

**RePAIR Fellow
Role Descriptor
(Including person specification)**

TITLE:	RePAIR Fellow
BASE:	Local HEE/HEI Office based in one of the four regions ¹
GRADE:	Band 7 or 8a AfC or HEI Equivalent Salary
HOURS OF WORK:	15 hrs/wk. (0.4 WTE)
ACCOUNTABLE MANAGER:	Seconded's substantive line manager or a named HEI manager if a one year fixed term contract.
NATIONAL AND REGIONAL SUPPORT:	In addition to the support from the national RePAIR Implementation Programme team there will be support from HEE Regional office (local to Fellow's place of residence ²).

¹ For the purposes of the RePAIR Implementation Programme England is divided into 4 regions: North (North West, North East, Yorkshire and Humber); Midlands and East (West Midlands, East Midlands, East of England); London; South (Kent, Surrey, South West, Sussex, Thames Valley and Wessex).

² The HEE Regional Offices are:

HEE North- Leeds, Liverpool, Manchester, Newcastle, Preston, Sheffield

HEE Midlands and East – Birmingham, Cambridge, Leicester

HEE London – Stewart House, Russell Square.

HEE South – Bristol, Crawley, Oxford, Plymouth Winchester

RePAIR Fellows will be provided with a mobile phone and a laptop

DETAILS OF SPECIAL CONDITIONS:

Part-time: Secondment from current NHS or HEI post to regional lead HEI³. Initially the secondment is for one year. Alternatively one year fixed term contract.

RePAIR IMPLEMENTATION PROGRAMME

The RePAIR Implementation Programme (RePAIR I.P.) builds on the RePAIR (**R**educing **P**re-registration **A**ttention and **I**mproving **R**etention work).

<https://www.hee.nhs.uk/our-work/reducing-pre-registration-attrition-improving-retention>

RePAIR I.P will be delivered through four Domains:

- A. Ensure the highest quality practice learning environments
- B. Learner clinical supervision and support
- C. Preceptorship Toolkit
- D. On-line clinical placement App

The RePAIR Implementation Programme includes nursing (all four fields⁴), midwifery and the 15 allied health professions (AHPs)⁵

MAIN PURPOSE OF THE RePAIR FELLOW POSTS:

The post-holder will be responsible for facilitating the implementation of the Domains of the RePAIR Implementation Programme in their region. Personal expertise or interest may determine the extent to which a Fellow supports the Domains.

SCOPE AND RANGE

Under the direction of the Academic Advisor and Programme Manager, the Seconded will:

- Agree their programme of work.
- Work very closely with the other RePAIR Fellows.

³ The RePAIR I.P. regional lead HEIS are: University of Central Lancashire (North), Birmingham City University (Midlands and East), London South Bank University (London), University of the West of England (South).

⁴ Adult nursing, children's nursing, learning disabilities nursing, mental health nursing.

⁵ Art therapists, dramatherapists, music therapists, chiropodists/podiatrists, dietitians, occupational therapists, operating department practitioners, orthoptists, osteopaths, prosthetists and orthotists, paramedics, physiotherapists, diagnostic radiographers, therapeutic radiographers, speech and language therapists.

- Work effectively with regional stakeholders (healthcare providers and HEIs)
- Be a member of one of the four RePAIR Implementation Programme Regional Delivery Teams⁶ and a member of the RePAIR Implementation Programme Steering Group, actively contributing to the design and delivery of the Programme.
- Prioritise, organise and carry out own work effectively.

MAIN DUTIES

- Using project management methodology, formulate, maintain and deliver a structured regional RePAIR Implementation Programme as agreed with the Programme Manager and Academic Advisor.
- Develop a deep understanding of the challenges experienced by Placement Providers, HEIs, students, mentors and/or supervisors and remain solutions focused in deploying tools and techniques to address attrition and retention issues.
- Produce clear and concise reports to the Academic Advisor, Programme Manager and the RePAIR Implementation Programme regional meetings.
- Develop strong working relationships with the other RePAIR Implementation Programme Fellows and the other members of the RePAIR Implementation Programme Regional Delivery Teams.
- Support and build on the log of RePAIR Implementation Programme related activities.
- Report risks in the delivery of RePAIR Implementation Programme in a timely fashion.
- Note taking at meetings and distribution of notes to relevant parties as required.
- Act at all times as an Ambassador for the RePAIR Implementation Programme

LEGAL & ETHICAL

- Maintain high ethical standards both personally and professionally, showing integrity, reliability, trustworthiness and at all times role model partnership working and collaboration.
- Communicate sympathetically.
- Compliance with HEE national policies and procedures, including Health and Safety and Freedom of Information Act 2000 and GDPR
- Self-manage daily workloads effectively and act as a role model and being accessible to relevant colleagues.

ADDITIONAL INFORMATION

Health and Safety at Work Act

The post-holder is required to take responsible care for the health and safety of him/herself and other persons who may be affected by his/her acts or omissions at work. The post-holder is also required to co-operate with the Trust or HEI to ensure that statutory and departmental safety regulations are adhered to.

⁶ Membership of a RePAIR Regional Delivery Team will comprise, as a minimum, the following: Lead Regional Dean for RePAIR Implementation Programme, HEE Regional Lead Nurse or Regional Lead AHP, four regional RePAIR Fellows, RePAIR Implementation Programme Academic Advisor, RePAIR Implementation Programme Manager.

PERSON SPECIFICATION

Criteria	Essential/Desirable
The post-holder will be either a registered nurse, midwife, allied health professional, working clinically with students studying programmes leading to registration in one of these regulated professions, or a member of staff at an HEI delivering one of these programmes.	Essential
For a secondment the post-holder will be employed in the NHS at Band 7 or Band 8a or equivalent in an HEI.	Essential
For a secondment the post-holder will have secured permission from current employer for a minimum of one year.	Essential
Available to travel extensively across the region and attend national meetings.	Essential
Highly developed organisational skills are required to balance and prioritise workload.	Essential
Ability to work as part of a team	Essential
Effective communication skills	Essential
A self-starter and self-sufficient in terms of use of technology.	Desirable
Ability to work calmly under pressure, whilst maintaining accuracy.	Desirable
Management of accurate records on a regular basis.	Desirable
Ability to deal with individuals and groups face to face or on the telephone.	Desirable
Negotiating skills	Desirable