

Job Description and Person Specification

Nurse Associate – INT

Band 4

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

The aim of the Integrated Network Team (INT) is to:-

- Fully integrates as an out of hospital service, delivered in close collaboration with primary and social care
- Support and empower people to stay and age well, reduce the demand for emergency hospital services and long term care placements.
- Targeted approach in areas where health outcomes are poor, supporting carers and care homes.
- Increased focus on prevention and reducing inequalities across physical and mental health.
- Continuous quality improvement of services and improved outcomes for individuals.
- Ensure the consistent, efficient and effective utilisation of resources.

Each INT will be made up of:-

- Advanced Clinical Practitioners (ACP) - Long Term Conditions
- Associate Advanced Clinical Practitioners (AACP) - Long Term Conditions
- Advanced Clinical Practitioner (ACP) - Urgent
- Associate Advanced Clinical Practitioner (AACP) - Urgent
- Clinical Lead Therapist
- Community Nurses
- Allied Health Professionals including Occupational Therapists, Physiotherapists and Paramedics
- Nurse Associates, Assistant Practitioners
- Highly skilled Community Support Workers
- Administrative Team

Supported by:-

- Specialist Services
- Health Visitors for Older People
- Community based pharmacists
- External partners including primary care, social care and third sector

Job Purpose

The Nursing Associate role compliments and forms a key part of the multi-disciplinary healthcare services within the organisation, implementing and providing high standards of individualised care for the service user.

The Nursing Associate will provide holistic, person-centred care and support for service users of all ages in a variety of settings.

As a Nursing Associate you will work independently, bridging the gap between health care support and registered nurses, whilst always working safely within scope of practice and competence.

As a registered accountable professional, you will undertake a variety of clinical skills specific to your clinical area. Specific tasks and knowledge will vary depending on the clinical setting.

You will:-

- Contribute to a safe, patient centred, effective and evidence-based service in the community setting
- You will work within the adult service to deliver a full range of clinical activities, both acute and long term, supported by a robust competency framework to adults within their own home and other settings.
- You will be part of an integrated multi-disciplinary team (MDT), which includes occupational therapists, physiotherapists, nurses, paramedics, and other allied healthcare professionals.
- To work variable days and shifts over 7 day period between the hours of 08.00 – 20.00 to meet the needs of the service.
- To provide organisational and service resilience, you may be expected to support other teams or services, both within the locality and Sirona wide when the need arises at short notice working on a rota basis
- Be able and willing to travel throughout the service delivery geographical area

Key Responsibilities

- Undertake appropriate delegated initial holistic assessments , implementation of programmes of care for patients who are acutely and chronically unwell; often with complex needs arising from the frail elderly cohort as delegated by the registered healthcare professional.
- Contribute to the development and on-going evaluation of care with the registered clinician

- Assess and monitor the service user's health needs, assessing patient condition and well-being. You will be required to undertake risk assessments appropriate to your own work and escalate issues and risks as appropriate, using recognised risk assessment principles and always being solution focused
- To undertake and complete the appropriate training, supported by a robust competency framework, within the time allocated, in order to carry out the requirements of the role and deliver a competent clinical service.
- Continuous maintenance of competencies following policy and avoiding gaps in service through lapsed competencies
- Use clinical reasoning skills, within the designated competency framework, to assess, plan, implement and evaluate, patient- centred intervention programmes incorporating physical, psychological, social, leisure an employment needs, using an evidence based practice approach, promoting high quality and harm free care.
- Collaborate and negotiate with service users, carers and family in identifying appropriate and achievable goals as part of the overall care plan, which will maximise quality of life and independence.
- Contribute to the facilitation of appropriate referrals to other services or investigations based on your assessment to ensure holistic patient care
- Work within a multi-disciplinary team, to provide integrated skills and sharing knowledge providing holistic and specialist skills supported by a robust competency framework
- Contribute to the promotion of a team approach to care by ensuring effective and appropriate networks with other members of the primary, secondary health care team and other agencies.
- To assess and arrange the provision of equipment and/or adaptations from appropriate agencies ensuring this is provided in good working order and fitted correctly, reporting any issues appropriately.
- Take every opportunity to support and educate service users and their carers to promote independence, good health and personal safety.
- Provide and maintain a safe and comfortable environment for all patients and carers and seek further advice from trained staff if an emergency situation should arise.
- Support, supervise, assess and act as a role model to other learners such as Nursing Associate trainees, first year student nurses and Community Support Workers as required and in line with Sirona care & health organisational policies.
- To maintain accurate, informative, legal and contemporaneous records of all interventions in accordance with the Clinical Records Management Policy and the Nursing and Midwifery Council (NMC) principals and practice.
- The Code Professional standards of practice and behaviour for nurses, midwives and nursing associates.
- Actively participate in training; this may involve assisting in the delivery of training both within the service and to other health professional as appropriate.
- Take responsibility for your own delegated objectives, training, proficiencies and competence, as outlined by the NMC code of conduct. You will also be expected to take

responsibility for your own practice, working within the limits of competence and professional boundaries.

- Take personal responsibility for your own Continuing Professional Development, showing an understanding of the importance of evidence based practice. It is a requirement of the role to maintain Nursing & Midwifery Council registration by adhering to all requirements regarding Standards, Proficiencies and the revalidation process.
- Identify risks and act accordingly to minimise risk to self, service users and colleagues in line with Organisational policy and procedures
- With the support of senior colleagues, identify and work towards specific objectives and to actively participate in service development projects and audit as required.
- Work flexibly to meet the service needs and undertake any other duties that may be reasonably requested to help the service run smoothly
- Be able and willing to travel throughout the service delivery geographical area

Scope of Accountability:

- Number of direct reports – to be agreed with INT Manager / Assistant Locality Manager (ALM)
- Budget holder – No

Team Structure Diagram

Skills, Experience and Knowledge Required

Essential:

- Experience of working in a health care or social care setting providing direct patient care, demonstrating a clear understanding of how health can impact on all aspects of everyday life
- The ability to conduct clinical tasks within the Nursing Associate scope of practice to a high level of competence
- A clear understanding of NMC standards of proficiencies and professional standards of practice including Revalidation
- Insight into how to evaluate own strengths and development needs, seeking advice where appropriate and the ability to take part in reflective practice, clinical supervision activities and apply research to practice
- Knowledge of Clinical governance processes (e.g. audit)
- Knowledge of Information governance (e.g. data protection)
- Knowledge of Mental capacity, deprivation of liberty and safeguarding children and adults
- Knowledge of the Principles of infection control
- Knowledge of Equality, diversity and anti-discriminatory practice
- Knowledge of Applying evidence based practice in line with research.
- Evidence of up to date clinical skills relevant to the position or willingness to undertake.

- Understand the importance of Holistic Assessment and competent to undertake Effective verbal communication and interpersonal skills
- Effective written communication skills
- Range of IT skills including electronic communication and clinical records systems
- Ability to work unsupervised
- Positive approach to change and supporting others through change
- Ability to work in partnership with the team and others

Qualifications and Training Required

Essential:

- Higher Apprenticeship in Health level 5 or Foundation Degree in Health and Social Care
- Current NMC registration
- Evidence of continuous personal/professional development relevant to the role
- Willingness to undertake training required for the role
- Full driving licence and access to car in work time (with business use car insurance)

Desirable:

- Up to date knowledge of Evidence Based Practice, local and national standards

Required Membership and/or Registrations relevant to post:

- N/A

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.

Infection Prevention and Control

Infection Prevention and Control is everybody's responsibility.

Compliance with all infection control policies, procedures and guidelines will form an integral part of practice for all staff.

All staff will be responsible for familiarising themselves with the Infection control policies and guidelines on the Intranet site.

Staff must keep up to date with new policies and guidelines and the subsequent implementation in practice.

Staff must seek support and advice from the Infection Prevention and Control Team in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance in the policies is not applicable.