

JOB DESCRIPTION

1. General information

JOB TITLE: Neurology Nurse (Parkinson's Disease and Multiple Sclerosis) Bexley Specialist Community Neurorehabilitation

GRADE: Band 6

DIRECTORATE: Adult Community Physical Health

HOURS OF WORK: 30hrs per week over 4 days (0.8 WTE), split between PD & MS

RESPONSIBLE TO: Self, TAPs, any students, or practitioners shadowing.

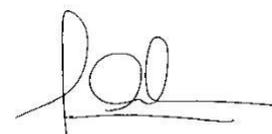
ACCOUNTABLE TO: Home First Operational Manager/Head of Nursing

BASE: Queen Mary's Hospital, Sidcup – but the post-holder may be required to work at any of the Trust's bases. Some home working/flexible working

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."



Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

To work as a practitioner within the specialities of Parkinson's Disease (PD) & Multiple Sclerosis (MS), working in close collaboration with the Nurse Specialists to provide exceptional care to our patients in the community.

3. Key Task and Responsibilities

To review patients in their own homes, including care homes and occasional clinics, to assess, manage, review, and monitor their condition.

To work collaboratively and co-operatively with Nurse Specialists for both services to develop services and improve quality of care delivered to people with PD & MS at all stages of the disease trajectory.

To work across a range of health care providers and other agencies to co-ordinate care for patients, making links between primary, intermediate, community and secondary care providers, social care, and the voluntary sector, thus developing a network across the area.

To be a resource for health advice, including holistic wellbeing, medication management and optimising treatment.

To link with other healthcare teams to increase knowledge and facilitate the care of people with PD & MS in all healthcare settings.

Management responsibilities

To work in collaboration with the local community, social services, and voluntary organisations in order to develop existing services for patients, their carers and health professionals

To be able to support the service and deputise in the absence of the Nurse Specialist.

Leadership

To be a role model for all staff through provision of high standards of professional practice.

To be actively involved in the maintenance of a safe environment and to identify potential risks for all personnel, patients and carers in the home environment and clinical settings.

Clinical

To support the Nurse Specialists to manage caseloads of people with PD or MS at the point of diagnosis and during periods when they require complex care, ensuring continuity of a high standard of evidence-based nursing care, which reflects best practice guidelines. This will include a comprehensive assessment of patient nursing needs, assessing, planning, implementing, and evaluating care delivery according to changing health care needs.

Documenting care plans in agreement with the patient, referring to other members of the multidisciplinary team when necessary and acting as a key worker where appropriate.

To perform clinical skills in assessment and/or diagnosis and/or treatment i.e. – blood pressure monitoring, urinalysis.

To ensure all care is given in accordance with agreed protocols.

To provide sensitive and emotional support to patients during distressing times of diagnosis, and during periods of acute exacerbation and deterioration of their condition through to end-of-life care.

Communicating sensitive information with patients relating to living with chronic long-term conditions and end of life issues.

To empower patients by providing information, support, and expert advice about the condition at diagnosis and throughout the disease spectrum.

To promote a multi-disciplinary approach to care of patients recognizing, utilising, and valuing the expertise of other disciplines. To be fully engaged and work in close collaboration with the Bexley Community Neurorehabilitation team.

To proactively attend and assist in the co-ordination of multi-disciplinary team meetings, ensuring all specialities, patient and carers are represented.

To provide patients and their carers with information, advice, support, and symptom management with guidance from the Nurse Specialists.

To develop and facilitate support networks for patients who are newly diagnosed. i.e. – local community run groups.

To provide telephone support to patients, being able to manage conversations of an emotional nature or conflict.

To monitor nursing practice guidelines, policies, and care pathways. Take responsibility for own learning needs and CPD.

To provide a link in the care of patients between hospital and community services, forming the basis of a shared-care approach to their management.

To obtain feedback from patients/carers and relatives on services provided to inform the development and quality of services.

To maintain accurate and contemporaneous records and correspondence with other health and social care professionals involved in patient care, ensuring it is scanned and saved to the electronic records (RiO).

To identify mental health needs and related issues, and to refer as indicated to mental health/psychological services.

To participate actively in clinical supervision.

To adhere to the NMC Code of Professional Conduct, working within and accepting responsibility for maintaining own agreed expert level of clinical competence.

Research

To participate in research, clinical audit, and benchmarking to inform improve effectiveness of patient care

To participate in the development of new policies, protocols, and guidelines in the management/ treatment of patients at a local, regional, and national level.

To develop an information resource about local support services.

To promote public and patient involvement in audit and service development.

To participate in audits of health care services available for patients.

To contribute to a database to assist with the evaluation of the service.

Communication

To ensure that patients and their families are fully informed and supported by providing clinical knowledge and support, including accessing social care, respite, entitlement to benefits and access to local third sector organisations.

To establish clear lines of communication within the Bexley Community Neurorehabilitation team to ensure cohesive multidisciplinary management of patients.

To build and maintain effective clinical links/relationships with the Neurologists and their teams in the surrounding area.

On Call/Unsocial Hours

This post may require weekend and evening work.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

4. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.





PERSON SPECIFICATION

JOB TITLE: Community Neurorehabilitation Nurse

DEPARTMENT: Adult Community Services, Integrated Care Service -
Specialist Community Neurorehabilitation

GRADE: Band 6

Education/Qualifications	How measured
<p>Essential NMC registered nurse</p> <p>Educated to degree level or equivalent in relevant subject</p> <p>Evidence of continuing professional development</p> <p>Desirable A qualification in community nursing</p>	<p>Application Form/Interview</p>
<p>Experience</p> <p>Essential Evidence of employment relevant to the post within the last 3 years or evidence of employment as a Band 5 grade for a minimum of 2 years within the last 3 years.</p> <p>Experience of working with professionals from other disciplines</p> <p>Experience of working with complex neurology patients</p> <p>Desirable Multi-agency working</p> <p>Admission avoidance activity</p> <p>Experience of direct supervision of staff and participation in their development</p>	<p>Application Form/Interview</p>

Evidence of attending training courses relevant to neurology	
Skills/Abilities/Knowledge	
<p>Essential</p> <p>Relevant clinical skills (IV therapy, wound care skills, syringe drivers)</p> <p>Ability to provide complex packages of care which involve other agencies.</p> <p>Ability to use appropriate screening tools to undertake initial assessment of patient's needs</p> <p>Good written and verbal communication skills with ability to communicate complex and sensitive information with patients and carers, where there may be barriers to understanding.</p> <p>Computer literacy eg word processing, spreadsheets, internet and e-mail use.</p> <p>Ability to provide clear, concise, and objective reports and feedback to colleagues and other members of the multi-disciplinary team, both verbally and in writing.</p> <p>Ability to provide a high standard of evidence-based care that is responsive to the needs of patients and carers, assessing risk and considering a range of options.</p> <p>Ability to perform comprehensive patient assessments, prescribe appropriate nursing care and treatment, implement, and evaluate outcomes.</p> <p>Flexible approach to work and ability to prioritise and co-ordinate activities with other professionals</p> <p>Ability to work proactively and independently manage own workload without direct supervision and be accountable for their own professional actions</p> <p>Ability to work as a member of a multi-disciplinary team</p>	Application Form/Interview

Ability to work with patients, carers, and other agencies as partners in care

Ability to manage on a day-to-day basis, activity of support worker staff or students

Ability to initiate and develop improvements both in own work practices and those of the team.

Skill and understanding of the management and use of data in the NHS setting

Skill and understanding of the audit process and its application to practice

Responsible use of equipment and resources, including patients' property

Ability to demonstrate an awareness of current professional and wider NHS issues/priorities.

An awareness of and an ability to act in accordance with the NMC Code of Conduct

Awareness and ability to apply adult protection procedures in practice

Awareness of Patient Experience engagement

An understanding of and commitment to Equal Opportunities

Self-motivated

Flexible and adaptable

Good interpersonal skills – including observation, listening and empathy skills

Able to reflect and appraise own performance

Excellent time management skills

Commitment to the principles of reablement and inclusion

<p>Desirable</p> <p>Managing change</p> <p>Teaching skills</p> <p>Experience of participating in audit</p>	
<p>Effort and Environment</p> <p>Physical Effort</p> <p>To comply with the Trusts Manual Handling Policy and local therapeutic handling guidelines using high level manual handling skills when carrying out assessments and treatments, with moderate physical effort throughout the day</p> <p>Mental Effort</p> <p>To frequently exercise mental effort daily during assessment and treatment, using technical equipment as required.</p> <p>Emotional Effort</p> <p>To convey unwelcome or unpleasant news to clients in an empathetic and sensitive manner</p> <p>To be able to cope with occasional, potential stressful, upsetting, or emotional situations in an empathetic manner, such as patients suffering from illnesses or pain states that may lead to anxiety and aggressive behaviour</p> <p>Working Conditions</p> <p>To be able to operate as a lone worker in the community setting</p> <p>To work in an environment where the work patterns may be disrupted by frequent demands from patients, clinical staff, students, and administrative support staff and respond to any emergency situations arising</p> <p>To be exposed to unpleasant working conditions, this may involve frequent exposure to bodily fluids such as vomit, urine, faeces, sputum, saliva, and unpleasant smells</p> <p>To be exposed to adverse weather and driving</p>	<p>Application Form/Interview</p>

<p>conditions on a frequent basis.</p> <p>To travel between sites of work on a regular / daily basis in a timely manner as dictated by service and clients' needs.</p>	
<p>Other Requirements</p> <p>Car owner/driver</p> <p>Current valid driving license for use in UK</p> <p>Demonstrate a willingness to support service needs and develop rehabilitation services in the community</p> <p>Agree to participate in weekend and evening work as rostered, if required</p>	<p>Application Form/Interview</p>

NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name