

# Job description

## AHP Practice Education Facilitator



...we are caring and compassionate

...we deliver quality and value

...we work in partnership

<b>Job title:</b>	<b>AHP Practice Education Facilitator</b>
<b>Team:</b>	<b>Workforce Development Team</b>
<b>Reports to:</b>	<b>Head of Clinical Education</b>
<b>Accountable to:</b>	<b>Director of Human Resources and Organisational Development</b>
<b>Band:</b>	<b>Band 7</b>
<b>Location:</b>	<b>MCH House / working from home</b>
<b>Last updated:</b>	<b>April 2024</b>

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## Job purpose

To support the continual development of clinical practice, professional standards and service provision in order to achieve excellence and improve patient outcomes. This will be achieved through workforce development, education, promotion of quality learning environments, audits, research and service development.

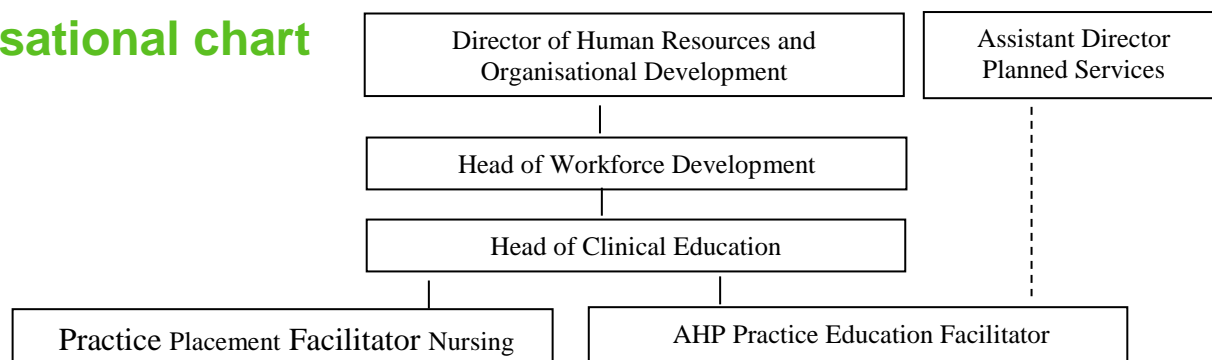
You will be an experienced AHP professional and a practice educator taking the lead on developing the learning environments across professional fields. Working with senior AHPs and managers to identify and help meet training and development needs for students, apprentices and MCH staff. Contributing to the planning, development, implementation, and delivery of AHP training programmes for health care staff and learners across the organisation. These include preceptorship, clinical placement expansion, clinical educator development and AHP support worker development. Ensuring there is effective and proactive development and training of all AHP groups.

## Key Accountabilities:

- Promote high standards of care through the demonstration of clinical expertise.
- Facilitate the creation of a positive multi-professional learning environment in the work place where staff development is encouraged and supported.
- Leading AHP student placements and the AHP placement expansion project whilst working in partnership with the link clinicians, ward/placement managers, professional leads, university tutors, practice educators and lecturer practitioners and colleagues to achieve this.
- Have a good understanding of the practice requirements of pre-registration learners across a range of professions and ensuring that the practice experience for students and staff is meaningful, beneficial and meets their learning outcomes as deemed appropriate.
- Facilitate the induction, education and continuing professional development for all levels of registered and non-registered AHP staff within the multidisciplinary teams.
- Work alongside staff in individual teams undertaking a key role in practice development, such as practice education, preceptorship, competencies, apprenticeships, return to practice.
- Translate AHP organisational and national priorities such as changes in AHP standards, new clinical roles such as Apprenticeships into designated services within MCH.
- Work closely with AHP Faculty, local HEIs and MCH services ensuring that national and local workforce and development strategies are aligned, communicated and embedded into their designated service with the specific focus on staff development training and quality.
- Support existing link clinicians, staff new to supporting students as well as staff undertaking practice educator programmes. Ensuring there is sufficient provision of practice educators across relevant service areas.
- Monitor placement capacity with a view to increasing the availability of student placements within MCH
- Assessing the quality of practice learning environments; ensure that all placements are continuously evaluated and feedback is reviewed and addressed in a timely manner
- To be aware of themes and trends arising from clinical areas and work with HEI's and practice educators when the learning opportunities may have been compromised, ensuring actions are developed and completed
- Represent the department at any meetings as directed, maximising the profile in an appropriate and professional manner.
- To work with the Head of Practice Development to manage and monitor contracts with educational institutions and training providers.
- To assist with investigations and have ability to undertake investigations as required

This post would be of interest to those considering a career in education and can be a job share.

## Organisational chart



## Role requirement and person specification

Criteria	Essential
Qualifications, training, knowledge and experience	<ul style="list-style-type: none"> <li>Registered AHP Practitioner</li> <li>Professional knowledge acquired through degree supplemented by specialist professional knowledge and specialist knowledge of mentorship, education and development of practice to masters level</li> <li>plus evidence of continuing personal and professional development</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>Recent experience of working at a B7 level</li> <li>Evidence of ongoing professional Development</li> <li>Willingness to undertake ongoing professional development</li> <li>Experience of delivering on development initiatives and leading change with individuals and teams.</li> <li>Experience of report writing and presentation</li> <li>Knowledge of the national priorities relating to provision of AHP services</li> <li>Knowledge of practice development and change management.</li> <li>Knowledge of the NHS agenda of how it impacts on service delivery</li> <li>Ability to think strategically. Develop and deliver strategies and plans.</li> <li>Ability to implement and evaluate successful change programmes.</li> </ul>
Communication skills	<ul style="list-style-type: none"> <li>The practitioner will provide and receive complex information communication skills requiring persuasive, motivational and negotiating skills to ensure effective communication with colleagues/staff members/HEI's which facilitate and promote multi – disciplinary working.</li> <li>Presents and delivers training to various groups</li> <li>To participate in local and sector wide forums on behalf of the organisation relating to key work streams so as to inform wider strategy and champion local implementation</li> <li>To establish and maintain productive working relationships and communications with key stakeholders, implement a process of effective communication with link clinicians and AHP teams, ensuring that staff are able to inform developments and contribute to change</li> <li>To maintain effective working relations with colleagues at all levels and from all professions within the organisation and beyond, ensuring effective communication at all times.</li> </ul>
Analytical and judgemental skills	<ul style="list-style-type: none"> <li>Analyse complex facts/situations or information and using judgement skills to formulate solutions</li> <li>Recommend on the best course of action and adjust/reformulate when necessary.</li> <li>Experience and ability to critically analyse the adaptive needs of the staff and service in relation to learning and education</li> </ul>
Planning and organisational skills	<ul style="list-style-type: none"> <li>Plan and organise complex work programmes e.g. student placements, preceptorship programmes, apprenticeship programmes that will require adjustment in response to service and HEI needs.</li> </ul>
Physical skills	<ul style="list-style-type: none"> <li>IT skills, ability to use Microsoft packages, such as Word, Excel, Outlook, Power Point and other software packages</li> <li>Standard keyboard skills</li> <li>Demonstrate clinical activities to staff</li> </ul>
Responsibility for patient care	<ul style="list-style-type: none"> <li>To work in accordance with the HCPC and relevant professional bodies Codes of Conduct, and organisational Policies and Procedures.</li> <li>Provides specialized advice in relation to the care of patients to students, less experienced</li> </ul>

Criteria	Essential
	<p>staff, new starters</p> <ul style="list-style-type: none"> <li>Provides best practice advice in a clinical setting to educators, link clinicians, preceptors and staff in relation to clinical practice and governance</li> <li>Role model for AHP standards and clinical care</li> </ul>
Responsibility for policy and service development	<ul style="list-style-type: none"> <li>Adhere to legislation, policies, procedures and guidelines both local and national</li> <li>Proposes policy changes that impact beyond own team e.g. preceptorship policy, apprenticeship policy, national directives specific to AHP education and development</li> <li>Ensure that clinical practice is evidence based and utilises audit to validate outcomes.</li> </ul>
Financial and physical resources	<ul style="list-style-type: none"> <li>Exercise personal duty of care in the safe use and storage of equipment</li> <li>Be environmentally aware and prudent in use of resources and energy</li> <li>Contribute to achieving the overall financial goals of the organisation and the monitoring and effective use of resources, ability to organise and utilise resources to achieve value for money.</li> <li>Identify potential funding opportunities and lead the development of bids for funding</li> </ul>
Human resources	<ul style="list-style-type: none"> <li>Develops and provides education and training for students, less experienced staff and mentors</li> <li>Advise MCH staff in relation to educational opportunities, in particular apprenticeship pathways, practice educator courses, progression routes and opportunities.</li> <li>Monitor the number of practice educators within MCH and encouraging new staff to undertake this particular training.</li> <li>Facilitate learning and continuing development of all clinical staff within MCH, ensuring that education is responsive to service development needs.</li> <li>To lead in the process of ensuring multi-disciplinary training meets specific initiatives</li> <li>In conjunction with Heads of Service/Senior AHP colleagues/link clinicians identify and address the educational implications of audit findings and clinical incidents.</li> <li>Overall responsibility for the practice development of clinical staff within the AHP speciality.</li> <li>Willing to undertake additional training required by the service</li> </ul>
Information resources	<ul style="list-style-type: none"> <li>Maintain professional standards of record keeping</li> <li>Records personally generated information e.g. maintain records of training undertaken by each member of staff.</li> </ul>
Research and development	<ul style="list-style-type: none"> <li>Carry out audits relevant to practice development and clinical education</li> <li>Development of evidence-based practice and innovation in the delivery of health and care</li> <li>Adhere to ethical, legal, governance and quality assurance frameworks that pertain to research development and innovation</li> <li>To promote research awareness by, disseminating appropriate evidence-based and research findings relevant to the clinical practice area.</li> <li>To participate in research and audit activities that provide robust theoretical and conceptual frameworks in collaboration with academic institutions</li> </ul>
Freedom to Act	<ul style="list-style-type: none"> <li>Guided by broad occupational policies and procedures e.g. AHP national policy, Kent and Medway AHP Faculty</li> <li>Results are defined by post holder</li> <li>Lead on development/implementation of mentorship/education practice programmes and learning environment in line with educational policy</li> </ul>
Effort factors	<p><b>Physical effort:</b> Occasional moderate effort on a frequent basis, e.g. when undertaking carrying out the manual handling of individuals and equipment in line with organisational guidelines Use a combination of sitting, standing, walking bending and stretching throughout the shift Inputting at keyboard daily/use of VDU continuously</p> <p><b>Mental effort:</b> Frequent concentration required for report writing, coaching, carrying out clinical interventions/treatment Work pattern predictable on occasion unpredictable depending on service needs</p> <p><b>Emotional effort:</b> Dealing with staff and patients with emotional or challenging behaviour/situations e.g. feedback on performance, failing students Occasional exposure to aggressive and/or verbal behaviour</p> <p><b>Working conditions:</b> Travelling to various sites across the organisation Mixture of working from home and working from open plan office Occasional exposure to unpleasant working conditions e.g. smells and odours when working in a clinical environment</p>