

## **JOB TITLE: Clinical Practice Training Facilitator**

### **Position in Organisation**

**Reports to:** Clinical Training and Education Lead  
**Line Manager for:** N/A  
**Department:** Education

## **1. Overview of Pilgrims**

Employing over 400 staff and supported by around 1,500 volunteers, Pilgrims Hospices is one of the largest hospices in the UK.

Pilgrims provides palliative care for adults with a range of illnesses that cannot be cured including cancer, heart failure, respiratory conditions and neurological diseases. Care is provided from the three sites in Canterbury, Ashford and Thanet, in patients' homes and via community programmes. Care is also extended to families and carers. Pilgrims well-resourced multidisciplinary team includes consultants, nurses, counsellors, social workers, complementary therapists and chaplains, with support from other dedicated therapy staff.

To keep delivering care to those who need it most, Pilgrims has to raise in excess of £11 million each year. The majority of this comes from our local community. Pilgrims Hospices has its own lottery and a chain of shops in east Kent.

In addition, Pilgrims has a central services team comprising Human Resources, Education, Accounts, IT, Supporter Services, Fundraising and Marketing.

## **2. Job Purpose**

To support the delivery and facilitation of clinical education and training across Pilgrims Hospices internally. Facilitating and educating when required externally within the collaborations Pilgrims is a part of.

Support in the design and implementation of training programmes according to the organisations needs as a whole and towards individual areas where appropriate.

Support the delivery of Clinical Education based projects and ensure they are aligned to the wider overall Education Strategy.

To promote the most up to date evidence based practice skills sessions for teams to utilise towards their roles to improve standards of patient care. Promote and deliver high quality palliative and end-of-life care education externally. Aid the overall aim to improve standards of palliative and end of life care for the people of East Kent and as part of collaborations with other hospices.

## **3. Key Duties and Responsibilities**

### **Clinical Training**



- To support the lead for Clinical Education and Training to design/deliver evidence-based clinical training programmes, building on Pilgrims established programme and updating/innovating whenever necessary to meet the training needs of local health and social care professionals and Hospice staff.
- Alongside the Lead for Clinical education and Training, liaise with Commissioners/Hospice UK/Local hospice education collaborative and any other relevant bodies to ensure Pilgrims is aware of and responding to all local training needs and funding opportunities and working collaboratively wherever this is beneficial.
- Support the Education and Training Group to develop and deliver Pilgrims Hospices' clinical strategy.
- To ensure high quality training for Pilgrims clinical staff to maintain all standards required in their competency frameworks.
- Act as an effective member of the education team, developing and delivering bespoke training programmes as required.
- To maintain knowledge of national reports, guidance and initiatives relevant to palliative and end-of-life care, education and learning.

## General Statements

### Corporate Governance

The post holder must, at all times, act honestly and openly and comply with relevant corporate governance requirements, employment legislation and standards of business conduct. Post holders are expected to be familiar with and comply with all policies and procedures published by Pilgrims Hospices in East Kent.

### Health and Safety

Under the Health & Safety at Work Act (1974), it is the responsibility of the postholder at every level to take care of his/her own health and safety and that of others who may be affected by their acts at work.

### Code of Conduct

The postholder is required to observe the following principles:

- Make the care and safety of patients his/her first concern and act to protect them from risk
- Respect the public, patients, relative, carers, staff and partners
- Be honest and act with integrity
- Accept responsibility for his/her own work and the performance of the people the postholder manages
- Show commitment to working as a team member by working effectively with team members and the wider community
- Take responsibility for own learning and development
- In all actions undertaken have regard for the hospice reputation



## Flexibility

The postholder is expected to work flexibly to be able to meet the challenges and opportunities of working within Pilgrims Hospices, which may mean working across sites and the community areas supported by those sites to maintain appropriate staffing levels.

## Data Protection

Ensure that all data is processed in a fair and lawful way for the specific identified purpose, in line with the General Data Protection Regulations (GDPR), national data protection legislation and Pilgrims Hospices' Data Protection Policy. Data must not be disclosed in any manner which is incompatible with the purpose and to any unauthorised persons or organisations.

## Other

Post holders are expected to be familiar with and comply with the policies and procedures published by Pilgrims Hospices. This job description is a reflection of the current position and the postholder is expected to view it as a guide rather than an exact description of all duties and responsibilities. It may be subject to variation from time to time.

The Job Description is not exhaustive. The Post holder will be required to undertake any other duties that may be required by the Line Manager, commensurate with the level of the post.

## Pilgrims Hospices – Person Specification

### Clinical Practice Training Facilitator

This specification sets out the essential, minimum qualities we are seeking for this post. Please ensure that your application demonstrates how you meet the criteria. You may include voluntary, unpaid and paid work.

Essential	Desirable
<b>Experience</b>	
At least 4 years' experience of a developing and delivering teaching/training in a clinical setting.	Experience of working in an End of Life care environment.
	Experience of working in care home sector.
	Management experience and skill.
	Experience in NHS commissioning.
<b>Qualifications</b>	
Formal qualification in teaching and/or training.	Accredited/registered health care professional
Postgraduate teaching qualification.	
<b>Skills, Knowledge &amp; Abilities</b>	
Strong interpersonal skills and an ability to work with a diverse range of individuals.	Be able to use PowerPoint and Word effectively.
Able to utilise Microsoft office package.	
Demonstrated ability to present effective communication to individuals, groups and the public.	Completed or booked on Advance Communication Skills Training.
Extensive understanding of palliative and end of life care practice.	



A full understanding of CQC requirements relating to staff training and development.	
<b>Other Requirements</b>	
Ability to work in a multi-professional environment Flexible approach to working patterns and the changing needs of healthcare	To deliver education and training.
Willingness to work across Hospice sites, including external settings.	
Strong motivation to work at Pilgrims Hospice	
Car Driver / Access to a vehicle	

