

**AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS
TRUST
Job Description**

Job title:	Resuscitation Officer
Salary band:	Band 6
Responsible to:	Head of Physical Health
Accountable to:	Director of Nursing and Quality
Hours per week:	37.5
Location:	Callington Road Hospital, Bristol

Summary

In conjunction with the Resuscitation Lead, support the effective provision of a comprehensive resuscitation service/ clinical skills/ simulation across the entire organisation including community, ensuring that systems are in place to inform staff of the Trust’s resuscitation policies and procedures, along with individual responsibilities related to resuscitation.

Support the planning, implementation and delivery of resuscitation training, ensuring that eligible staff across the Trust including community settings are provided with sufficient training sessions to ensure that staff are adequately and appropriately trained in resuscitation skills and practice.

In conjunction with Avon and Wiltshire Mental Health Partnership NHS Trust Physical Health Management Group, is responsible for the Trust’s compliance with NHSLA, CQC and Resuscitation Council (UK) standards/ guidelines.

The post has both clinical, administrative and supervision requirements where the post holder will be required to be flexible to respond to resuscitation calls and requests for training.

AWP Recovery Statement

We in AWP place recovery and re-enablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope
- Partnership
- Maximising opportunities every day, in all that we do

Patient Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly the Trust’s motto of ‘You matter, we care’. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. ‘You matter, we care’ should shape your approach to all those who have contact with our Trust.

Living our Values – Shared Statement

In all your contacts with our stakeholders, your behaviours should reflect whole heartedly the Trusts

PRIDE values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

Education

In liaison with the Resuscitation Lead, the Resuscitation Officer will;

- Be responsible for the design, planning, organisation, delivery and evaluation of annual resuscitation training programmes, including in-situ simulation as appropriate to meet the needs of all external monitoring bodies, including but not limited to NHSLA, CQC, Resuscitation Council (UK) and ALSG. Ensuring that all relevant Trust staff have access to and are adequately trained in appropriate resuscitation skills and practice, and access to annual in-situ simulation training.
- Ensure that all qualified nursing, AHP's and medical staff are offered or have undertaken training in their role as part an emergency response team, familiarisation with the relevant equipment and resuscitation leadership in accordance with Trust guidance.
- Support the Resuscitation Lead, in conjunction with the Trust Physical Health Management Group for deciding the appropriate level of training to be delivered to the multidisciplinary staff groups within the Trust.
- Support the wider physical health training agenda in the development and delivery of physical health related training to the multidisciplinary staff groups within the Trust.
- Maintain professional knowledge, identifying own education and training requirements, maintaining RC (UK) Instructor/ Provider status on ALS courses to support the clinical workforce with their reflection and practice.

Clinical

- Analyse clinical information relevant to resuscitation and make treatment decisions based on relevant information whilst providing guidance to clinical colleagues during cardiac and peri-arrest events.
- Provide clinical expertise and professional advice in relation to resuscitation and medical emergencies and support staff within clinical teams across all localities.
- Provide emotional and pastoral support to staff as required within the scope of personal and professional competence, if failure or emergency incidents have occurred.
- Act as a credible role model and demonstrate effective organisational and leadership skills, promoting high quality patient care.

Service Development and Planning

- Working with localities, assume responsibility for 'Resuscitation Bags' across the Trust, developing a system to manage equipment to offer assurance that appropriate and relevant equipment is in place and is replenished when used.
- Advise the Trust Physical Health Management Group on recommendations in best practice. Be a key influencer in what equipment is to be used by the Trust in clinical resuscitation, ensuring staff are trained to use such equipment.
- Support the Resuscitation Lead to ensure that resuscitation equipment across the Trust meets the standards defined by the RC (UK). Advise on the safety, appropriateness, maintenance and provision of resuscitation equipment used within the Trust, with due regard to financial implications and the health and safety of patients and staff.
- Support the Resuscitation Lead to develop Trust-wide assessment tools for clinical competencies and work alongside teams to implement and assist in the evaluation review of this process.
- Be instrumental in the identification, development and implementation of policy, procedure, guidelines and audit in relation to local, national and professional agendas and monitor adherence taking appropriate action.

Performance Management

- Support the Resuscitation Lead to ensure that adequate equipment is available for training and

clinical resuscitation, supporting the procurement of resuscitation equipment and working collaboratively with medical equipment team to ensure the on-going maintenance of resuscitation equipment is carried out across the Trust including community settings.

- Working with internal stakeholders, collate information regarding complaints and incidents. Identify clinical risk management issues initiating solutions to ensure non-recurrence.
- Lead the audit of results from resuscitation attempts to determine the adequacy of existing systems, identify deficiencies and implement methods of improvement.
- Ensure that resuscitation documentation conforms to national guidelines and is suitable for current audit purposes.

Communication

- Regularly adapt/ modify communication and teaching techniques in order meet the different learning needs and levels of understanding from qualified health care providers to parents and relatives.
- Demonstrate acute sensitivity when dealing with relatives of deceased patients and breaking bad news.
- Possess and utilise advanced communication skills for teaching, facilitation and role play during planned teaching and simulations in a clinical environment.
- Lead clinical debrief to support staff following resuscitation attempts, both in teams and individually.
- Promote a learning environment and actively encourage innovation in clinical practice.
- Develop local links with other provider organisations to facilitate the acquisition and enhancement of clinical skills and assist in the achievement and maintenance of appropriate levels of competence.
- Liaise with the senior nursing team and IT to ensure all relevant practice development resources are posted on Ourspace.
- Provide assurance reports for relevant Trust-wide committees.
- Maintain effective communication with other resuscitation agencies and services, representing the Trust as required.

Research and Development

- Play a leading role in research and audit in relation to resuscitation, deteriorating patient and DNACPR decision making for the development of the service and to measure compliance against local, national and international standards.
- Evaluate staff practice, analyse, reassess and intervene as required.
- Research, assess and evaluate resuscitation, simulation and clinical skills equipment and products with manufacturers through training and observation.

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet (Ourspace) or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also

confidential.

Equality and Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

Review

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

PERSON SPECIFICATION

Essential = E Desirable = D		E or D	App. form Interview
Qualifications and Knowledge	Educated to degree level or demonstrate equivalent experience	E	Application/Interview
	NMC Registered General Nurse or HCPC Registered Operating Department Practitioner or HCPC Registered Paramedic	E	Application/Interview
	Maintains clinical credibility within professional scope of practice	E	Application/Interview
	RC (UK) Advanced Life Support Provider	E	Application/Interview
	RC (UK) European Paediatric Life Support Provider	D	Application/Interview
	RC (UK) Advanced Life Support Instructor	D	Application/Interview
	Evidence of ongoing, relevant professional development	E	Application/Interview
	ENB 998 / C&G 730 or Certificate in Education. Teaching and Assessing course or the equivalent in experience	E	Application/Interview
	Knowledge of governance relevant to resuscitation practice	E	Application/Interview
Experience, Skills and Abilities	Excellent knowledge and understanding of current Resuscitation Council guidelines	E	Application/Interview
	Clinical experience managing medical emergencies and resuscitation events	E	Application/Interview
	Ability to apply existing and emerging research to ensure best practice	E	Application/Interview
	Experience of designing, facilitating and implementing suitable teaching programmes to meet practice requirement	E	Application/Interview
	Ability to lead, make decisions, use initiative and prioritise workload	E	Application/Interview
	Excellent communication skills written and verbal	E	Application/Interview
	Excellent time management and organisational skills	E	Application/Interview
	Ability to teach competently using adult teaching and learning strategies	E	Application/Interview
	Ability to work autonomously	E	Application/Interview
	Ability to make decisions, prioritise, and work under pressure	E	Application/Interview
	Able to think creatively, analyse and solve problems	E	Application/Interview

Essential = E Desirable = D	E or D	App. form Interview	
	Evidence of good leadership qualities and ability to influence, mentor and motivate staff at all levels.	E	Application/Interview
	Experience in the appraisal of others.	D	Application/Interview
	IT literate and able to manage the complexity of cross-organisational arrangements.	E	Application/Interview
	Multidisciplinary team working.	E	Application/Interview
	Able to demonstrate knowledge of professional code of conduct and guidance issued by relevant professional body and adherence.	E	Application/Interview
	Ability to network internally and externally.	E	Application/Interview
	Full UK driving license with access to own vehicle for business purposes.	E	Application/Interview