



Job Description HR13b (Employee)

POST DETAILS

Job Title:	Community Staff Nurse	Band:	AfC Band 5
Main Location:	As advertised	Salary:	AfC Band 5 pa, pro rata
Reports to:	Team Lead	Accountable to:	Integrated Community Manager
Working Pattern:	As advertised	Job Type:	As advertised

Date: May 2017

KEY PURPOSE/SUMMARY

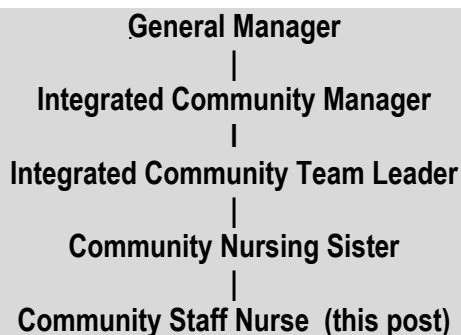
To assess, plan, implement and evaluate individualised patient care in the most efficient and clinically effective way whilst maintaining the patient's privacy and dignity.

To provide advice and support to junior staff in the delivery of high quality care and actively support the Community Nursing sister/s in the management of the health care environment.

To implement the relevant service.

To work in close collaboration with the Integrated Community Teams.

ORGANISATIONAL CHART/STRUCTURE





KEY DUTIES TASKS AND RESPONSIBILITIES

Be responsible for the assessment, implementation of treatment and the development of programmes of care for designated patients and provide feedback / escalate discussion regarding meeting patient need through supervision/monitoring processes.

Work in close liaison with the Community Nursing sister to take responsibility as a named nurse for patients on the caseload.

In the absence of the Case Manager be delegated responsibility for caseload management, to ensure a continuity of care in accordance with the care programme, seek support from other specialist practitioners/operational managers as required.

Identify need, order equipment and provide advice, support and demonstration to the patient/carer on the use of the equipment to ensure a personal duty of care and compliance with health and safety policies. To monitor and report to senior nurse effectiveness of equipment and aids in patients' homes to maximise the use of resources to enable care packages to be delivered.

Maintain and record accurate health records in patients' homes and health care settings in line with Caldecott and Trust Policies and Procedures and communicate verbal information to relevant multi-disciplinary team members.

Manage the placement of pre-registration nurse students and contribute to the learning environment for observers from other health disciplines and to new staff induction to provide a supportive workplace and a culture of continuous learning and evidence based practice.

To be involved in the education and training of junior staff and other staff employed within the care settings.

Contribute to the completion of clinical audits e.g. pressure ulcers, falls, documentation.

Contribute to Public Health and Health Promotion initiatives and under the direction of the senior nurse provide information to support well-being and independence for patients/relatives and carers/

To participate in clinical supervision/reflective practice and continuous learning in order to maintain and improve knowledge and skills and to share good practice with colleagues.

Participate in routine screening for chronic disease management and record results for monitoring purposes to ensure compliance with the National Service Frameworks.

Participate in flu immunisation sessions for the housebound to ensure national and local targets are achieved.

Attend all operational meetings including team meetings.

Develop, evaluate and share good working practice.

Undertake training relevant to the Community Nursing service which has been agreed and identified via the appraisal process



Act as a champion for designated service area as required.

Have an awareness of what is influencing community nursing services locally and nationally.

Patient Care

To provide nursing care to individuals making use of current evidence to inform the delivery and promote the development of clinically effective care.

In collaboration with the Community Nursing Sister co-ordinate the assessment, planning implementation and evaluation of care programmes which reflect the individual needs of patients and carers.

Maintain Confidentiality at all times

Strategy and Service Development

Financial Resources/Management

Responsible for the ordering of patient's equipment
Have an awareness of resource management

Information Resources/Information Systems

Autonomy/Scope within Role

Is required to work within clearly defined occupational policies, protocols, procedures and NMC codes of conduct. To acknowledge their limitations of competence.

Work is managed rather than supervised.

To have initiative to respond to and seek advice in challenging unpredictable situations/behaviours within the caring environments.

KEY RELATIONSHIPS

The post holder will demonstrate professional, well established and effective communication skills, both within and external to the organisation.

Key Working Relationships Internal:

To ensure effective liaison and advocacy with individual patients, communities and all relevant agencies both statutory and voluntary.

Work in partnership with all multi-disciplinary agencies and colleagues to ensure the delivery of high quality holistic individual patient care.



Such as:

General Manager
Integrated Community Manager & Team Leaders
Community Nursing Sister – Case Management, delegation and planning
Integrated Community Team
Care Co-ordinators
Community Support Team

Key Working Relationships External:

To ensure effective liaison and advocacy with individual patients, communities and all relevant agencies both statutory and voluntary.

Work in partnership with all multi-disciplinary agencies and colleagues to ensure the delivery of high quality holistic individual patient care.

Such as:

GP's and Surgery Staff
Medequip
Adult Social Care
Residential and nursing homes
Voluntary Sector
Patients and Families/Carers –
Royal Derby OPAT
Acute hospitals

KEY VALUES: WORKING THE DCHS WAY

Our Vision

“To be the best provider of local health care and be a great place to work”

Our Values

- To get the basics right
- To act with compassion and respect
- To make a difference
- To value and develop teamwork
- To value everyone's contribution: “everyone matters”



HEALTH & SAFETY

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

EFFORT REQUIRED WITHIN THE ROLE AND WORKING ENVIRONMENT

The post holder will be expected to perform a degree of effort within the context of the role capturing elements of physical, mental and emotional demands.

Physical

Frequent requirement to kneel, bend, stoop and lift limbs to undertake nursing duties.
Occasional requirement to move patient with equipment
Occasional need to walk through difficult terrain to access housebound patients
Infrequent driving/walking in adverse conditions
Regular driving to visit patients in home/health care setting
Frequent carrying of equipment to patients' home/health care setting
Regular dexterity and accuracy required for IV injections, syringe pumps, infusions, catheters, removal of sutures and clips.

Emotional

Frequent care of the terminally ill/chronically sick or disabled patients.
Occasional abusive situations
Occasional need to counsel patients and relatives/carers
Regular contact with patients and families in distressing circumstances

Mental

Regular driving to patients homes/health care settings
Regular concentration when carrying out nursing procedures
Regular concentration to undertake injection procedures
Occasional concentration for complex care packages
Occasionally responding to unpredictable working patterns
Regular concentration recording and checking of information.
Regular calculations of drug dosages for infusions and injections.
Regular interruptions and demands in the absence of the nurse in charge



Working Environment

Frequent support and treatment of patients living in poor social circumstances
Occasional unpleasant conditions
Regular car driving
Occasional aggressive behaviour of patients, clients, relatives and carers.
Regular working in isolation and isolated environments.
Occasional exposure to smoking environment

JOB DESCRIPTION AGREEMENT:

Job Holder's Name and Signature:

Date:

Line Manager's Name and Signature:

Date:



PERSON SPECIFICATION

Is the criteria essential or desirable and how will it be assessed

Criteria

Education, Qualifications and Training

Essential / Desirable

Assessment

RGN	E	A / C
Evidence of recent training	E	A / C
IV therapy	D	A / C

Experience and Knowledge Required

Evidence of research based/reflective practice	E	A / I
Knowledge of local and national priorities.	E	I
Understanding of the wider NHS agenda regarding community services	E	I
Experience of working in the community	E	A / I
Long Term Conditions	D	A / I

Skills and Attributes

Excellent communication and interpersonal skills	E	A / I / R
Written and recording skills	E	A / I / R
Ability to assess, plan and implement care	E	I / R
Ability to supervise junior nursing staff	E	I / R
IT Skills	E	A / I / R



Aptitude and Personal Qualities

Good team member
Innovation
Flexible approach to working practice
Able to use own initiative
Work autonomously
Willingness to adapt the role as the service develops

E
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E

I / R
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I / R

Values, Drivers and Motivators

Ability to travel as you will be expected to travel across Derbyshire County visiting patients' homes and across the county to access meetings and training.
Able to work weekend and bank holidays

E
E

A / C
I

E = Essential D = Desirable A = Application I = Interview T = Test C = Certificate R = Reference