

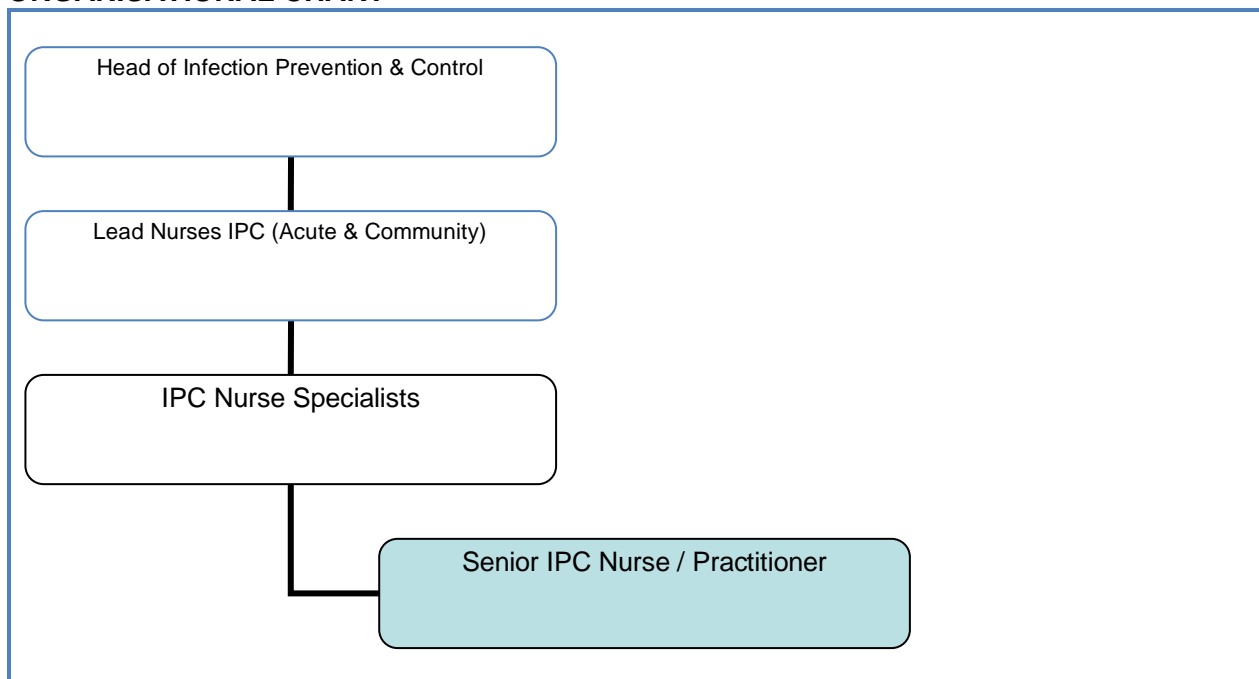
Job Description

JOB TITLE	Senior Infection Prevention & Control Nurse Practitioner
GRADE	Band 6
REPORTS TO	Lead Nurse Infection Prevention & Control
ACCOUNTABLE TO	Head of Infection Prevention & Control
DEPARTMENT	Infection Prevention & Control
DIVISION	Trust wide Services
DATE	March 2022

JOB PURPOSE

Deliver specialist infection prevention & control practice across the Trust, in the Acute and Community setting, in a patient centred, clinically effective way in line with Trust policies, procedures and national guidelines.

ORGANISATIONAL CHART



DIMENSIONS

The is a Trust wide post, with no budgetary responsibilities. The post holder will work across all 5 sites of the Trust and Community IPC services.

KEY RELATIONSHIPS

Internal

- Consultant Microbiologist(s)
- Microbiology laboratory
- Clinical and non-clinical teams
- Facilities Management
- Operations Teams
- Patients, relatives and carers as required
- Corporate Departments

External

- CCGs
- Local Authorities
- Care Homes
- General Practitioners
- Members of the Public \ Carers
- NHS England & Improvement
- UK Health Security Agency
- Health Protection Teams
- Other Acute and Community providers / services
- External NHS events organise

KEY RESULT AREAS

Clinical

- Maintain a caseload of patients.
- Facilitate, develop, and deliver individual, specialist programmes of care.
- Assist the infection prevention & control team to deliver the infection prevention & control programme.
- Contribute to the education and support of the infection prevention & control link group networks.
- Participate in the formal and informal infection prevention and control education of all disciplines of staff, patients, and their carers.
- Maintain accurate, legible, and timely records of patient care using the ICNet electronic system.
- Participate in the infection control audit and surveillance programmes and support the dissemination of findings.
- You will be rostered for a clinical shift (12 hours for full time) (6 hours part time) to maintain your clinical skills / competencies and competence. This will also support business continuity plans.
- Any other duties reasonably expected.

Professional

- In accordance with professional codes maintains own professional development and competence to practise.
- At all times ensure that own actions support and promote equality, diversity and the rights of patients, the public and colleagues.
- Contribute to the production, implementation and review of infection Prevention & Control policies.
- Provide guidance and support to junior members of staff.

- Review the performance of self and others, identifying development needs and taking active measures to meet those needs.
- When necessary, represent the senior infection prevention & control team in different groups or in a clinical capacity.

Managerial

- Support the implementation of change and the development of the infection prevention & control service, facilitating the change process whilst encouraging others.
- Promote, manage and influence the effective use of available resources.
- Promote the health and safety of patients, the public and staff ensuring that all Trust policies are adhered to.
- Make use of all available methods of communication to build and develop effective communication networks and processes both within and external to the specialist area and Trust.

PERSON SPECIFICATION – FOR RECRUITMENT PURPOSES

	Essential	Desirable
Education, Training and Qualifications CPD Requirements	Current professional registration Experience of delivering formal and informal training to all grades of staff Student mentor	Infection prevention and control link professional Experience of developing training packages Teaching qualification / extended learning
Experience & Knowledge	Post registration experience Experience of audit Experience of mentoring or support staff	
Skills and Ability	Experience of identifying problems, analysing information before reaching a judgement Ability to prioritise workload. Keyboard and IT skills	Uses clinical systems
Communications and interpersonal skills	Experience of communicating complex and sensitive information Able to establish and maintain relationships within the healthcare team.	

Values and Behaviours	<p>Demonstrates the Trust values and behaviours.</p> <p>Displays exemplary standards of personal and professional behaviour and integrity.</p>	
Other requirements	Able to travel to all trust sites, including community settings in Southern Derbyshire and to external venues when necessary/appropriate.	

Person Specification

Communication and relationship skills (include internal/external contacts)

Able to establish and maintain relationships within the healthcare team. Communicates complex and sensitive information to staff, patients and the public trust wide. Able to negotiate, persuade, motivate and reassure others.

Understands and overcomes barriers to communication.

Communicates with staff, and visits relatives and patients, providing advice / explanation on precautions to be taken.

Delivers infection prevention & control training to multidisciplinary groups.

Knowledge, training and experience

Current professional registration.

Post registration experience.

Qualification or willingness to gain a qualification in infection prevention & control.

Has the ability to evaluate own strengths and weaknesses and seeks advice where appropriate.

Experience of mentoring and developing staff.

Uses knowledge and experience to support colleagues to improve the patient experience.

Shares and follows evidence-based practice working to agreed policies and procedures.

Maintains up to date knowledge in their field of practice ensuring they meet professional registration requirements.

Has the ability to teach to small groups or to a large diverse audience and adjust teaching methods to maximise learning opportunities.

Analytical and judgemental skills

Has the ability to identify problems, analyse and compare appropriate information before reaching a judgement.

Assess, plan and communicate actions required by clinical staff for safe infection control practice.

Planning and organisational skills

Manages own clinical workload within the specialist skills area, prioritising as necessary to comply with the infection prevention & control programme.

Ability to plan work in accordance with needs of service, with consultation of infection prevention & control team.

Physical skills

Physically able to perform the requirements of the role.

This role is based in the clinical areas supporting clinical teams.

Keyboard skills

Responsibilities for patient / client care

Implement and evaluate programmes of care.

Provide evidence-based specialist infection control advice.

You will be rostered for a clinical shift (12 hours for full time) (6 hours part time) to maintain your clinical skills / competencies and competence. This will also support business continuity plans.

Responsibilities for policy and service development

Follow national, local policies and procedures as required and ensure other members of staff are aware of policy relating to specialist area of practice.

Contributes to the review, development and implementation of policies relating to infection control.

Responsibilities for financial and physical resources

Understands personal responsibility for effective management of resources and safe use of equipment.

Ensures maintenance of specialist equipment.

Awareness of the financial implication of infection prevention & control advice / recommendations.

Responsibilities for human resources

Provides specialist advice and support to all members of the healthcare team.

Required to deliver specialist education programmes to multidisciplinary workforce.

Acts as a mentor / preceptor / clinical supervisor to members of staff, including students.

Undertakes some appraisals and identifies staff development needs.

Responsibilities for information resources

Accurately maintains patient records, records own data.

Has an awareness of data protection and Caldicott issues.

IT skills to enable inputting of data.

Accurately and appropriately uses training aids.

Maintains and updates records, documenting infection control advice relating to patient care

Uses training aids to deliver training programmes.

Provides advice and support to all staff across the Trust.

Responsibilities for research and development

Capable of developing simple audit tools.

Required to undertake frequent infection prevention & control related audits throughout the organisation.

The outcome / findings of these audits may influence changes in clinical practices / procedure or be used as contract monitoring data.

Assists clinical areas, including housekeeping to develop action plans under the guidance of the infection prevention & control team.

Uses the results of research to inform own clinical practice.

Freedom to act

Understands and works within codes of conduct and practice.

Uses own initiative within establishes procedures, taking responsibility for own actions.

Acts as an advocate for patients where necessary.

Works effectively as an independent practitioner supported by the infection prevention & control team to meet agreed targets and objectives outlined in the infection prevention & control programme.

Physical effort

Physically able to undertake the ongoing requirements of the role.

When necessary and appropriate works shifts to contribute to the workforce over the extended

day.

Will be required to travel to all trust sites, including community settings in Southern Derbyshire and to external venues when necessary/appropriate.

Mental effort

Frequently required to concentrate in routine and occasionally in unpredictable work situations.

Frequent unpredictable changes within daily workload dependant on patient admissions, laboratory findings.

Emotional effort

Always displays exemplary standards of personal and professional behaviour and integrity.

Frequent exposure to and has the ability to deal with distressing and emotional circumstances.

Working conditions

Works in an environment where there is occasional exposure to unpleasant working conditions and hazards.

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

Signed: (Member of staff)		Date	
Signed: (Line Manager)		Date	

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide '*Exceptional Care Together*', which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness and Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.



The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself.
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff.
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Research

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".