

## Job Description and Person Specification

Job Title: Practice Development Nurse Specialist (CRHT) Physical Health



*respect ♦ open ♦ accountable ♦ working together ♦ innovative ♦ excellence*

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## Job Description

**JOB TITLE:** Practice Development Nurse Specialist (CRHT) Physical Health

**BAND:** Band 6

**CARE GROUP:** Acute Inpatient

**HOURS OF WORK:** 37.5

**RESPONSIBLE TO:** CRHT Team Manager

**ACCOUNTABLE TO:** Chief Nurse

**BASE:** St Martins, Canterbury

### JOB PURPOSE:

The Practice Development Nurse Specialist – Physical Health will work collaboratively with the Band 7 team managers and senior practitioners, working alongside clinical staff to support delivery of effective, high quality and safe patient centred physical health care within the Acute Care Group.

The post holder will support the development and drive forward a physical health education programme to ensure that nursing staff acquire the professional standards and competencies which are essential when caring for our patients with mental health needs.

The post holder will lead the continuing education, professional development and training of the nursing staff to promote the acquisition of new physical health skills and knowledge in practice. They will also support and educate patients and carers/relatives in promoting physical health and wellbeing, including living a healthier lifestyle.

### KEY RESULT AREAS:

- To ensure that physical health is viewed on par with mental health needs as they are intrinsically linked and develop staff so that they are confident and competent to be able to address the physical health needs of their patients. This includes developing their ability to collaboratively develop a person-centred care plan.
- Staff will be confident and competent to perform the relevant nursing physical health assessments, which includes the parameters of the Lester Tool for all patients within 72 hours of admission to CRHT caseload, including all vital signs. If not recently completed and are within normal range.
- Education is offered and provided either in a group setting or on a one to one basis for our patients concerning living a healthier lifestyle.

**RESPONSIBILITY:**

- Working autonomously and as a positive role model adhering to best practice guidelines within the parameters of the role, leading and supporting junior staff and wider care team to implement the delivery of quality nursing care.
- Training staff to produce the patient centred care plans in relation to their physical health needs, monitoring the quality (in collaboration with the ACG Quality Lead).
- Supporting practice in terms of any complex physical health needs.
- Providing accurate information about care in an accessible format to patients and their relatives / carers.
- Liaising and working positively with members of the multi- disciplinary team and partner organisations.
- Safety - safe custody of medicines, sharps, clinical equipment, report all incidents following trust policy.
- Leading and supporting/teaching staff on physical health risk assessment and management of any identified risk that involves making decisions based on knowledge of the research evidence, knowledge of the individual patient and their social context, knowledge of the patient's own experience and clinical judgment.
- Supporting and supervising junior staff to develop the management of care needs through:
  - Initial data collection
  - Monitoring of individual patient progress
  - Feedback and discussion
- Work closely with the Head of Nursing for Physical Healthcare and Senior Physical Health Nurse.
- The post holder will exercise advanced clinical expertise, levels of judgement, discretion and decision making in clinical care demonstrated through clinical competency.
- Demonstrate knowledge, skills and understanding of health issues and treatment options to provide physical health clinical guidance to all staff on matters relating to physical health and wellbeing.
- To provide clinical supervision to junior colleagues as per trust policy.
- Identifying gaps in knowledge or designing training packages to meet the need.
- Lead site implementation of Physical Health priorities, policies and procedures within the Trust.
- To identify physical health anomalies, escalate and liaise with medical team for prompt follow up treatment and provide intervention within scope of practice and competencies if required.
- Refer patient to specialist teams where relevant.
- Act as a Mentor, Assessor and Coach as appropriate.
- Provide physical health competency training of new and junior staff e.g. vital signs – NEWS2/eOBS (when available), medical devices (agreed by CRHT Team Manager).

- Take responsibility for identifying own development needs and set personal development objectives in line with the agreed Staff Development and Performance Review Programme
- To keep up to date and act consistently with quality standards and guidelines within their own clinical areas and associated areas.
- To undertake audit as required related to any aspects of physical health related clinical practice, such as NEWS2 charts, physical health assessments, nutritional assessments and any agreed CQUINS.
- To undertake detailed physical health investigations such as ECG's or venepuncture.
- To provide advice on smoking cessation, lead and work alongside the teams in managing patients who are temporarily abstaining from smoking during acute care pathway.
- Provide the Crisis Team with educational support and training to enhance their knowledge in physical health and wellbeing of the patient group enabling the team to understand the procedures and implement evidence-based care.
- Establish strong working relationships with other specialist services and signpost patients as required such as to primary care and specialist secondary services.
- To provide staff flu vaccinations following annual flu vaccinator training updates.
- To ensure appropriate reporting within clinical records by following good practice guidelines and professional codes of conduct for example, NMC guidelines for records and record keeping.
- To communicate any relevant information to the MDT as required within handovers, team reviews and other forums.
- To provide physical health promotion, deliver healthy living initiatives and support patients through providing education such as healthy lifestyle choices, sexual health and physical activity.
- Support the Team manager to ensure compliance in physical health related areas of practice such as medical devices, infection control and resuscitation. To liaise with external leads as required.
- To adhere to Trust Policies and Procedures in the delivery of care and also to contribute to its ongoing review and implementation of new policies, practices and procedures by keeping professionally updated
- To ensure that professional accountability is maintained by liaising with the Head of Nursing for Physical Healthcare ensuring attendance to the trust's Physical Health Nurses Group.
- Undertake clinical and professional supervision and opportunities to discuss and disseminate best practice are utilised.
- To work closely with ward and liaison staff where patients have been accepted from an acute hospital and to support staff to review their physical health needs
- To work closely with other disciplines in MDT, teams such as the Physical Health Team (physical health, resuscitation, medication devices) and the Infection Prevention and Control Team.

**ENVIRONMENT:**



- Empathise with, and support people to improve and maintain their mental and physical health and wellbeing in their care environment
- Maintaining and promoting a safe environment taking account of infection control, identifying and reporting hazards, risks in a timely manner and raising safeguarding.
- Working a full range of shifts as per the requirements of the service. May also be required, at times, to work at other Trust units and/or sites.
- Physically able to carry out all duties required of the care setting, following successful completion of physical interventions training as required.

#### **JOB SUMMARY:**

Job holders must be able to work competently in a challenging environment and be able to react to changing care demands whilst demonstrating the highest levels of care and empathy towards patients. This is across all aspects of the role in a flexible manner demonstrating the trust values.

#### **COMMUNICATIONS AND WORKING RELATIONSHIPS:**

##### Internal

*Patients*

*Staff working within designated locality*

*Members of the multi-disciplinary team.*

*Other Care Groups within the Trust.*

*Head of Nursing for Physical Healthcare*

*Senior Infection control Nurse*

*Head of Nursing, Acute Care Group*

*Quality Improvement Department*

*Learning and Development*

*Band 5 Practice Development Nurse – Physical Health*

*Moving and handling advisor*

*Safeguarding Team*

##### External

*Carers and relatives*

*Social Services*

*Specialist referrals – Substance misuse, tissue viability etc.*

*Voluntary Sector*

*Kent Police*

*Primary care services*

*Secondary care services*

*General Hospital services*

#### **STANDARDS OF BUSINESS CONDUCT:**

The post holder will be required to comply with the Trust's Standing Orders and Standing Financial Instructions and at all times, deal honestly with the Trust, with colleagues and all those who have dealings with the Trust including service users, relatives and suppliers.

#### **HEALTH AND SAFETY:**

The post holder will be required to observe local Health and Safety arrangements and take reasonable care of him/herself and persons that may be affected by his/her work.

**SAFEGUARDING:**

All staff have a duty to identify, report and record all incidents of potential or actual abuse. This statement applies whether the victim is an adult or child. All queries will be addressed by the Trust Safeguarding Team.

**PERFORMANCE REVIEW:**

This job description will be used as a basis for individual performance review between the post holder and the Manager.

The job description covers only the key result areas, and as such does not intend to provide a comprehensive list of objectives. Specific objectives will be reviewed each April, and may develop to meet the changing needs of the service.

The post holder will need to take due account, in the way they achieve the key result areas of Trust policies and procedures.

The Trust aims to maintain the goodwill and confidence of its own staff service and users and the general public. To assist in achieving the objective it is essential that at all times, employees carry out their duties in a courteous and sympathetic manner.

The post holder will carry out their duties in accordance with the Trust Equal Opportunities Policy respecting the differing backgrounds of colleagues and clients.

**CONTINUOUS IMPROVEMENT:**

The Kent and Medway NHS and Social Care Partnership Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of patients.

**Our Vision**

The Trust aims to deliver quality through partnership. Creating a dynamic system of care, so people receive the right help, at the right time, in the right setting with the right outcome.

**Vision Values and Strategic Objectives**

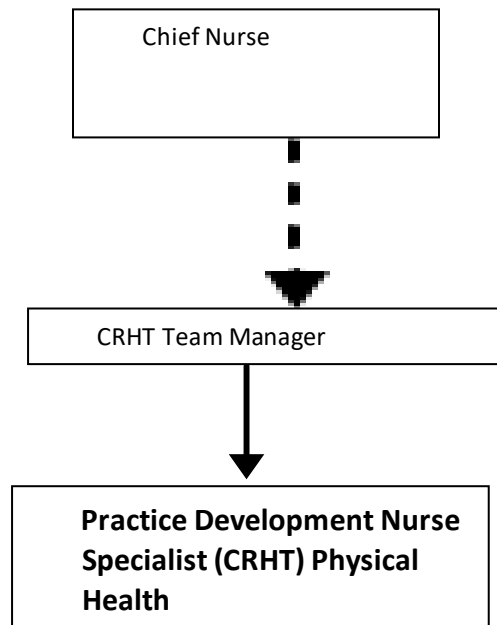
Our Strategic Objectives are ensuring that we:

- Consistently deliver an outstanding quality of care
- Recruit retain and develop the best staff making KMPT a great place to work
- Make continuous improvement the heart of what we do
- Develop and extend our research and innovation work
- Maximise the use of digital technology
- Meet or exceed requirements set out in the Five Year Forward View
- Deliver financial balance and organisational sustainability
- Develop our core business and enter new markets through increased partnership working
- Ensure success of STP through active participation and leadership

**CONFIDENTIALITY:**

The Kent and Medway NHS and Social Care Partnership Trust employees are required to ensure that information about patients is safeguarded to maintain confidentiality and is kept securely in accordance with NHS requirements of 1999. (The Caldicott Committee's Report on the review of patient-identifiable information 1997, & HSC/1999/012). This means that patient information can only be passed to someone else if it contributes to the provision of care or the effective management of health care services within the Trust.

**ORGANISATION CHART:**



**JOB DESCRIPTION AGREEMENT:**

**Job Holder's Signature:**

**Date:**

**Manager's Signature:**

**Date:**