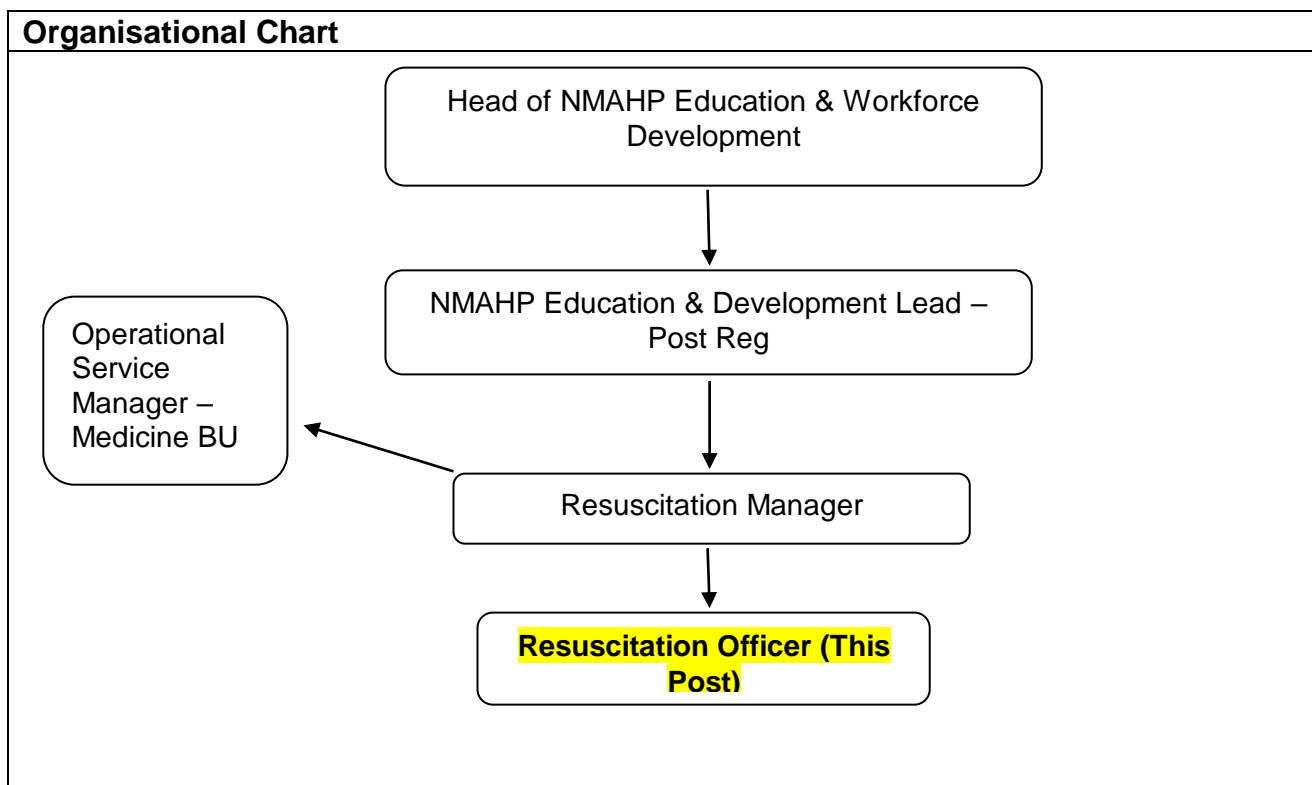


Job Description

Job Details	
Job Title:	Resuscitation Training Officer
Business Unit:	Corporate
Department/Ward:	Practice Education
Location:	Trust wide
Pay Band:	Band 6
CAJE No:	NUR0991
Main Purpose of the Job	
<ul style="list-style-type: none"> Responsible for planning, organising and delivery of resuscitation services and training, in basic, immediate and advanced life support, in adults and paediatrics as appropriate to the staff of Northumbria Healthcare NHS Foundation Trust. To maintain high standards of delivery of resuscitation provision through audit and ensure an accurate resuscitation database is maintained. To role model compassionate and inclusive leadership in order to shape the creation of a collective leadership culture within the trust. This means demonstrating a consistent leadership style which (a) engages, enables and empowers others (b) uses coaching to promote ownership of learning and quality improvement and (c) facilitates team working and collaboration within teams / departments and across organisational boundaries. 	
Dimensions	
<ul style="list-style-type: none"> Trustwide Position, working between hospital sites and in community settings. Help coordinate and deliver training and education trustwide for Resuscitation and deteriorating patient. Deliver resuscitation training to external bodies when requested. To co-ordinate the use and maintenance of all resuscitation training equipment within the Trust. Respond to cardiac arrest calls, acting as an expert member of the team, and facilitating experiential learning and team brief. On occasion will be expected to lead the cardiac arrest team. Provide advice, support and training in relation to resuscitation under the guidance of the Resuscitation Manager. 	



1. Communications and Relationships

- Communicates complicated information to small and large groups of people (between 3 & 30) in formal and informal settings during resuscitation training.
- Presentation aids and demonstrations required to teach knowledge and skills to ancillary, medical and nursing staff, as well as a wide variety of professionals throughout the organisation.
- Provides clinical expertise and advice to all levels of staff, from Consultants to ancillary staff
- During resuscitation courses all interpersonal skills are required, including motivation, persuasion, tact, empathy and reassurance in order for participants to understand the complicated information and skills required.
- Must be able to demonstrate the English language proficiency level required for this post
- Communicate with staff of all levels to motivate and advise on achieving high standards of patient care.
- Must be able to demonstrate the English language proficiency level required for this post.

2. Knowledge, Skills, Training and Experience

Essential

- Registered Nurse/ Registered Midwife/ Allied Health Professional with Registered Professional body status (eg. NMC or HCPC)
- Post basic study to Diploma, or Degree level.
- Experience in teaching Resuscitation to groups
- Qualification in teaching, learning and assessing in clinical practice and trained clinical supervisor
- Current Advanced Life Support or Advanced Paediatric Life Support Provider
- Specialised knowledge acquired through experience, attendance on relevant Study days and short courses as well as yearly and 3 yearly updates.
- Specialist knowledge required in order to teach advanced theoretical and practical skills to senior medical personnel including consultants and registrars, nurse consultants and members of the multidisciplinary team from other fields.
- Self-Directed study conducted to keep up to date with current practices and policies which may impact on role.
- Communication and interpersonal skills required in order to provide detailed advice to specialists and non-specialists throughout the organization regarding resuscitation practice and training.
- Basic keyboard skills required for data entry and driving license essential.
- To lead, inspire and motivate others to high performance by agreeing clear goals and objectives, providing support and guidance and creating opportunities for development.
- To contribute to the development of a culture of high engagement, where staff are empowered and entrusted to provide the best services and care for patients.
- To promote and facilitate innovation and continuous improvement to deliver better services for service users and patients.
- It is an essential requirement of the role that the post holder has a valid driving licence and is either a car owner and able to use the car for work purposes, or has a Trust personable lease vehicle which may be used for the role. However, the Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role.

Desirable

- Knowledge of or experience in coaching and mentoring practices and tools.
- Knowledge of or experience in Quality improvement tools, techniques and methods.
- Generic Instructor course
- Advanced Life Support Provider
- Experience of managing change or practice development
- Previous experience of teaching large groups.

3. Analytical Skills
<ul style="list-style-type: none"> Required to make decisions and judgements on situations which require immediate action, such as cardiac arrests and deteriorating patients at risk of cardiac arrest. Analyse complicated situations during assessment of resuscitation skills of other staff, including senior medical personnel, with interpretation and judgement requirements regarding their competence to pass the course. Analyse and interpret data collected from audits carried out within the department, to formalise action reports and modifications in practice.
4. Planning & Organisational Skills
<ul style="list-style-type: none"> Actively participate in the planning and development of trust wide training plans. Skills in planning and organising nationally accredited courses.
5. Physical Skills
<p>Highly developed dexterity skills including;</p> <ul style="list-style-type: none"> Skills required to perform chest compressions competently for periods of times during training, and in medical emergencies. Keyboard skills Driving skills.
6. Patient/Client care
<ul style="list-style-type: none"> The role requires the provision of specialized advice and education regarding resuscitation procedures which contribute to the diagnosis and care of patients in a peri & post arrest, and cardiac arrest situations.
7. Policy & Service Development
<ul style="list-style-type: none"> Member of the Resuscitation Committee Works within Northumbria healthcare NHS Trust policies and procedures
8. Financial & Physical Resources
<ul style="list-style-type: none"> Responsible for the safe use of expensive resuscitation equipment throughout the trusts 9 hospital sites
9. Human Resources
<ul style="list-style-type: none"> Responsible for the delivery of teaching and training of resuscitation courses and skills during training sessions to fulfil Resuscitation training requirements

10. Information Resources
<ul style="list-style-type: none"> • Responsible for data input into own database, on a daily basis, regarding all resuscitation training courses and equipment • You will be expected to have basic functional skills, including literacy, mathematics and digital skills. Digitally literacy is the ability to locate, organise, understand, evaluate and analyse information using digital sources. This is in line with 'digital readiness indicator for health and social care', which has been developed in the Building a Digital Ready Workforce Programme (BDRW), between Health Education England (HEE) and NHS Digital, and is part of the Government's Digital Transformation Portfolio (DTP) (2019)
11. Research & Development
<ul style="list-style-type: none"> • Ongoing audit of all cardiac arrests and their outcome throughout the trust. Regularly responsible for resuscitation equipment testing (at least 1x week).
12. Freedom to Act
<ul style="list-style-type: none"> • Works within the NMC Professional Code of conduct and within Trust policies and procedures. • Specialist practitioner in resuscitation service. Workload is allocated but works autonomously and uses initiative to ensure expected standards are achieved. • Any major problems are referred to line manager. Line manager not always available for consultation e.g. if out of area/poor signal.

Standards

The statements outlined below are the standards of which all employees of Northumbria Healthcare Trust are expected to comply.

Works to the standards expected in the Northumbria Healthcare NHS Foundation Trust statement of values.

Risk Management - to deliver the quality standards and targets outlined in the Trust's Risk Management Strategy and local operational policies

Infection Control:

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role

Health and Safety:

Managers have a duty to ensure that safe systems of work are used within their area of responsibility; to investigate accidents and incidents; to arrange for risk assessments to be conducted annually, and to ensure staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to cooperate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Patient, Carer & Public Involvement:

Managers have a duty to ensure that the principals of patient, carer and public involvement are adhered to throughout all areas of responsibility in line with Section 242 of the NHS Act 2006 (as amended by the Act 2012) which requires the duty to involve and consult users. A 'user' is defined as someone who is using services, or someone who may use them. In addition, this requires NHS organisations to involve and consult patients and the public in; The planning and provision of services and the development and consideration of proposals for changes in the way services are provided.

This ensure that patients are the focus of everthing we do, we share good practice in line with Trust policies and procedures, this includes learning from complaints and concerns.

Safeguarding:

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

Environment and Sustainability:

The trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.

Appendix 1

NOTE: This appendix is not intended to form part of the 'official' Job Description, but is intended for Job Evaluation purposes only.

Effort and Environment:

Physical –

- *Excessive to moderate physical effort required to lift and carry resuscitation equipment 2-4 times daily for short periods*
- *Occasional need to run to cardiac arrest situations as a member of the cardiac arrest team.*

Mental –

- *Frequent need for prolonged concentration when conducting training sessions.*
- *Concentration required when inputting data in to computerised systems ranging from 10 min to 2 hours on a daily basis.*

Emotional –

- *Frequent exposure to distressing situations when arriving at a cardiac arrest scene.*
- *Occasional support and reassurance for members of staff who are upset at cardiac arrest situations*

Working Conditions –

- *Driving between Trust sites required on a daily basis, occasionally long distances when travelling to further away sites or to 2 or more sites in one day.*

Appendix 2

Grid

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*		X
2.	Manual Handling Operations	X	
3.	Dust, Dirt, Smells		X
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)		X
5.	Patient Contact	X	
6.	Babies/Children Contact	X	
7.	Food handling / Preparation		X
8.	Driving	X	
9.	Fork Lift Truck Driving		X
10.	User of Display Screen Equipment	X	
11.	Noise		X
12.	Infestation		X
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	X	
14.	Excessive Cold		X
15.	Excessive Heat		X
16.	Inclement weather	X	
17.	Radiation		X
18.	Laser Use		X
19.	Heights over 2 metres		X
20.	Confined Spaces	X	
21.	Vibration i.e. Power Tools		X
22.	Using machinery with moving/exposed parts		X
23.	Shift work		X
24.	Use of latex products	X	
25.	Physical violence / aggression		X
26.	Employment of young people		X
27.	Any other hazards please specify		X
28.	Other		

If any hazard is identified above please give details below.

*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Person Specification

Job Title:	Resuscitation Officer	
Department:	Medicine	
Location:	Trust wide	
Specification	Essential	Desirable
Qualifications / Professional Registration	<ul style="list-style-type: none"> NMC/HCPC (AHP) registered practitioner Immediate Life support/Paediatric Life support provider Post basic study to Diploma, or Degree level Qualification in teaching, learning and assessing in clinical practice and trained clinical supervisor 	<ul style="list-style-type: none"> Generic Instructor course Advanced Life Support Provider
Experience and knowledge	<ul style="list-style-type: none"> Previous Post Registration experience working in an acute care setting Expert in clinical specialism 	<ul style="list-style-type: none"> Experience of managing change or practice development
Skills and abilities	<ul style="list-style-type: none"> Possession of excellent communication and interpersonal skills. Presentation skills for education and training IT skills Ability to work across professional boundaries. Must be able to demonstrate the English language proficiency level required for this post. 	<ul style="list-style-type: none"> Previous experience of teaching large groups.
Personal attributes	<ul style="list-style-type: none"> Motivated and enthusiastic Proactive approach to practice development Flexible approach to workingAbility to manage own time and workload. Learning agility and commitment to self-development 	
Other requirements	<ul style="list-style-type: none"> It is an essential requirement of the role that the post holder has a valid driving licence and is either a car owner and able to use the car for work purposes, or has a Trust personal lease vehicle which may be used for the role. However, the Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role. 	

