

Community Staff Nurse JOB DESCRIPTION

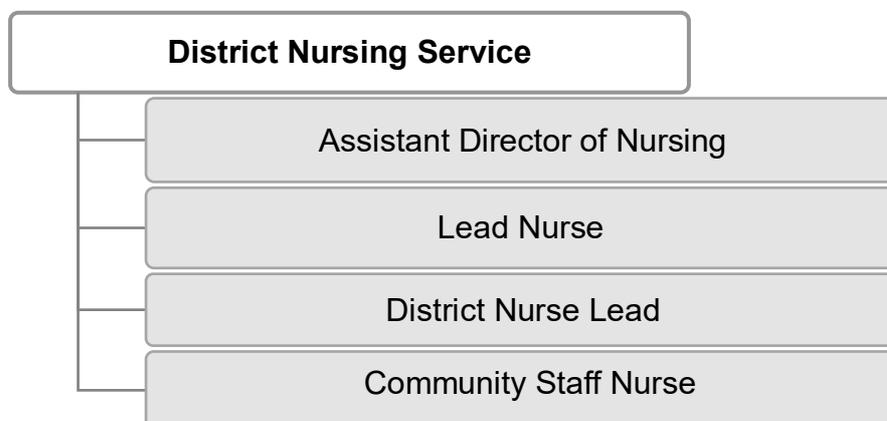
Job Title:	Community Staff Nurse
AfC Band:	Band 5
Directorate/Service:	District Nursing
Accountable To:	District Nurse Lead
Responsible To:	District Nurse Team Leader
Base Location:	Bury Community Services
On-Call Requirement:	No
AfC Job Code:	

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

- To assess, plan, implement and evaluate care for patients within their own homes.
- Maintain appropriate documentation.
- To support the team leader in day to day patient care.
- To deliver a full range of Nursing Care to housebound patients; Wound Care, Administration of Medication including Palliative Care and End of Life Care.

Key Role and Responsibilities

Communications and Relationships

- To communicate collaboratively with the wider MDT (Multi-Disciplinary team) to explore complex issues and to make complex decisions
- To effectively communicate complex and highly sensitive information
- To agree the arrangements for communication with the patient/family/carer, and to document these in accordance with Trust policy and the patients right to confidentiality To competently receive highly sensitive information concerning patient's medical condition and provide information using persuasive, reassuring skills as required, which may include when patients/family/carer are hostile and antagonistic e.g. bereavement / special needs / learning disabilities / where English is not the first language
- To ensure that essential information on the patients' condition and progress is recorded by self and team members appropriately according to NMC guidelines

Analytical and Judgmental Skills

- To undertake data collection effectively using the agreed systems
- To use clinical judgemental skills to decide upon and recommend best course of action for assessing and interpreting complex needs of patients/families/carers when a range of options exist, escalating as appropriate
- Analyse situations and instigate emergency procedures as required

Physical Skills

- Physically able to assist patients with activities of daily living and moving and handling.
- Able to carry out complex observations, monitor and use relevant equipment safely, ensuring accuracy and dexterity.
- To utilise highly developed physical skills where accuracy is important e.g. wound management, end of life care, wound care, nursing and continuing health care assessments
- Up to date and UK compliant driving qualifications are required for community posts.

Responsibility for Patient Care

- To assess, develop, implement and evaluate nursing care programmes from admission to discharge.
- To obtain people's informed consent, providing and discussing the implications of the whole assessment process
- To undertake nursing interventions consistent with evidence based practice, transferring and applying knowledge and skills to meet patients' needs, evaluating and modifying interventions as appropriate.
- To analyse and rigorously review all aspects of the patient care plan interpreting information and using specialist knowledge and clinical judgement to liaise with MDT (Multidisciplinary Team), co-ordinating and participating in case discussions as required.
- To refer patient/family/carer to other practitioners when needs and risks are beyond one's own scope of practice or require longer term support.
- To support patients/family/carers encouraging them to promote their own health and wellbeing and to express their interests and concerns.
- To provide support and care for the patient and his/her family/carer respecting their need for privacy and dignity

Planning and Organisational Skills

- To prioritise workload of themselves and others, assess performance and provide clear constructive feedback to team members.
- To monitor progress of work recognising changing priorities and implement corrective actions within own limits and informing the relevant people.

Responsibility for Policy/Service Development

- To adhere to trust policies and procedures relating to own workplace to contribute to service development.
- To evaluate current policies and procedures and identify the impact they have within their clinical environment.
- To identify outcomes of evaluation and offer constructive views on service developments.
- To implement and propose changes to policies/practices in own area
- To evaluate with others the effectiveness of any changes and how these have improved services.

Responsibilities for Financial and Physical Resources

- To ensure efficient and effective use of material resources/supplies within the ward/department
- To ensure patients valuables and belongings are documented and managed according to trust policy.
- To monitor, control and store resources/supplies according to the requirements and specifications of the clinical environment
- To identify any problems with resource use/availability and make recommendations for corrective action.
- To maintain accurate records of resource use

Responsibilities for Human Resources

- To participate in the clinical supervision and 1:1 management supervision.
- To participate in the appraisal process for themselves and others
- To identify, report and address poor performance issues, where required.
- To diffuse challenging behaviour, ensuring that the situation is managed in a sensitive way
- To contribute to the development of a learning environment

Responsibility for Information Resources

- To record data accurately using the agreed and paper documentation

Responsibilities for Research and Development Quality

- To ensure own actions promote quality and identify and manage any risks
- To lead in setting and maintaining optimal standards of care in own work area
- To keep up to date and act consistently with quality standards and guidelines within their own clinical area and associated areas
- To evaluate the quality of their own and others work, and where necessary make the appropriate improvements
- To have an understanding of the quality agenda and how standards of care can be maintained
- To monitor the quality of work in own area, raise quality issues and related risks and bring to the attention of others
- To re-evaluate following any change to ensure that improvements have been made

Audit

- To participate in audit/benchmarking within the clinical area supporting the introduction of a change in practice if indicated
- To contribute effectively to evaluation studies (e.g. patient satisfaction surveys)

Freedom to Act

- Work is managed rather than supervised and can act independently within appropriate occupational guidelines.
- To undertake all duties having regard to the NMC 'Code of Professional Conduct' for the nurse, midwife and health visitor and their professional contribution to Clinical Governance
- Is guided by trust protocols and codes of conduct.

Partnership Working

- The requirement to interact with others in order to achieve the objectives or purpose of the post. This will range from co-operating with other team members to multi agency working.

Equality and Diversity

- To recognise the importance of people's rights and interpret them in a way that is consistent with trust procedures, policies and legislation
- To challenge behaviour that infringes the rights of others
- To identify and take action where necessary to address discrimination and oppression

Making Every Contact Count

- Front line staff are in an ideal position to offer support and advice on how to improve health and wellbeing
- Staff should engage with patients, relatives, carers and the public to give them additional advice on health and wellbeing
- Staff will be given support to help them to signpost people to other services which may improve their health and wellbeing

Health & Safety

- To monitor and maintain health, safety and security of self and others in own work area
- To identify and assess potential risks in work activities and how to manage these risks appropriately
- To work within legislation and trust procedures on risk management
- To take immediate and appropriate action in relation to adverse incident reporting utilising the hospital incident reporting system.
- You must comply with the Trust's policies on infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager
- You are accountable for the effective deployment of activities that ensure that your department/ward/clinical team is reducing hospital acquired infection.
- You will ensure that you and your staff comply with the Trust's policies on infection, prevention and control.
- You will ensure that you receive the training required to maintain competence to execute the Trusts policies on infection, prevention and control.
- You have a responsibility to bring deficiencies in the deployment of such policies to the attention of your line manager General Staff
- You must comply with the Trusts policies on infection, prevention and control and maintain your competency to effectively discharge your responsibilities.
- You must bring deficiencies to the attention of your manager.

Safeguarding

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. You will be expected to fulfill your mandatory safeguarding training at the level applicable to this role.

Code of Conduct

- Professional staff that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Staff who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

PERSON SPECIFICATION

Job Title:	Community Staff Nurse
AfC Band:	Band 5

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Adult Nursing Degree or equivalent. 	<ul style="list-style-type: none"> Non-Medical Prescribing qualification (V150) V300 Non-Medical Prescribing qualification or willingness to work towards Mentorship Qualification
Professional Registration	<ul style="list-style-type: none"> Registered Nurse/Adult Branch Current NMC registration 	

Knowledge, Training & Experience	<ul style="list-style-type: none"> • Demonstrates evidence based clinical knowledge • Communicates succinctly, clearly and accurately both verbally and in writing • Be an effective team member who is able to relate to colleagues at all levels of the Trust with tact and diplomacy • Ability to coordinate your workload and supervise members of the team, ensuring high quality, safe and effective patient care 	<ul style="list-style-type: none"> • Experience of the use of clinical systems
Skills & Abilities	<ul style="list-style-type: none"> • IT Skills • Demonstrate initiative to proactively problem solve with a solution focus • Ability to use reflective practice, to continuously improve the standard of patient care • Ability to travel to different geographical locations across the Trust footprint in line with service needs 	<ul style="list-style-type: none"> • Full UK driving license with willingness to use own car for work purposes.

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE	Recognise and openly acknowledge how we all make a difference.

We value and respect each other's contribution.	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support

Equality, Diversity, and Inclusion (EDI) and recognise the importance of people’s rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don’t
- fostering good relations between people who share a relevant protected characteristic and those who don’t
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.