
* Thomas Splints
* RSI Adult & Paeds
* Chest Drain Trauma & Seldinger

**Specialised*** 12 lead ECG machine
* Monitoring, ECG,ART, CRP
* Defibrillator & Cardiac Pacing
* Agilia pumps
* Emergency trolley
* Bear Hugger
* Patslide weighing Scales
* Gas Machine
* Pelvic Binders
* C-Spine Scoop
* Trauma Mat
* Senstakan Tube
* Specialised Slings
* Maternity Packs
* Peri Mortem C-Section Kit
* Rectal Thermometer
* Manchester Triage

 **Generic*** Respiflo, oxygen delivery system
* Nasal Highflow Oxygen Delivery system
* Glucometer
* Hoist
* Blood warmer
* Tympanic thermometer
* Bladder Scanner
* Nebuliser Machines
* Piped Suction devices and Portable
* Glucometer
* Urinary Catheters & Uri meters
* Sutures
* Nasal Gastric
* Language Line
* Computers

This equipment is in addition to CVADS, Venturi pumps, chest drains, syringes, needles, dressings and dressing packs that are used on a daily basis. This list is not exclusive and may be subject to change in line with development and procurement. |
| **7b. SYSTEMS** * Maintenance of paper / electronic based record systems
* Any other systems relevant to Emergency specialty.
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| 8. ASSIGNMENT AND REVIEW OF WORK |
| * Workload is self-generated.
* Workload is generated by service developments, advances in practice and research.
* Workload is generated by the recruitment and retention process of nursing staff working within the service.
* Workload is generated by identification of development issues within the PDP process.

The post holder will be expected to work on their own initiative and in collaboration with key stakeholders and service providers both internally and externally.The post holder will be line managed by the Senior Charge Nurse in Emergency Department and will have objectives set annually and a personal development plan in line with NHS Ayrshire & Arran’s model of Performance Appraisal and Objective setting. |

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| **9. DECISIONS AND JUDGEMENTS** |
| * The post holder has autonomy, independence and continuing responsibility regarding the organisation and responsive provision of education of the nursing staff working within the Emergency Department.
* Assessment of individual staff complex educational needs
* Autonomy to proactively use independent clinical judgement to anticipate, problems or needs and actively resolve them without being asked, drawing on expert knowledge and experience.
* Alert managers to resource issues which affect learning, development and performance.
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| 10. MOST CHALLENGING / DIFFICULT PARTS OF THE JOB |
| * To facilitate various educational opportunities within a service which is expanding rapidly.
* To provide education and teaching to a wide range of individuals with differing levels of understanding in order to promote a high standard of care for patients.
* To explore and develop the use of new roles and new ways of working, overcoming potential barriers to change.
* To continue to develop self in order to remain a credible resource within the Organisation.
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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| The post holder will be required to communicate with staff, patients, service providers and internal and external customers at all levels to ensure patient’s needs are met, and to develop services and high quality care.It is essential that the post holder has highly developed communication skills and the ability to influence key stakeholders. Provide highly specialist knowledge to clinical colleagues, patients and carers/relatives developing education programmes to address their needs.Make recommendations regarding future education needs in response to changing practices.Good teaching and presentation skills will be required as the post-holder will be expected to disseminate knowledge gained from benchmarking, audit and research through presentation.The post holder will be expected to effectively communicate with:* Nursing Staff
* Medical Staff
* Members of the MDT
* Clinical colleagues and external agencies to provide training locally

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| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical**The post holder will be involved in clinical and educational activity and may frequently be required to move between tasks at short notice to meet the needs of the service. There is a requirement for flexibility of working patterns and for the ability to deal with situations as they arise. Workload is unpredictable, with priorities changing.* Potential for working in unpleasant working conditions such as having contact with un-contained body fluids e.g. blood, urine, foul linen
* Potential for frequent exposure to hazards such as face to face verbal and physical aggression/ abuse.
* A portion of the job entails physical work and the post holder would require moving and handling skills, which should be updated annually or more frequently if required.
* The post holder will be required to work within confined spaces, and will be required to assist immobile patients.
* The post holder will be required to be able to initiate appropriate emergency care.
* A range of highly developed physical skills required with accuracy being essential.
* A range of physical effort is required including: kneeling, bending; sitting, walking, working at a computer, frequent lifting and handling of heavy goods
* Exposure to sharps
* Sit for periods at a desk and on a computer

**Mental*** The post holder will be required to use own judgement whilst observing patient’s condition and should report any changes to the relevant disciplines
* At all times maintain safety of staff, patients and carers
* Retention and communication of knowledge and important information

**Emotional Effort/Skills*** There is a requirement to deal with distressed and anxious patients and carers in a professional and sensitive manner.
* There is a requirement to support staff and assist in the management of complex/contentious personnel issues
* There is a requirement to deal with complicated family dynamics and high levels of public expectations
* There is a requirement to on occasion work in hostile and emotive atmospheres, which may result in the need for sudden intense effort and concentration
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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| RN currently registered with NMCSpecialist 1st level Degree in Adult Nursing. Relevant Emergency Care experience Hold an teaching qualification or an Instructor provider qualification   |