JOB DESCRIPTION

Title: Trainee Consultant Practitioner: Frailty

Grade: Minimum Band 6/7 secondment

Reports to: Programme Lead and Mentor

Professional Accountability: Clinical Professional Lead within each placement site

Hours: 37.5 pw

Duration: 3 years

This is a training and development post to prepare individuals to the AFC level 8b level of Consultant Practitioner / Clinical Leader. It provides a unique opportunity for service, personal, professional and academic development. This post is a 36 month secondment funded by the Health Education Thames Valley and Wessex Local Education and Training Board’s. The appointee will spend his/her time on placement and attend a post-graduate academic programme at a local University on a part-time basis.

The service and personal development aspects of the role will be dependent on the needs of the sponsoring Trust as well as those of the trainee. However, the focus of the training and development programme will be to equip the individual to be able to undertake the role of a Consultant Practitioner, or equivalent. The post-holder will be expected to be delivering clinical care for 50% of their time. The other 50% of their time will be devoted to service, professional and personal development.

This job description is indicative of the areas of activity and responsibility encompassed by this role. It is anticipated that these will be refined and adjusted with the successful candidate once an appointment has been made.

1 Role Outline

1.1 The role is achieved through a combination of:
   • direct patient contact and clinical excellence in practice,
   • role modelling, mentoring, supervision and tutoring for/of staff,
   • research and clinical audit, and
   • the development and delivery of formal education programmes.

1.2 To achieve clinical and academic competence the trainee will work in partnership to enable the practical and strategic development of contemporary clinical practice. The trainee will therefore develop and improve the quality and outcomes of care that is responsive and sensitive to individual need.
1.3 To develop personally, professionally and academically in line with agreed personal development plans.

1.4 To develop skills in consultancy, professional and strategic leadership within integrated multi agency service development.

1.5 To work across disciplines and service boundaries in order to support integrated pathways of care.

1.6 To participate and contribute to the development of the body of knowledge in the specialism, through research, publication and dissemination of evidence or innovation.

1.7 The trainee will develop a leadership role in education, research and evidence focussed practice. The trainee will support innovation, holism and best practice.

2. **Expert Clinical Practice**

The trainee will:

2.1 Participate in the development of contemporary clinical services designed to offer highly specialised, skilled clinical interventions in partnership in collaboration service users, carers and other service providers, across agencies.

2.2 Develop advanced assessment and communication skills, involving intense concentration, to maximise service user and provider engagement, particularly in situations that challenge services.

2.3 Develop skill in order to lead Comprehensive Geriatric Assessment (CGA).

2.4 Develop and facilitate the implementation of service user and carer engagement.

2.5 Provide and promote person centred care.

2.6 Work in collaboration to develop expert skills in assessment, intervention and clinical consultation.

2.7 Establish highly specialised knowledge and skills, to enable recognition as a clinical expert (e.g. in user / carer engagement, risk assessment and management, treatment approaches and clinical evaluation).

2.8 In collaboration with others, coordinate risk management plans relating to safeguarding adults and maintain an accurate record of risk, actions taken and investigations.
2.9 Critically appraise, evaluate and apply knowledge of theoretical frameworks, evidence and research findings in practice.

2.10 Build skills in making judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options, in highly emotive situations.

2.11 Under supervision, develop, establish and lead on integrated standards of clinical care, protocols and guidelines and enable facilitation of change.

3. **Professional Leadership and Consultancy**

The trainee will:

3.1 Act as a resource and provide advice in relation to clinical interventions drawing on the existing evidence base, policies, guidelines, service development and delivery

3.2 Demonstrate the ability to provide highly complex or sensitive information, where developed persuasive, motivational, negotiating, empathic and/or reassuring skills are required

3.3 Develop and demonstrate the ability to reconcile inter and intra professional / agency differences

3.4 Establish skills as an expert professional leader, act as a role model and provide clinical supervision to clinicians as appropriate

3.5 Develop and sustain clinical networks to support the specialism locally, and engage with networks nationally to share knowledge and expertise and participate in national and international audits of services.

3.6 Identify and disseminate legal and ethical implications for practice.

3.7 Develop consultancy skills in the development of policies and services

3.8 Actively participate in Clinical Governance programmes, relating this to national and local priorities.

4. **Education, Training and Continuous Professional Development**

The trainee will:

4.1 Continually review the evidence base for clinical practice and therapeutic interventions and update the knowledge and practice of self and of colleagues as required.

4.2 Create a positive learning environment where skills and knowledge can be shared using a variety of media thereby developing a culture of continuous improvement and development of clinical practice.
4.3 Develop academic supervisory skills, acting as an educational supervisor to clinicians who are engaged in academic study.

4.4 Participate in regional and national networks to further the wider development of knowledge and specialist practice.

4.5 Work in partnership to create innovative training and educational opportunities with Higher Education and other service providers.

5. Practice and Service Development through Research and Evaluation

The trainee will:

5.1 Support a culture that enables and supports clinicians to undertake and disseminate research as well as apply evidence based practice.

5.2 Lead a negotiated and appropriate service development project during each placement.

5.3 Critically appraise the outcomes of research in the specialist field, use findings to inform the strategic direction of services and advise colleagues of relevant findings.

5.4 Inform the development of clinical audit cycles.

5.5 Participate in the review and update of clinical policies and protocols in order to reflect the latest evidence.

5.6 Identify areas of clinical practice for audit and participate in the audit process, assisting the implementation of change leading to the standards of best practice.

5.7 To contribute to the experience of learners and to ensure delivery of mentorship/supervision requirements meeting professional standards for students.

6. General

The post-holder will:

6.1 Comply with and abide by their code of professional conduct.

6.2 Ensure compliance by self and staff of Standing Orders, Standing Financial Instructions, Policies, Procedures and Guidelines, including taking all reasonable steps to manage and promote a healthy working and anti-discrimination environment.

6.3 Adherence to professional confidentiality standards.
DATA PROTECTION ACT 1998:

Under the provision of the Act, it is the responsibility of each member of staff to ensure that all data, whether computerised or manual, is kept secure at all times. This includes data relating to clients and other members of staff. Data must not be disclosed to any unauthorised person and must be regarded as strictly confidential at all times. Failure to adhere to this instruction will be regarded as serious misconduct and could lead to dismissal.

CONFIDENTIALITY

The post holder will be in possession of personal details of clients and their treatment. The information is highly confidential and must not be discussed or divulged to any unauthorised person. Any such instance would result in instant dismissal.

NB: This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description does not constitute part of the Contract of Employment.