

JOB DESCRIPTION

Section 1	
JOB TITLE:	Clinical Lead Community Nursing
PAY BAND:	Band 6
Section 2	
LOCALITY / DEPT:	Community Nursing within Care Community
ACCOUNTABLE TO:	Head of Clinical Services
REPORTS TO:	Care Community Managerial Lead
RESPONSIBLE FOR:	Community Nurses/HCA's/Assistant Practitioners/e /Phlebotomist & other disciplines allied to community nursing within the CCT.
JOB SUMMARY:	<ul style="list-style-type: none"> • Provides a highly visible clinical profile with leadership and clinical oversight of a designated Care Community caseload. • Working collaboratively with the wider health, social care and the third sector partner agencies to meet the needs of patients. • Ensure patients receive the right care, by the right person at the right time and in the right place. • Placing the patient at the centre of all decisions, reinforcing the concept of a more streamlined patient journey, with minimal avoidable delays, and an emphasis on people achieving independence whilst improving the quality of care. • To provide direction within the caseload in consideration of the impact of current health and social care agendas and local initiatives • To be aware of local public health community profiles and how this influences the required care for the population. • According to community profiles; understand the skills required from the Care Community Team. • To focus on the delivery of person centred care • To provide effective, evidence-based care to a defined population through case load management and monitoring of care standards. • Provide clinical leadership including supervision to team members in order to support to the Care Community Team managerial lead.
LIAISES WITH:	Care Community Team managerial lead all care community team members, specialist teams Practice Education Facilitators, GP's and Local Authority staff to support the delivery of patient care within a defined caseload.
Section 3	
<u>KEY RESPONSIBILITIES:</u>	
Clinical	
<ol style="list-style-type: none"> 1. To be responsible for assessment, planning, implementation and evaluation of programmes of care, which meet the needs of patients, their families and carers in a range of community settings 2. To formulate patient led goals and recommend best course of intervention, developing comprehensive multi-disciplinary intervention and discharge plans. 3. To evaluate patient progress, reassess and alter rehabilitation programmes / co-produced person centred goals as required, as part of the integrated, multidisciplinary team care delivery model 4. To maintain clinical competency in a range of extended skills as required meeting the needs of patients and the community. 	

5. To assume continuous responsibility for appropriate delegation and supervision of staff for the effective management of a defined caseload
6. To work in a collaborative partnership with other health and social care professionals, including specialist services, voluntary and statutory organisations to provide integrated care meeting the holistic needs of patients wherever possible
7. Actively contribute to public health initiatives including Health Needs Assessment promoting the health and well-being of the patient
8. To promote health education and healthy lifestyles within the community, including use of motivational interviewing and negotiation skill where appropriate
9. To assess risk within the caseload and implement risk management measures within the scope of professional responsibility
10. Maintain and uphold patient safety in all clinical activities and ensure this happens within the team and all of its care
11. Ensure caseloads remain safe at all times. Work with colleagues to ensure caseloads are fluid, reviewed and cleansed; questioning the clinical benefits of interventions
12. To ensure confidentiality in all matters relating to patients and information obtained during the course of employment.
13. To be responsible and accountable for maintaining accurate and factual manual and electronic clinical records, including managing the safe storage and archiving of records according to Trust policy
14. To undertake risk assessments to identify potential or actual risks/hazards to patients, staff or carers in a variety of community settings, including ensuring safe practice by being responsible for the correct ordering, maintenance and return of equipment and supplies.
15. To maintain effective liaison and communication within key working relationships including patients and their families.
16. To initiate and maintain effective communication in special circumstances, in order to facilitate informed consent and patient behaviour, who are bereaved, have learning and/or physical disabilities or those with diverse language needs
17. To competently perform specialist nursing clinical skills, using equipment and medical devices
18. To demonstrate wider knowledge of medicines, appliances and wound care products, including the nursing management of specialist drug regimes eg chemotherapy and controlled drugs.
19. To have responsibility for the health, safety and welfare of self and others in the working environment, to follow safe working practices and to comply at all times with CWP Health and Safety policies and procedures.
20. To assist in the prevention of unplanned hospital admissions and to facilitate and promote early hospital discharge where appropriate.
21. To support the Care Community Team managerial lead in the management of a designated case load and nursing team in line with CWP policies, guidelines and standards, including performance management of the team members.
22. To be responsible with the Care Community Team managerial lead in planning staff off duty rotas, managing clinical skill mix in response to expected and unexpected caseload or service need.

Leadership

23. To promote a culture of continuous quality improvement, supporting the team to reflect, learn from experience, think differently and innovate with new approaches to care.
24. To influence change in relation to service improvement through participating in and contributing to local and trustwide nursing development.
25. To influence best practice within the wider primary health care team through supporting clinical governance development.
26. Undertake managerial responsibilities such as appraisal, supervision, evaluating team performance and facilitate continuous professional development.
27. Responsible for co-ordinating local implementation of national quality initiatives, including NHS Policy.
28. To participate in the recruitment and selection of staff, ensuring local induction and identification of training needs.

29. Ensure that Trust policies and procedures are adhered to, leading and participating as appropriate with local implementation.
30. Working within a budget, ensure cost effective service provision, making recommendations on potential benefits of changes in practice and expenditure i.e. adhering to the agreed Wound Care Formulary, efficient stock control of clinical supplies and appropriate prescribing
31. To deputise for care community managerial lead in their absence.
32. To demonstrate understanding of Equality and Diversity in relation to work activities

Education

33. To identify learning needs for team members, student nurses and other disciplines and instigate appropriate teaching packages.
34. Support non registered staff with developing clinical skills and competencies where safe and appropriate
35. To provide professional clinical advice regarding nursing care and holistic caseload management to team members, carers and family.
36. To maintain in accordance with Nursing and Midwifery Council Regulations, professional registration through continuous professional development and personal reflective practice
37. To participate in clinical supervision and support staff through clinical supervision, reflecting on own role as an accountable practitioner
38. Develop mechanisms for supporting staff in the development of their scope of practice
39. Encourage a learning environment, which facilitates appropriate education and training
40. To facilitate a culture of learning and reflective practice within the team.
41. To be responsible for maintaining competency to practice through maintenance of professional registration, Continuous Professional Development activities and to maintain a portfolio which reflects personal and professional development and evidence of learning beyond registration
42. To maintain a high standard of professional expertise with a commitment to and evidence of continuous development and training.
43. Deliver training and education as requested. To be responsible for facilitating the learning needs of patients, their families and carers, ensuring ongoing monitoring and support
44. To mentor nursing students, medical students and GP trainees to facilitate learning needs in keeping with the Trust Educational Audit Standards.
45. To facilitate individual and team learning needs using a variety of teaching strategies.-

Research and Audit

46. To support the Care Community Team managerial lead in the introduction of new concepts, research, audit and protocols within the team.
47. To undertake clinical audit and participate in research projects as appropriate, including disseminating findings to team and managing any recommended changes in practice.
48. To participate in service development.
49. Ensure that all nursing practice is based on current evidence, best practice and where available, validated research
50. Ensure that clinical practice is evidence based and consistent with relevant Trust policies procedures and NICE guidance
51. Continuously strive to improve the quality of nursing care patients receive through the monitoring of care, participation in clinical effectiveness or service improvement projects.

Section 4

1. HEALTH AND SAFETY

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

2. INFECTION PREVENTION AND CONTROL

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and

Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

3. EQUALITY AND DIVERSITY

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge and skills.

4. COMPETENCY OF HEALTH PROFESSIONALS

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness and honesty.

6. SAFEGUARDING

Everyone within CWP has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

7. SUPERVISION

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
Qualifications	<ul style="list-style-type: none"> First level registered general adult nurse. Evidence of teaching and assessing. SPC qualification in District Nursing or equivalent; demonstrating robust evidence of caseload management, community profiling and application of health needs assessment. 		Application
Knowledge and Expertise	<ul style="list-style-type: none"> Proficiency in delivering high quality evidenced based care. To be able to demonstrate continuing professional development Ability to work and communicate effectively within a MDT setting 		Application/ Interview
Experience	<ul style="list-style-type: none"> Significant experience of working within a community healthcare setting. Experience of making autonomous decisions. 		Application/ Interview
Skills	<ul style="list-style-type: none"> Experience of using a range of IT systems. Proven organisation and management skills Ability to communicate effectively. Review and understand activity & performance data and make recommendations to improve outcomes. Ability to participate in clinical audit. 	<ul style="list-style-type: none"> Previous experience of using EMIS, electronic IT systems. Training in difficult conversations. 	Interview
Values and behaviours	<ul style="list-style-type: none"> Evidence of being a clinically reflective practitioner. Ability to build and maintain good working relationships. Honest, open and flexible style of leadership. 		Interview

Section 5**PERSON SPECIFICATION**

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	<ul style="list-style-type: none">• Shares the organisations visions and values.• Resilience when dealing with difficult situations and a solution focussed approach.		

To be completed by HR

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Jurisdiction of JD:					