



JOB DESCRIPTION

JOB TITLE:	Inpatient Respiratory Clinical Lead - ACERS
GRADE:	Band 7
BASE:	Homerton Healthcare, NHS Foundation Trust
MANAGED BY:	Cardiorespiratory Consultant Physiotherapist

JOB SUMMARY:

The post holder will work as an independent clinician responsible for the assessment, planning and provision of care to patients under the Adult Cardiorespiratory and Responsive Service (ACERS). The post holder will manage the ACERS Inpatient Service delivering the evidence-based discharge bundles, facilitating early supported discharge, and delivering health promotion. The post holder will provide clinical supervision to other staff and students, participate in research appropriate to the post and lead on the National Respiratory Audit Programme.

MAIN RESPONSIBILITIES:

- The post holder will independently manage the Inpatient Service within the specialty whilst working as part of the multidisciplinary team, delivering specialist individualised and personalised patient care to patients.
- Demonstrate appropriate practice and specialist advice in the assessment, planning, implementation, and evaluation of patient care. This includes in depth history taking, physical examination, and the requesting of clinical investigations.
- To develop collaborative treatment programmes with patients, carers and health care professionals.
- To work as an independent clinician, managing and prioritising own caseload, exercising a high level of judgement, discretion and decision making.
- Provide a clear link between secondary care and community services. This involves awareness of the appropriate pathway, making timely referrals and implementing evidence-based practice.
- To provide leadership, support, and guidance to staff in monitoring the planning delivery and evaluation of individualised specialist care.
- Promote excellent communication between primary and secondary service sectors to ensure continuity of care.
- To practice under an extended scope of practice – interpretation of blood results, arterial and capillary blood gases, chest xray's and relevant scans.
- Undertake diagnostic procedures as required to gain a full insight into a patient's conditions, this will include performing and interpreting spirometry.
- Support and enable patients and carers to make informed decisions relating to their treatment and management.
- Act as an advocate for patients, to ensure a patient orientated approach to the delivery of care and to meet standards within the NHS long term plan and relevant guidelines.





- A key member of the multidisciplinary team in supporting patients and their carers around end-of-life discussions.
- To provide expert advice to all health care professionals in the management of the respiratory patients
- Perform long-term and ambulatory oxygen assessments in line with local and national guidelines. Providing expert advice to other health care professionals ensuring the safety of the patient is prioritised.
- To promote pulmonary rehabilitation programmes both within the community and secondary care. Liaising with the wider MDT to ensure timely referrals.
- Ensure that activity data is collected, collated, analysed, and reported on before sending to the service managers.
- Take the Lead on the inputting of data in the National Respiratory Audit programme, identifying the need for service improvement to ensure best practice targets are met.
- To provide monthly report on key performance indicators.
- Understand data protection, patient confidentiality and the policies & procedure surrounding them.
- Promote high quality clinical care, and assist in the development of the specialist service, using evidence-based practice and clinical standards.
- Effectively induct new staff into the Trust/department in accordance with the Trust's induction programme.
- Facilitate the personal and professional development of staff. This involves identifying training and development needs, providing suitable development opportunities, and evaluating development actions in accordance with the Trust's appraisal and training procedures.
- Monitor the level and standard of work undertaken by your staff and to guide, coach and advise them as appropriate.

Education and Research

- To act as an expert resource providing clinical advice and support to all staff in both primary and secondary care.
- Identify training needs of health care professionals and participate in the provision of formal and in formal education programmes for Respiratory care.
- Participate in the development of appropriate educational material to facilitate the essential skills required to deliver Respiratory care in secondary care during the acute phases of the condition.
- To actively participate in educational events provided by the Trust and Primary Care sector.
- To attend meetings and conferences as appropriate/relevant.
- To participate in clinical audit within the Trust as directed.
- To participate in any appropriate/relevant Trust approved research projects conducted within the Respiratory Department and Primary Care.
- To be aware of and participate in nursing research and evidence-based practice relevant to respiratory conditions.





Administration/Management

- To line manage Band 6 nurses as outlined by the Physiotherapist Consultant and be responsible for the provision of IPR's, monitoring and direct line management and regular supervision.
- To work as part of an on-call rota as a duty member of the ACERS team this includes covering a 24 hr phone and weekend cover.
- Ensure that all Trust/Department policies and guidelines are adhered to.
- Maintain patient confidentiality at all times and ensure that care is delivered in a high quality courteous manner.
- Identify service development needs and participate in facilitating agreed changes in service.
- Actively participate in the development and evaluation of clinical policies for Respiratory care in Primary and Secondary Care.
- Adhere to standards for record keeping. Maintain accurate records of interventions and activities.
- To collect and submit activity data using information systems available.
- Effectively induct junior staff into the Trust/Department in accordance with the Trust's induction programme.
- Facilitate the personal and professional development of junior staff. This involves identifying training and development needs, providing suitable development opportunities and evaluating development actions in accordance with the Trust's appraisal and training procedures.
- Monitor the level and standard of work undertaken by junior staff and to guide, coach and advise them as appropriate. Provide briefing prior to and debriefing after all training and development activities.
- To work closely with social services, the ambulance service, secondary & primary care to establish systems to decrease hospital admissions and provide patients with effective care.
- Network with colleagues in other agencies/organisations to secure improvements of services for populations served.
- Provide comprehensive training sessions to other health care professionals as required on the role of the respiratory nurse and on the management of respiratory conditions.
- Advise and work with all members of the multi-disciplinary team to ensure the delivery of high standards of care for respiratory patients.
- Contribute to the appraisal process providing feedback on performance.
- Ensure all electronic records are kept up to date and filed appropriately and RIO/EPR is maintained appropriately recording activity and outcomes are completed on time.

Professional

- To achieve a range of clinical competencies as required within the Trust and speciality.
- To keep up to date with current literature and research within Specialty.
- To maintain personal and professional developments in accordance with NMC requirements.





- To undergo and actively participate in performance objectives and appraisals.
- To adhere to the NMC Code of Professional Conduct working within and accepting agreed levels of competence.
- To work towards further post registration qualifications relevant to COPD and other respiratory conditions.
- Acts as mentor or coach for staff.

Staff Management

- Provide comprehensive training sessions to other health care professionals as required on the role of the respiratory nurse and on the management of respiratory conditions.
- Provide clinical supervision for clinicians.
- Contribute to the induction programme for new staff. Act as a resource to health professionals.
- Advise and work with all members of the multi-disciplinary team to ensure the delivery of high standards of care for respiratory patients.
- Contribute to the appraisal process providing feedback on performance.
- Acts as mentor or coach for staff.

Financial & Physical Resources

- Understand and work within the Homerton University Hospital financial standing orders.
- Ensure adequate stock control and order as requested by the Nurse Consultant.
- Manage and maintain and own equipment and ensure quality checks occur at required intervals including maintenance of spirometer.

Planning & Organisation

- Lead/assist in the development of clinical protocols as required enhancing and developing service delivery.
- Manage and prioritise workload, integrating care across all setting preventing duplication, Fragmentation and delay occurring as patients move between core settings.
- Attend and participate in team meetings or other departmental meetings at the PCT and hospital as required.
- To contribute to the development of integrated care pathways and service planning to ensure patient centred care.
- Negotiate with professionals in all settings to provide care in the most appropriate and least invasive manner possible.
- Enable and ensure integration of patients wishes into care planning.

Policy & Service Development

- Contribute to the development of multi-agency assessment tools and information protocols.
- Treats all patients and colleagues with dignity and respect.
- Takes account of differences in diversity when planning and implementing care.





- Empower patients and carers to evaluate possible treatment options as disease progresses.
- Utilise evidence based practice in development of protocols and processes to deliver care.
- Work to agreed guidelines – both local and national. Establish guidelines to cover primary and secondary care.
- Attend and participate in relevant meetings and events including relevant research projects and conferences as required.
- To be aware of risk management policies & procedures.

Further information

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare, NHS Foundation Trust](#). We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Hospital. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.





Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton University Hospital NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.





Living Our Values – How We Work at Homerton Healthcare

At Homerton Healthcare we consider all our people as leaders and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture

Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice

Personal
<p>We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.</p> <p>We will:</p> <ul style="list-style-type: none">• ensure that relationships with patients and service users are founded on compassion, empathy, and kindness• appreciate each person as an individual and address their specific needs to ensure we deliver equitable care• actively listen to and involve patients and service users in decisions about their care• provide continuity of care through good communication and teamwork

Safe
<p>We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.</p> <p>We will:</p> <ul style="list-style-type: none">• be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes• listen to our staff, patients, service users and their families and carers and use their feedback to improve services• ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time• constantly monitor standards of care and respond quickly if there are concerns

Respectful
<p>We will treat others as we would expect ourselves or our families to be treated and cared for.</p> <p>We will:</p> <ul style="list-style-type: none">• treat everyone with dignity and respect• listen to others and value their contribution• provide services that meet the diverse needs of our communities• value and support the health and wellbeing of all our staff





Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult





PERSON SPECIFICATION

POST: Inpatient Respiratory Clinical Lead - ACERS
DEPT/UNIT: ACERS

BAND: 7
DATE: March 24

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Education / Qualifications	<ul style="list-style-type: none"> RGN/RN/HCPC Post registration course in respiratory care. Ability to think and practice at first degree level 	<ul style="list-style-type: none"> Independent and Supplementary prescriber Physical assessment course Practice Assessor Qualification Full ARTP Certification in Spirometry 	AF
Skills/ Abilities	<ul style="list-style-type: none"> Clinical assessment skills. Skills in caring for patients receiving non-invasive ventilation and long-term oxygen therapy. Established organisational and leadership skills. Ability to establish effective communication with patients and colleagues Innovative, able to problem solve and make autonomous decisions. Teaching skills in informal and formal situations. Ability to work autonomously. Ability to work as part of a team. Computer literate 	<ul style="list-style-type: none"> Counselling skills 	AF, I
Experience	<ul style="list-style-type: none"> Significant post registration experience. Recent experience within respiratory care either in community or hospital 	<ul style="list-style-type: none"> Primary care experience 	AF
Knowledge	<ul style="list-style-type: none"> Expert knowledge of Respiratory condition and relevant treatment options Knowledge and understanding of health care needs in a multicultural society. 	<ul style="list-style-type: none"> Knowledge of palliative care related to symptom management 	





	<ul style="list-style-type: none"> ▪ Understanding of the role of the clinical nurse specialist. ▪ Knowledge of health promotion activities and strategies. ▪ Knowledge/understanding of confidentiality issues. 		
Trust Values, Equal Opportunities & Other Requirements	<p>Understanding and demonstration of the Trust Values.</p> <p>Commitment and adherence to equality, diversity and inclusion.</p>	<ul style="list-style-type: none"> ▪ Motivated to further personal and professional development. ▪ Understanding of the issues of confidentiality. ▪ Ability to work flexibly to meet the needs of the service 	

Mandatory components in all job descriptions are shown in italics

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)

