

JOB DESCRIPTION

Job Title:	Band:	AFC Code:	Post Ref:
Community Staff Nurse – Community Nursing	5		

1. Job Details

Service :	Community Nursing
Department/Directorate	Operations
Reports to (Title):	Operational Lead
Accountable to (Title):	General Manager

2. Job Purpose/Main Duties/Responsibilities

The Post holder will:

- Be competent as appropriate to the requirement of the role.
- Demonstrate at all times the Partnership Trust Values of: Putting people at the heart of what we do. Empowering people to improve care and wellbeing. Delivering better health, better care in partnership.
- Be a Staff Nurse and have a professional and clinical knowledge of their discipline.
They will have a focus in one of the following areas;
- Delivery of care to patients who are in their own homes or residential homes, and or delivery of care to patients within an ambulatory clinic setting where these are available and appropriate. Be responsible for a defined population of service users in a variety of settings across the Partnership Trust including the community and hospitals.
- Be skilled in the assessment of care/support needs and in the development, implementation and evaluation of care/support packages.
- Have supervisory responsibilities as required (e.g. work allocation) and may have some responsibility for service developments.

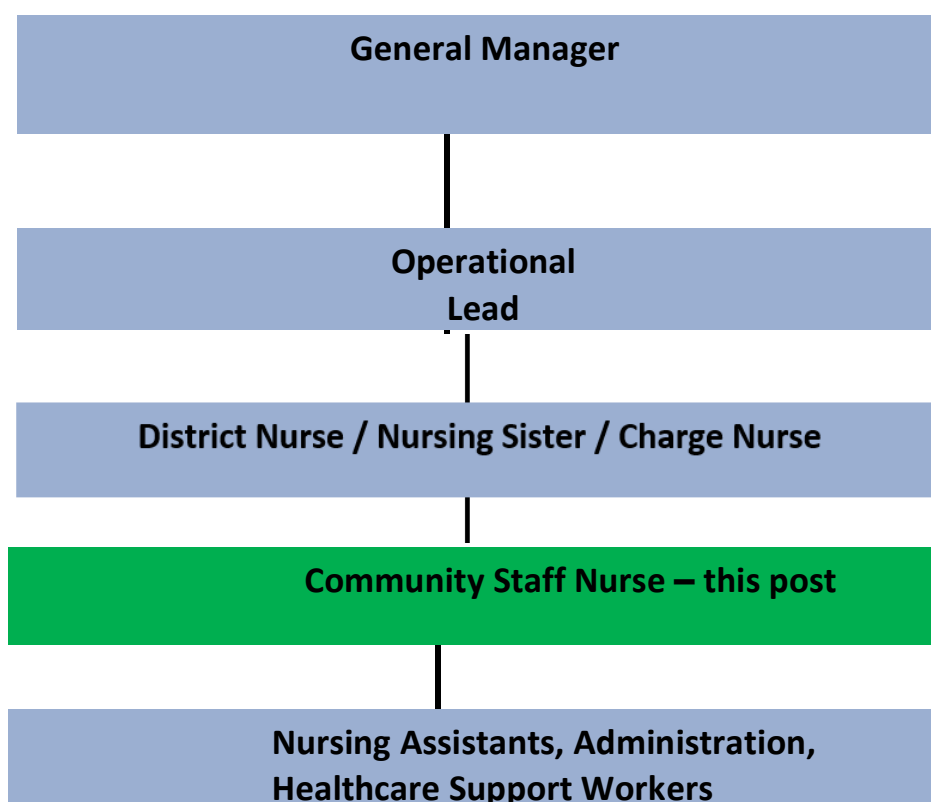
3. Nature of the Service

A Keele University Teaching Trust

The post holder will be part of the community nursing service providing healthcare and will work in a variety of settings.

This is a dynamic post that requires the post holder to work closely with uni/multi-disciplinary teams/agencies in addressing a range of care/support issues across the spectrum of conditions, preventing unnecessary hospital admissions and improving the health and wellbeing of the population served. The nature of the service will be determined by local service specifications.

4. Management Chart



5. Key Responsibilities/Duties

Clinical

1	To adhere to and apply the Nursing & Midwifery Council (NMC) code of conduct, and all other relevant guidance from the NMC and follow the Partnership Trust values. To be professionally accountable and responsible for all aspects of own work.
2	To establish and maintain effective working relationships both within the Partnership Trust and with external organisations in order to meet service requirements and support and demonstrate the Trust's equality values.
3	<p>To assess new service user referrals and care/support needs. Assesses service users and formulates, develops, implements and evaluates programmes of treatment /care/support for individuals, families and carers. The care/support plans may include the following:</p> <ul style="list-style-type: none"> • Promoting independence/self management and maintaining safety • Increased functional ability • Improvement in health and wellbeing including mental health • Interventions in disease/condition management • Prevention and reducing of health inequalities • Admission avoidance • Early supported discharge • Case management/ treatment/ care plans • Palliative and end of life care • Undertake Tissue Viability Risk Assessments • Form a professional judgement of an individual's health condition • Prioritise treatment and care for individuals according to their health status and needs • Bladder, catheter and bowel care
4	To use professional knowledge and judgement to take into account the range of care/support packages and treatment options available. To consider each service user's personal circumstances and preferences in order to implement and adjust programmes of care and intervention.
5	To maintain and develop skills and knowledge to deliver a range of interventions and set an example of good practice to other team members including skill sharing. Take responsibility for the continuing professional development of yourself and others

6	To maintain sensitivity at all times to the emotional needs of the service user and their carers offering reassurance and empathy. This may be in regard to the nature/prognosis of their condition and implications of the same.
7	To work with individuals and carers who may find it difficult to engage with the service or aspects of the service resulting in uncooperative or challenging behaviour that has to be managed.
8	To use professional knowledge, skills and experience when working in changing environments and across professional boundaries Agree courses of action following assessment to address health and wellbeing needs of individuals
9	To maintain contemporaneous and accurate records as required by the Partnership Trust and in line with professional standards (eg NMC). This includes self management and supervision of identified team members, giving guidance and direction where appropriate.
10	To take responsibility for the safe use and transportation of equipment between locations. To work in non-purpose built rooms involving the necessity to move furniture, therapy equipment etc.
11	To ensure that the skills of identified team members are appropriately deployed and that care is delivered by staff with the relevant education, experience and competence
12	To deliver a high standard of intervention, whilst managing the demands of unplanned aspects of the role using innovative problem solving techniques where appropriate
13	To provide advice to service users, carers and professionals regarding the management and care/support of service users
14	To provide professional and clinical support and leadership to identified team members
15	To take accountability for allocated assessments, planning and implementation of care packages/ programmes of support within their caseload. Establishing a diagnosis of an individual's health condition and agreeing courses of action following assessment to address health and wellbeing needs of individuals
Supervision	
1	To provide and receive regular supervision in order to support the continuous professional development of self and others

2	To contribute to the process of induction for new team members and other disciplines as appropriate
3	To identify own training/educational needs as part of the supervision and appraisal process. Attains and maintains an agreed level of expertise through ongoing training and development
4	To have an understanding of people management skills which incorporate compassionate and appreciative leadership
5	To set workload priorities for self, and oversee the workload of more junior team members and students as required
6	To provide training, undertake work based assessments and supervision of pre-registration students, typically for periods of 4-12 weeks as required
Performance & Quality	
1	To collect and input statistical information as required within agreed timescales
2	To participate in and support the team in undertaking clinical audit.
3	To contribute to, and actively promote the implementation, development and upholding of policies, procedures, guidelines and directives, along with relevant statutory measures and governmental directives
4	The post holder may be required to order/monitor stock.

Job Description Agreement

The duties and role requirements are accurate at the time of creating this job description.

However, it is anticipated that service developments may influence the role and require reasonable change/adjustments commensurate with the role. The post holder must act within the limits of their competence and authority.


PERSON SPECIFICATION

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Community Staff Nurse - District Nursing	5		

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW ASSESSED (See key, below)
Qualifications	Degree in nursing or equivalent. Registration with NMC. Commitment to work toward Mentorship Qualification (998-997).	Working towards Mentorship Qualification (998-997).	A
Training	Evidence of/willing to undertake post-registration training relevant to the post.		A, I

Work Experience :	<p>Relevant experience/placements to the role including assessment and management of long term conditions, palliative care conditions and wound care.</p> <p>Ability to manage time and caseload effectively.</p> <p>Supporting service users, families and carers in dealing with people with nursing needs</p> <p>Working in a multidisciplinary team.</p>	<p>Experience in the delivery of healthcare</p> <p>Relevant placements including surgical, medical, palliative care,</p>	<p>A, I</p>
Knowledge :	<p>Evidence of clinical knowledge relevant to the post, with knowledge of care planning.</p> <p>Understanding of Information Governance, Data Protection, NMC standards and Safeguarding Vulnerable Adults</p>	<p>Awareness of standardised assessments and outcome measures.</p> <p>Awareness of relevant NSF's and NICE guidance</p>	<p>I</p>
Skills & Competences :	<p>The necessary competences required to undertake this role will be provided (once ratified) as a separate document on appointment. They are derived from skills for health and aligned to national occupational standards. An element of these is given below:</p> <ul style="list-style-type: none"> • Basic IT skills • Initiate, and participate in networks and discussion groups • Discharge and transfer individuals where appropriate • Provision of support and direction to student nurses, Health Care Support Workers, Assistant practitioners and new starters • Prioritise treatment and care for individuals according to their health status and needs 		

	<ul style="list-style-type: none"> • Determine a treatment plan for an individual • Provide clinical information to individuals • Catheter care • Bowel and bladder care • Nursing assessments and the developing and writing of care plans • Wound care as supported by wound care formulary and Tissue Viability Nurses • Administration of medication via various routes • End of life care including the administration of medication via a syringe driver • This list is not exhaustive
Special Requirements	<ul style="list-style-type: none"> • Working across hospital and community settings and have the ability to travel within a geographical area to meet the requirements of the post. • Flexibility with working hours to enable 7 day working.

Assessment Key: - A = Application, I = Interview, T = Test, R = References and O = Other.