

JOB DESCRIPTION and PERSON SPECIFICATION

JOB DESCRIPTION	
Job Title:	Clinical Skills Trainer
Reports to:	Lead Learning facilitator
Role Purpose:	<p>To support the education and professional development of support teams across Achieve together, with a specific focus on clinical skills to support adults with learning and physical disabilities, and associated complex needs.</p> <p>Clinical skills training and competency assessment will include – Catheter care, Diabetes and Insulin Administration, Epilepsy Awareness and Administration of Buccal Midazolam, VNS, Suppository Administration, Non-Invasive Ventilation, Dysphagia, Gastrostomy Care, Airway Suctioning and Oxygen Therapy.</p> <p>Training materials are already developed and in place for these sessions, and the post-holder will support in ongoing review of these.</p> <p>Training will be a blended mix of face to face training and competency assessment, at times in the home or supported living service, classroom based or live virtual training.</p>
Scope:	<p>A key responsibility of this post is to assist in the delivery and evaluation of programmes of training to support in meeting the needs of people with learning and physical disabilities and/or autism, and associated health and neurological conditions.</p> <p>The post holder will be expected to assist and support in the delivery and evaluation of programmes of education, training and competency assessment identified through a variety of processes to include training needs analysis, serious incident reviews and clinical audits.</p> <p>The post holder will support staff in accessing training that is in line with national and local clinical standards and guidelines.</p> <p>The post holder will support in facilitating special interest groups to support the sharing of best practice across Achieve together, ensuring a focus on consistency of approaches across the organisation and providing regular opportunities for support teams to share experiences and ideas to break down barriers to progress.</p>
Accountabilities:	Deliver a variety of subject matter areas as described above. The organisation will support with CPD related to the subject matters.

	<p>Keep up to date with best practice in clinical topics of focus, developing networks to ensure a sound awareness of current best practice and research.</p> <p>Guide and advise Managers and teams in relation to support plans and risk management plans to ensure effective support for individuals.</p> <p>Assist in developing systems alongside operational and clinical management to ensure theory is translated into practice within services.</p> <p>Respond to concerns raised which lead you to suspect poor or abusive practice.</p> <p>Seek and act on feedback from courses and make relevant changes based on feedback, so that the courses are continually improved and developed.</p>
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PERSON SPECIFICATION	
Knowledge:	<p>Depth of knowledge required in key topics of delivery including relevant NICE Guidance, ESNA/ILAE Guidelines for training professional carers in the administration of buccal midazolam, diabetes management, pica, administration of suppositories, non-invasive ventilation.</p> <p>Detailed knowledge of the Mental Capacity Act 2005 and Deprivation of Liberty Safeguards, and how these may apply to the topics of focus in training delivery .</p> <p>Strong understanding of the health needs that impact on the general population, and needs of adults with learning disabilities and/or autism.</p> <p>Awareness of health conditions that impact on the life expectancy of people with learning disabilities, and strategies to enhance life expectancy.</p>
Skills and Experience:	<p>A minimum of 2 years post-qualification experience, including awareness of support in social care settings .</p> <p>A minimum of 2 years experience working with people with epilepsy, formulating the administration of buccal midazolam in individual care plans.</p> <p>Prior experience in teaching adults, preferably with an existing relevant adult learning qualification .</p>

	<p>Ability to use learning techniques designed to inspire and positively influence support teams to successfully translate theory into practice in a sustained manner.</p> <p>Prior experience of competency assessing learners to evidence that learning has taken place, and learners are competent and confident to practice key clinical skills .</p> <p>Can provide evidence of Continuous Practice Development, that knowledge and experience of the key topics to be delivered are kept up to date .</p>
Competencies:	<p>Maintain professional development and awareness of current evidence/research based and national best practice in key learning areas.</p> <p>Ensure professional practice conforms at all times to the NMC Code of Practice.</p> <p>Maintain NMC Registration/Revalidation at all times .</p> <p>The ability to act as a positive role model for support teams, to advocate for respectful support at all times in keeping with Achieve together's core values and vision .</p> <p>Effective time management and prioritization of workload .</p> <p>Able to confidently and professionally challenge and report poor or abusive practice, in line with the organisations values .</p>