

Job Description and Person Specification

Senior Community Nurse – INT

Band 6

About Sirona

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

Sirona's vision is to improve health outcomes for all and are committed to providing accessible services and reducing healthcare inequalities.

We have embarked on an ambitious journey of service improvement and transformation across services for all age groups and are committed to working as part of the Integrated Care System being developed across Bristol, North Somerset and South Gloucestershire. We are also working closely with GP colleagues to support the on-going development of Primary Care Networks and the Integrated Care Partnerships as well as working closely with the VCSE sector.

Summary about the Service

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

- Fully integrate 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:-

- Out of Hours Service
- Specialist Services
- Community based pharmacists
- External partners including primary care, social care and third sector.

Job Purpose

- To provide a safe, patient centred, effective and evidence-based clinical activities in the community setting.
- For those staff based within the REACT service this will incorporate working within the Emergency Department of our acutes trusts and other designated areas.
- 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 physiotherapists, occupational therapists, paramedics, and other Allied Healthcare Professionals
- To work variable days and shifts over 7-day period between the hours of 08.00 – 20.00 in order to meet the needs of the service.

Key Responsibilities

- Responsible for the initial holistic assessment , implementation and evaluation of programmes of care for patients who are acutely and chronically unwell; often with complex needs arising from the frail elderly cohort.
- Use clinical reasoning skills to assess, plan, implement and evaluate, patient- centred intervention programmes incorporating physical, psychological, social, leisure and employment needs, using an evidence based practice approach, promoting high quality and harm free care.
- Responsible for proactive service and own caseload management.
- Responsible for capacity management, allocation of work and efficient service / team coordination.
- Lead by example and be a role model for the team.
- Develop and maintain strong, communicative working relationships with hospital staff, primary care, service providers and multi-disciplinary teams within health and social care to:-

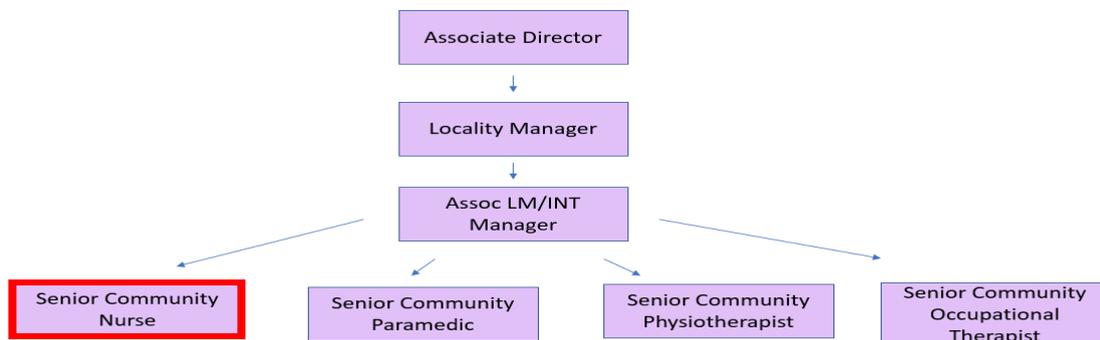
- Prevent avoidable admissions and Emergency Department attendances.
 - Facilitate timely discharges from hospital into the community setting
- Work in partnership with the wider multi-disciplinary team including primary and secondary care, social care, voluntary agencies and others according to service user's needs.
- 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.
- Facilitate 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
- To provide a service that focuses on achieving and demonstrating overall improvements in health care for patients who are complex/frail, have urgent care needs and multiple long-term conditions
- Contribute to the clinical leadership to ensure high quality harm free care
- To attend and support practice level frailty and care home Multi-Disciplinary Teams (MDT's)
- Carry out nursing intervention drawing on a wide range of specialist knowledge gained from practical experience and specific training.
- To develop additional competencies within the requirements of the multi-disciplinary and pathway approach to the INT.
- Promote a team approach to care by ensuring effective and appropriate networks with other members of the primary, secondary health care team and other agencies.
- Create person centred, goal based treatment plans using outcome based approach which can be delegated and supported by INT colleagues.
- To assess and arrange the provision of equipment within scope of practice, reporting any issues appropriately.
- Take responsibility for the development of other members of the INT including peers, junior staff and students from all disciplines, whilst assisting other junior staff to organise, prioritise and manage their caseload.
- 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.
- Actively participate in training; this may involve assisting in the delivery of training both within the service and to other health professionals as appropriate. Support the development of additional competencies within the requirements of the multi-disciplinary approach of the INT, following appropriate training
- Work collaboratively with the INT Manager and wider locality operational team to:-
 - support team performance in key identified areas including frailty and the assessment and management of high risk patients.
 - Maintain a culture of learning (from incidents, including root cause analysis, service user feedback, complaints, compliments and clinical audit)
 - Initiate, implement and evaluate service improvements via audits and projects
- Work within your scope of practice

- 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.
- Act as an ambassador for Sirona care & health and represent the organisation at a variety of forums
- Operational management of a delegated number of staff with support from senior manager
- 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/ALM
- Budget holder – No

Team Structure Diagram



Skills, Experience and Knowledge Required

Essential:

- Effective communication skills – written, verbal and non-verbal
- Able to adapt communication for individuals with communication difficulties
- Able to effectively lead a team with senior support when required
- Able to function effectively as a team member
- Able to make clinically reasoned judgements when working with a variety of conditions
- Able to work autonomously, and ability to know when to seek appropriate advice / guidance from senior staff
- Experience of supervising staff and students of own profession
- Effective time management and caseload management

- Able to reflect and critically appraise own performance
- Knowledge of and ability to implement current local and national initiatives
- Competent IT skills
- Recent relevant experience within the community setting including management of the frail complex patient.
- Willingness to undertake additional study and qualifications relevant to the role
- Experience of supervising staff and students from other professions
- Experience of the application of health, safety and risk management policies
- Working with a range of professionals in Health or Social Care

Desirable:

- Recent relevant experience within the community setting including management of the frail complex patient.
- Willingness to undertake additional study and qualifications relevant to the role
- Experience of supervising staff and students from other professions
- Experience of the application of health, safety and risk management policies
- Working with a range of professionals in Health or Social Care

Qualifications and Training Required

Essential:

- BSc or equivalent experience in Adult Nursing
- Evidence of continuing professional development and commitment to lifelong learning
- Working knowledge of clinical outcomes measures, clinical audit
- Knowledge of the principles of Clinical Governance and its application
- Full driving license 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:

- Current NMC

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.