

## Job Description and Person Specification

### Advanced Clinical Practitioner - Community

Band 7 - £37,570 - £43,772

#### **About Sirona**

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

#### **Summary about the Service**

- Providing community care to patients in their own homes and some clinics and care home settings.
- The service operates from 8am – 7pm, 7 days a week and from October 2020 8am – 8pm. In order to provide organisational and service resilience, you will be expected to cross cover other teams or services, both within the locality and citywide when the need.
- We provide care in Bristol, North Somerset and South Gloucestershire in teams made up of clinical and administrative staff.
- In addition, in order to provide organisational and service resilience, you may be expected to support other teams or services, both within the locality and citywide when the need arises at short notice working on a rota basis over 7 days a week.

#### **Job Purpose**

As an Advanced Practitioner, provide clinical leadership and direction to your team, focusing on performance, service improvement, clinical governance, infection prevention and control, safeguarding, clinical incidents and learning from incidents, complaints and patient feedback. Work in partnership with the Team Manager to deliver excellent clinical outcomes. Contribute to and facilitate delivery of BCH values and strategic themes.

#### **Key Responsibilities**

- To provide a service that focuses on achieving and demonstrating overall improvements in health care for patients who are frail, have several long-term conditions and have urgent care needs.
- Provide Clinical Leadership within the team to ensure high quality harm free care.
- Develop and maintain strong, communicative working relationships with hospital staff and primary care service providers. Work closely with Rapid Response and multidisciplinary teams in health and social care to:
  - o Prevent avoidable admissions
  - o Facilitate timely discharges from hospital into the community setting

- Work collaboratively with the Team Manager to ensure all staff competencies are up to date, including Advanced Clinical Practice.
- Responsible for all clinical training within the team which includes:
  - o Devising and delivering relevant training programmes.
  - o Ensuring all staff receive clinical supervision
- Take a lead role and support the Team Manager in developing and managing the urgent care agenda including development of relevant pathways and supporting the interface between the urgent care teams and community nursing teams.
- Work collaboratively with the Team Manager to:
  - o Support team performance in key identified areas including frailty and the assessment and management of the high-risk patients.
  - o Initiate, implement and evaluate service improvements.
  - o Maintain a culture of learning (from incidents including root cause analysis, patient feedback and complaints and clinical audit)
- Actively use and promote shared decision making and empowerment of patients to improve self-management of their long-term conditions. Ensure all complex patients have comprehensive, individualised care plans.
- Take a lead role in coordinating care within the Community Nursing Team, providing Clinical expertise to ensure effective clinical triage and high quality, safe and well led complex case management for people with urgent care needs.
- Work in partnership with the wider multi-disciplinary team including Primary and Secondary Care; Health and Social care; Voluntary Agencies and others according to patient needs
- Promote the use of assistive technology to support self-management
- Delegate to other practitioners appropriately whilst retaining overall responsibility for overseeing and evaluating care plan.
- Take overall responsibility for the clinical management of the team caseload and own identified caseload of people with a high-risk of hospital admission or crisis.
- Authorised signatory for clinical equipment for the delegated team
- Act as an ambassador for Bristol Community Health and represent the organisation at a variety of forums.

#### **Scope of Accountability:**

Direct reports – No

Indirect reports – Clinical Leadership within the team

Budget holder – No

#### **Skills, Experience and Knowledge Required**

- Ability to effectively communicate complex clinical information to a diverse patient group.
- Ability to prioritise against tight deadlines and work under pressure.
- Ability to effectively motivate others.

- Experience of managing patients with long term conditions.
- Experience of working autonomously to achieve the objectives of the post.
- Experience of managing people.
- Experience of working across organisational and professional boundaries to improve care for people with long term conditions.
- Experience of working with people from diverse cultural backgrounds.

#### Qualifications and Training Required

- Registered General Nurse/Registered Nurse.
- Evidence of Master's level clinical qualification.
- Teaching and Assessing qualification/ experience is desirable.
- Have or working towards practice educator qualification or equivalent.
- Physical Examination and Diagnostic Reasoning Module (or equivalent) at Masters Level or willingness to undertake.
- Non-Medical Independent & Supplementary Prescriber or willingness to undertake Pharmacology and Prescribing Module at Masters Level.
- Knowledge of local, national, strategic and operational policy developments and an awareness of the implications of the same.
- Understanding of the primary care, secondary care and provider interface.
- Knowledge of legal issues relating to the care of people such as Data Protection Act, Adult Protection procedures and the Mental Capacity Act.
- Hold a UK Driving Licence and can access reliable transport for the purposes of the post.

#### Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

#### **Sirona Values**

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support
- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

#### **Taking it Personally**

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services
- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

### **Making Every Contact Count (MECC)**

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

### **Safeguarding**

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.

Please note: When applying for this post it is essential that you read the Job Description and Person Specification and use the "supporting information" space to demonstrate how your skills, knowledge and experience meet the requirements of the person specification, as your application will be judged against this.