 **Job Description**

**Job Title**: Professional Practice and Infection Prevention & Control (IPC) Lead

**Hours**: 19 hours over a minimum of three days a week.

**Band: Rowcroft band E/F dependent on experience**

**Location:** Rowcroft Hospice.

**Reporting to**: Deputy Director of Patient Care & CQC Registered Manager

**Job purpose**: Our Vision is to make every day the best day possible for our patients and their families in South Devon. As a member of our patient care team you will deliver this leading on Professional Practice at Rowcroft Hospice across all our clinical services. You will work collaboratively to build a commitment to compassion, caring and strong ethical values, continuous development, accountability and responsibility for own clinical practice.

**Our Values:**

Honesty & Integrity Generosity of Spirit Respect Team Player

**Key Responsibilities:**

1. Lead all professional practice activities. Work closely with the ‘Deputy director of Patient Care & CQC Registered Manager’ to ensure that nurses meet required national, regional and local professional standards and regulations and further develop a culture of continuous quality improvement.
2. Be a hands-on and visible presence to enable professional practice objectives to be met across all clinical teams including the inpatient unit and community teams and Hospice at Home team.
3. Create a climate where individuals understand their roles and responsibilities, feel empowered to be effective within their role using restorative principles and critically appraise their own practice.
4. Lead on the specific professional practice areas (these may be time limited to a point where they can be delegated) including the development and implementation of clinical skills and competencies and service reviews.
5. Support clinical managers in areas relating to professional practice and development.
6. Participate in and lead on investigations or complaint responses under the direction of the deputy director of patient care.
7. Actively participate in the Quality and Patient Safety committee.
8. Play an active part in policy review and development alongside the patient care team. Support clinical team members with policy related work. Support clinical team members to be aware of policies and SOPS and consider use of dynamic ways to bring these to life in a clinical sense.
9. Lead on the development of infection control and prevention policies, guidance, training and audit under the direction of the Infection control team at Torbay Hospital.
10. Oversee infection control audits and support the team through their link roles to develop and implement action plans as needed. Attend the Torbay Hospital infection control infection control committees at least 3 times a year. Disseminate information as deemed necessary from the committee.
11. Ensure all clinical colleagues adhere to all Health & Safety requirements, including Covid-19 (and other infections) secure processes and procedures.
12. Promote a culture of continuous learning and development, constructive enquiry and feedback, and wellbeing. Help to create an environment that is continually critically questioning practice and promoting learning.
13. Identify and support additional educational needs of the clinical staff to develop and contribute to providing high quality care.
14. Participate and lead in audit with a focus upon quality improvement.

**Personal development**

1. Identify your own learning and development needs, undertake continuous professional development and actively engage in clinical supervision, maintaining an objective and innovative practice.
2. Play an active part in team meetings and ensure your mandatory and other relevant training is kept up-to-date.

This list can never be exhaustive but covers most of the work you’ll be doing - always with talent, initiative and a commitment to great customer service.

**Infection Prevention**

All Rowcroft Hospice employees in both clinical and non-clinical roles are required to adhere to the Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times to reduce the burden of Healthcare Associated Infections including MRSA.

You agree to the following:

* 1. To decontaminate your hands prior to and after direct patient care or contact with the patient's surroundings;
  2. To take part in mandatory infection control training provided;
  3. To responsibly manage your own infections (other than common colds and illness) that may be transmittable to patients, including to contact Occupational Health for guidance.

**Place of work:**

This role has been identified as a field worker and will spend planned time at Rowcroft sites or other locations as the role requires which could include patient homes and Rowcroft and non-Rowcroft locations to meet the needs of the service.

This will be fully discussed and agreed with the postholder to meet individual and business needs.

**Person Specification**

**Professional Practice and Infection Control lead**

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| **Attributes** | **Essential** | **Desirable** |
| **Qualifications and Training** | * Registered Nurse * BSc/BA degree in nursing * Willingness or working towards a Masters in health related subject, * Teaching, clinical supervision facilitation or coaching experience or completed Rowcroft’s ‘train the trainer’ course or equivalent. | * Masters in palliative care or nursing * Qualification in teaching/training others * Qualification in teaching coaching/mentoring |
| **Knowledge and Skills** | * Considerable knowledge in professional practice. * Expert nursing knowledge in palliative/cancer care or chronic disease management * Leadership skills * Teaching skills - informal * Knowledge of and basic skills in quality improvement models * Analytic, creative and evaluative thinking skills and evidence of application * Effective verbal and written communications | * Advanced clinical reasoning - problem solving and offering solutions * Advanced skills in quality improvement. * Leading professional practice investigations. |
| **Experience** | * Senior level experience in palliative care/cancer care or chronic disease management. * Experience in implementing competencies and professional practice standards * Proven ability to be part of a committed and hardworking team in line with the ethics and values of Rowcroft Hospice, acting in the best interests of Rowcroft at all times. | * Professional practice role. * Experience of effectively leading and managing teams. * Leading change. * Experience of being involved in managing service change. |
| **Personal Requirements** | * Leadership through creative problem solving, a positive can-do attitude and a willingness and desire to ensure all who come into contact with Rowcroft have the best possible experience. * Excellent interpersonal skills, including the ability to establish collaborative working relationships * Able to adapt communication styles to meet needs of staff at all levels. * Ability to motivate, engage and inspire others. * Ability to work under pressure and meet deadlines. * Ability to develop and work towards organisational and service goals * Highly developed organisational skills including planning complex service delivery * Excellent level of self-awareness and openness to solicit and engage with constructive feedback * Willing and able to volunteer for at least one Rowcroft event each year. |  |