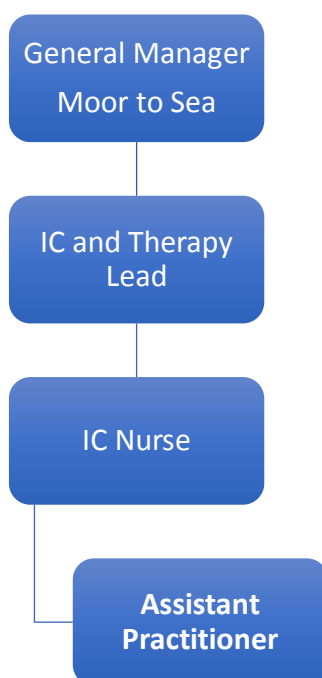


## JOB DESCRIPTION

<b>Job Title:</b>	Assistant Practitioner
<b>Band/Pay:</b>	Band 4
<b>Department:</b>	Moor to Sea Locality

### *Operations*



### **Job overview**

- To work independently and autonomously, providing assessment, support, care, treatment and advice to individuals, within guidelines and protocols identified for the role
- To work within a multi-professional team undertaking practitioner role
- To implement treatment and care to patients under the guidance and supervision of a registered professional. e.g. dressings, injections, monitoring etc.
- Wherever possible to contribute to avoidance of hospital admission and reduce inpatient length of stay to ensure that patients receive the appropriate care in the most appropriate setting
- To keep the patient at the centre of his or her care, ensuring patient and carer participation in decision making
- To take responsibility for the daily care and support of delegated patients

- Deliver treatment/care within a community setting as specified in a written care plan, under the guidance of a registered practitioner
  - To practice the principles and philosophy of individualised person-centred patient care in accordance with Trust Policy, procedures and regulatory body's guidelines
  - To support the reduction in need for commissioned services
  - Facilitating discharge from short term service
- 

### **Main duties of the job**

- To value everyone as an individual and actively support their right to have their voice heard in decisions about how their needs are met
  - To value differences and individuality, showing respect to all
  - To respond with humanity and kindness to every person, by listening attentively and respecting others in conversations
  - To respect every person's preferred wishes whilst providing nursing care within their own home
  - To provide the highest quality of care by listening to and acting on feedback
  - By taking personal responsibility you will play your part in sustainably improving services by implementing change positively and contributing to MDT discussions in a constructive and flexible way
  - To work in partnership to achieve the best possible outcomes for our people.
  - Helping and supporting your colleagues so that you work well together to achieve common goals and objectives
  - To act as a role model, valuing everyone's opinion and experiences.
  - To seek out, recognise and value the contributions of others and the role they play in a patient's life
  - To strive to provide excellent, innovative services that helps our people to be able to live their lives to the full
  - Taking every opportunity to encourage and support individuals to improve their own health and wellbeing
- 

### **About your new team and department**

You will be joining a truly multi-disciplinary team which aims to prevent hospital admissions, facilitate safe and effective discharges home and support patients in their own homes. Our Health and Wellbeing Team is an integrated professional team which includes Social Care, Community Occupational Therapy, Community Physiotherapy, Intermediate Care, Community Nursing, Pharmacy, Dietetics, Support Workers and Volunteering in Health. The team are proactive and have a forward-thinking core that promote a positive and a 'can do' attitude. The successful candidate will be dynamic and key in managing patients to remain in their own home.

## **Detailed job description and responsibilities**

### **Planning and organisation**

- Contribute to the planning, development and implementation of educational programmes for staff, patients and carers

### **Responsibility and accountability**

- To work independently and autonomously, providing assessment, support, care, treatment and advice to individuals, within guidelines and protocols identified for the role
- To work within a multi-professional team undertaking practitioner role
- The post-holder will be required to work flexibly to ensure a consistent and robust service; this will include seven day working across weekend and bank holiday working, or working in other localities as necessary to meet the needs of the service
- Undertake statutory and mandatory and other training as requested
- Develop and maintain skills required for patients within a community setting in line with appraisal and KSF
- To participate in supervision and appraisal and take responsibility for own professional development
- Work with patients and carers to teach and educate them about the early warning signs to prevent crises
- Be responsible for own personal development and to keep up to date with current issues in clinical field, to include participation and attendance at related meetings, mandatory and in-service training days
- Participate in appraisal system and maintain own portfolio of professional practice
- Participate in clinical supervision in support of continuing professional development

### **Responsibility for patients and client care**

- To implement treatment and care to patients under the guidance and supervision of a registered professional. e.g. dressings, injections, monitoring etc
- Wherever possible to contribute to avoidance of hospital admission and reduce inpatient length of stay to ensure that patients receive the appropriate care in the most appropriate setting
- To keep the patient at the centre of their care, ensuring patient and carer participation in decision making
- To take responsibility for the daily care and support of delegated patients
- Deliver treatment/care within a community setting as specified in a written care plan, under the guidance of a registered practitioner
- Assist in the monitoring and protecting of groups and individuals whose health and well-being may be at risk e.g.: vulnerable adults
- **Managing Care at the End of Life**

- Work proactively with patients and their families to develop personalised care plans which reflect their choices for end-of-life care
- Liaise closely with a range of providers of palliative care service, so that people will receive quality care aligned to the Gold Standards Framework
- Support terminally ill patients and their carers/relatives, ensuring other relevant agencies are involved

### **Policy and service responsibility**

- To practice the principles and philosophy of individualised person-centred patient care in accordance with Trust Policy, procedures and regulatory body's guidelines
- Ensure that own contribution to service is delivered in a way that meet the diverse population of Southern Devon and adhere to the trust policy on equality and diversity

### **Responsibility for finance, equipment and other resources**

- To participate in ordering of specific equipment, in line with instructions and ensuring safe practice
- Participate in ordering and monitoring of stores, equipment and other appropriate tasks

### **Responsibility for supervision, leadership and management**

- To contribute to the supervision of non-registered health care support workers
- To support junior members of staff and students, promoting and monitoring best practice

### **Information technology and administrative duties**

- To maintain accurate and contemporaneous clinical records of care given
- To record activity on a clinical data base as required

### **Responsibility for research and development**

- Participate in service developments to enhance the range and scope of services provided to patients and their carers
- Participate in the audit and evaluation of the service
- Support research-based practice

## PERSON SPECIFICATION

Attributes	Essential	Desirable
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>Foundation Degree – or accredited prior learning with competency-based evidence</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>Experience of working in a care setting</li> <li>Experience of supporting other workers</li> <li>Delivering patient focused care</li> <li>A good general knowledge of:               <ul style="list-style-type: none"> <li>Palliative care</li> <li>Infection control of Wound care</li> <li>Key long-term conditions</li> </ul> </li> <li>Dementia</li> <li>Experience of using effective communication skills both oral and written</li> </ul>	<ul style="list-style-type: none"> <li>Experience of community working, preferably within Health and Social Care</li> <li>Experience of working under distanced supervision</li> </ul>
<b>Specific Skills</b>	<ul style="list-style-type: none"> <li>Typing / data inputting skills</li> <li>Physical skills to manually handle patients and use appropriate lifting aids</li> </ul>	<ul style="list-style-type: none"> <li>Undertake specific nursing/therapy skills e.g. giving injections, taking blood pressure, wound dressings</li> </ul>
<b>Requirements due to work environment/conditions</b>	<ul style="list-style-type: none"> <li>Full driving licence with access to vehicle as you will be required to travel to remote locations</li> <li>There is an expectation for the post holder to occasionally come into contact with highly unpleasant conditions e.g.: odours, body fluids</li> </ul>	<ul style="list-style-type: none"> <li>Completed competencies in catheter care for independent care and support of patients with male, female and supra-pubic catheters</li> </ul>

<b>Physical skills</b>	<ul style="list-style-type: none"> <li>• Manual dexterity</li> </ul>
<b>Physical effort</b>	<ul style="list-style-type: none"> <li>• Ability to work in confined space at times</li> <li>• There is the expectation that the role will require moderate physical effort for short periods</li> </ul>
<b>Emotional effort</b>	<ul style="list-style-type: none"> <li>• Able to listen and empathise with the needs and wishes of users, carers and colleagues</li> <li>• Occasional exposure to distressing or emotional circumstances</li> <li>• Ability to work as a team member</li> <li>• Ability to recognise own limitations</li> </ul>
<b>Mental effort</b>	<ul style="list-style-type: none"> <li>• Dealing with complex situations</li> </ul>