
Job Description

Job Title: Community Learning Lead

Grade: Band 6

Reports To: Professional Lead

Accountable To: Locality Manager

Job Purpose:

The Community Learning Lead (CLL) will identify and support training needs, plan, implement and evaluate education activities for trainees, new starters and existing practitioners within Out of Hospital Care Collaborative. The post holder will demonstrate specialist knowledge and skills commensurate with a clinical expert and effective leader; serve as a role model; an agent of change and a facilitator of work-based learning. Explicit within the role and the outcomes required of it, the CLL will work collegiately to ensure standards are established, implemented and sustained, particularly those related to staff knowledge, skills development and patient safety by participating in audits. The CLL will work 80% of their time clinically working with trainees, new starters and existing staff and 20% supporting Lead Practitioner in identifying training and education needs and planning, implementing and evaluating education activities in their clinical area of practice.

Organisation Chart:

Associate Director of Operations
|
General Manager
|
Locality Manager
|
Professional Lead

Key Result Areas:

Measurable Result areas:

The Community Learning Lead will support the development of all community nurses and trainees by:

- Working autonomously as a visible and accessible resource for practice based staff. Maintaining professional standards of Conduct to sustain staff and public confidence in accordance with the NMC.
- Promoting the development of a learning culture, encouraging all staff to participate in lifelong learning initiatives, applying their learning directly to practice.
- Facilitate the on-going development and implementation of education initiatives in particular the orientation, preceptorship and mentorship of Trainees and new starters.
- Develop, deliver and evaluate formal / informal teaching sessions and work based learning programmes in order to support the professional and practice development of both registered and non-registered practitioners.
- Attend relevant committees / groups in the absence of Professional Lead in order to influence and progress development of professional practice.
- Leading and / or contributing towards initiatives that result in changes to existing practice and systems of professional working. Supporting staff of all grades with using reflective and quality improvement principles to adapt to changes in practice.
- Actively participating and representing the organisation at internal /external forums (Higher Education Institutes) pertinent to area of work stream focus.
- Contribute to the development and review of policies, procedures, Standard Operating Procedures (SOP's), care pathways and protocols ensuring they meet national. Local and professional criteria.
- Assist with appropriate selection and recruitment within the Out of Hospital Workforce, participating in appropriate interview panels and supporting the development of recruitment methods in line with a reflective culture.

Clinical / Leadership

- Maintain clinical skills and competences in order to undertake safe and effective direct clinical care of patients when required, either to enable implementation of aspects of this role or to support service priorities when need arises.
- Assist Team leaders to support service priorities.
- Provide clinical management of the Department in the absence of the Professional Lead.

Knowledge Skills and Experience Required:

- An extensive knowledge of community nursing being able to demonstrate an ability to use analytical and judgment skills e.g. numerical analysis, critical reasoning, interpretation of information and complexity of decision making.
- Demonstrate a sound knowledge of course content and requirements for Student Nurses, Nursing Associates and Assistant Practitioners to facilitate the on-going development of untrained staff.
- Critically evaluate or provide support to staff to be able to evaluate outcomes from their innovations and practice development.
- Act as a catalyst for change, encouraging staff to challenge and examine the evidence base and develop their ideas to enhance practice in a safe and effective manner.
- Be able to action plan to assist all in achieving their objectives.

Communications and Working Relationships:

- Demonstrate a positive and enthusiastic approach in order to maintain high morale and motivation within the department.
- Ensure a visible, accessible and approachable presence for staff to ensure effective communication channels are created and sustained.
- Provide specialist professional and practice development advice and guidance to staff using highly developed skills that involve listening, explaining, persuading, influencing, advising, negotiating and motivating.
- Accepts responsibility for developing competence in relation to the medical devices he/she will be expected to use.
- Maintain and develop own professional knowledge, providing feedback to staff from any courses attended.
- Act as a mentor/assessor to students in the community.

General Items:

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of him/herself and of other persons who may be affected by his/her acts or omissions at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

For Band 6 and above

Ensure that the Trust Smoke Free Policy is adhered to and that staff, patients and visitors are signposted to smoking cessation services.

Identify any appropriate support or interventions for staff to support their wellbeing.

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To accept responsibility for the provision of effective infection prevention and control within the Trust in liaison with the Trust's Infection Control Team.

To act as a role model in applying good infection control practice and ensures compliance with all Infection Control policies.

To promote and demonstrate implementation of the Trust's Carbon Management strategy and policy, ensuring team members are fully aware of the policy and are contributing to this.

This job description is subject to review at any time in consultation with the post holder.

