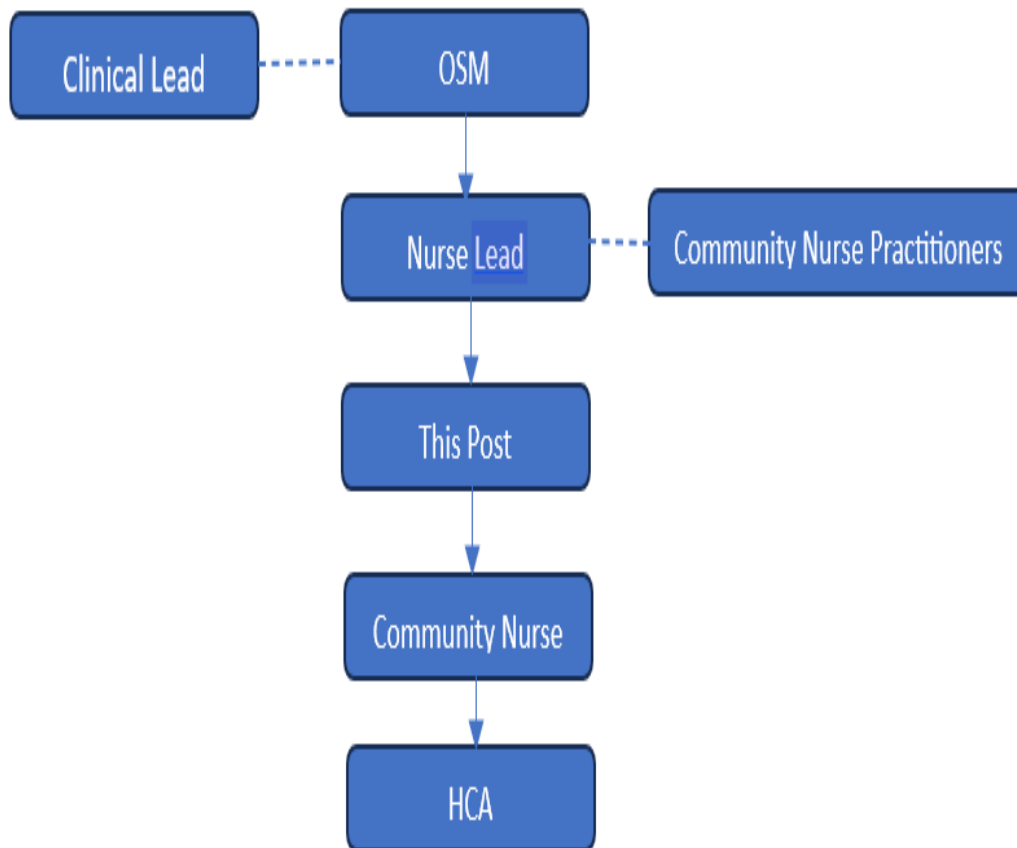


Job Description

Job Details	
Job Title:	Clinical Practitioner
Business Unit:	Community Business Unit
Department/Ward:	Community Response Services
Location:	Trustwide
Pay Band:	Band 6
CAJE No:	COM1744
Main Purpose of the Job	
<ul style="list-style-type: none"> The post holder will work within an MDT team working in the community in order to provide hospital level care to patient's in their usual place of residence. To be responsible and accountable for the delivery of nursing care to a defined caseload by using team management and organisational skills. To provide leadership, management and clinical supervision to staff ,trainees and students and work in collaboration with the wider Acute and Primary Health Care Team. To role model compassionate and inclusive leadership in order to shape the creation of a collective leadership culture within the trust. This means demonstrating a consistent leadership style which (a) engages, enables and empowers others (b) uses coaching to promote ownership of learning and quality improvement and (c) facilitates team working and collaboration within teams / departments and across organisational boundaries. 	
Dimensions	
<ul style="list-style-type: none"> To work within the community setting providing holistic nursing care as well as advice and support for patients, carers and families as appropriate. Responsible for the management of an identified case load and nursing team. Provide support, supervision and guidance to staff. Maintain links and support to the. Nursing management team across the community To actively engage in inter-agency and multi-agency care planning 	

Organisational Chart



1. Communications and Relationships

- To effectively convey complex information to patients and carers around diagnosis, treatment and ongoing care involving situations where barriers to understanding exist, physically, psychologically, emotionally and spiritually.
- To ensure effective liaison and communication with other professional groups and outside agencies acting as a source of information in the interest of patients.
- To maintain the confidentiality of patients and carers information when communicating with the wider multi disciplinary team, in accordance with Trust policy
- To keep clear and accurate records relevant to your practice in line with the Nursing and Midwifery Council (NMC). The code (Practise effectively; section10)
- Must be able to demonstrate the English language proficiency level required for this post.

2. Knowledge, Skills, Training and Experience

Essential

- 1st level NMC Registered Nurse
- Degree in relevant subject or equivalent qualification and /or experience
- Recognised teaching /assessors Mentorship qualification or Evidence of qualification to undertake the supervision, teaching and assessing of students (essential requirement for post, expectation this will be completed within an 18 month period).
- Experience and knowledge of quality improvement and the use of quality improvement methodology.
- Evidence of continuing professional development
- Experience of coordinating a team
- Experience of managing a diverse caseload.
- Knowledge of wound management.
- Knowledge of long term illness and disease progression.
- Experience of palliative care and end of life care.
- Knowledge of computerised clinical record systems.
- Knowledge of policies relating to health care in the community
- To lead, inspire and motivate others to high performance by agreeing clear goals and objectives, providing support and guidance and creating opportunities for development.
- To contribute to the development of a culture of high engagement, where staff are empowered and entrusted to provide the best services and care for patients.
- To promote and facilitate innovation and continuous improvement to deliver a high standard of care and experience for service users and patients.
- Accountability for the leadership of post holders staff / teams / departments
- It is an essential requirement of the role that the post holder has a valid driving licence and is either a car owner and able to use the car for work purposes, or has a Trust personal lease vehicle which may be used for the role. However, the Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role

Desirable

- Management and leadership qualification
- Professional Nurse Advocate
- Relevant experience working in the community.
- Willingness to maintain continuing professional development.
- Knowledge of or experience in coaching and mentoring practices and tools.
- Knowledge of or experience in Quality improvement tools, techniques and methods.
- Experience of coordinating a team

3. Analytical Skills
<ul style="list-style-type: none"> • To have the skills and knowledge to analyse and interpret patient's information and medical conditions taking the appropriate action. • To have the ability to critically reflect and analyse own practice identifying strengths and development needs to maintain and develop nursing practice. • To make informed clinical judgements and decisions based on specialist knowledge when managing a patient's complex health care needs. • To have the knowledge and skills to manage crisis situations in a patient's home. • To have the ability to involve other care agencies and co-ordinate the situation.
4. Planning & Organisational Skills
<ul style="list-style-type: none"> • Be part of the conduit for people's pathway between primary, community, intermediate and secondary care services. • Be responsible for planning caseload visits in the most efficient and clinically appropriate way. • To support and participate in appraisal and clinical supervision. • Plan and organise straightforward activities, some ongoing
5. Physical Skills
<ul style="list-style-type: none"> • Standard keyboard skills and computer literacy required. • Regular requirement to drive between locations to meet the needs of patients. • There is a requirement to have the skills and manual dexterity to perform tasks such as venepuncture, administration of medication via a variety of routes and undertake accurate measurements that require specialist skills and training. • Requirement to work within moving and handling guidelines. • To work a flexible shift pattern to suit the needs of the service.
6. Patient/Client care
7. Policy & Service Development
<ul style="list-style-type: none"> • To ensure adherence to trust policies, standards and procedures. To participate and lead as appropriate in their local implementation and quality assurance initiatives. • Demonstrate awareness and application of Clinical Governance with particular attention to clinically effective practice, clinical audit, research and risk assessment, together with the prevention, identification and reporting of significant events. Through the Patient Safety Incident Reporting Framework (PSIRF) • To influence change in relation to service improvement through participating in and contributing to local and trustwide nursing and AHP development. • To maintain in accordance with Nursing and Midwifery Council regulations a professional registration through continuous professional development and personal reflective practice.
8. Financial & Physical Resources
<ul style="list-style-type: none"> • Completion of relevant forms relating to managing staff (including authorisation of requisitions / travel claims)

<p>9. Human Resources</p> <ul style="list-style-type: none"> • To work with the Team leads and nurse practitioners and Community Response Service team in managing the team performance in order to meet the evolving needs of individuals and the service. • To support, participate and encourage clinical supervision for the team of staff and engage in on-going personal reflective practice. • To participate in team building / communication exercises so as to develop and consolidate a cohesive, supportive team. • To mentor, participate and facilitate the learning needs of pre- and post registration students working closely with Clinical Educators • To participate and facilitate individual and team learning needs to meet service development using a variety of teaching strategies. • Employ health education teaching skills in working with patients, their families and carers. • Day to day supervision • Support and promote a clinical environment which fosters a culture of life-long learning.
<p>10. Information Resources</p> <ul style="list-style-type: none"> • The creation and maintenance of client records in line with NMC Code and Trust policies • You will be expected to have basic functional skills, including literacy, mathematics and digital skills. Digitally literacy is the ability to locate, organise, understand, evaluate and analyse information using digital sources. This is in line with 'digital readiness indicator for health and social care', which has been developed in the Building a Digital Ready Workforce Programme (BDRW), between Health Education England (HEE) and NHS Digital, and is part of the Government's Digital Transformation Portfolio (DTP) (2019)
<p>11. Research & Development</p> <ul style="list-style-type: none"> • To participate in clinical audit and research projects as appropriate including disseminating findings to team and managing any recommended changes in practice.
<p>12. Freedom to Act</p> <ul style="list-style-type: none"> • To act as a source of expert advice in clinical nursing practice to the primary healthcare team and virtual ward Team. • Acts autonomously, without direct supervision in fulfilling role. • Accountable for own professional actions • Manage and prioritise own caseload supported by team leader.

Standards

The statements outlined below are the standards of which all employees of Northumbria Healthcare Trust are expected to comply.

Works to the standards expected in the Northumbria Healthcare NHS Foundation Trust statement of values.

Risk Management - to deliver the quality standards and targets outlined in the Trust's Risk Management Strategy and local operational policies

Infection Control:

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role

Health and Safety:

Managers have a duty to ensure that safe systems of work are used within their area of responsibility; to investigate accidents and incidents; to arrange for risk assessments to be conducted annually, and to ensure staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to cooperate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Patient, Carer & Public Involvement:

Managers have a duty to ensure that the principles of patient, carer and public involvement are adhered to throughout all areas of responsibility in line with Section 242 of the NHS Act 2006 (as amended by the Act 2012) which requires the duty to involve and consult users. A 'user' is defined as someone who is using services, or someone who may use them. In addition, this requires NHS organisations to involve and consult patients and the public in; The planning and provision of services and the development and consideration of proposals for changes in the way services are provided.

This ensure that patients are the focus of everything we do, we share good practice in line with Trust policies and procedures, this includes learning from complaints and concerns.

Safeguarding:

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

Environment and Sustainability:

The trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.

Appendix 1

NOTE: This appendix is not intended to form part of the 'official' Job Description, but is intended for Job Evaluation purposes only.

Effort and Environment:

Physical –

- *Frequently moving patients/heavy weights (over 15 kilos) with mechanical aids in confined spaces, e.g. hoists on carpets, glide sheets.*
- *Frequently have to manoeuvre patients into position for treatment and personal care purposes.*
- *Frequent kneeling/bending for extended periods (over 20 minutes) for the purpose of assessing patients and providing care/treatment e.g. leg ulcer dressings, supporting limbs, ear syringing.*
- *Frequent use of vehicle whilst delivering care within the community.*

Mental –

- *There is a frequent requirement for concentration for example when carrying out patient assessments and patient care. Post holder may be subject to interruptions which may require them to switch from one task to another.*

Emotional –

- *There is frequent exposure to distressing or emotional circumstances, for example, supporting patients (and their families) that are terminally ill.*
- *The post-holder is responsible on occasion for verifying death, after appropriate training, and this can be very distressing.*
- *Managing and supporting colleagues, dealing with stressful situations and team dynamics.*

Working Conditions –

- *Frequently exposed to highly unpleasant working conditions this includes being in direct contact with blood and other uncontained bodily fluids, foul linen etc.*

Appendix 2

Grid

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*		X
2.	Manual Handling Operations	X	
3.	Dust, Dirt, Smells	X	
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)	OXYGEN	X
5.	Patient Contact	X	
6.	Babies/Children Contact		X
7.	Food handling / Preparation		X
8.	Driving	X	
9.	Fork Lift Truck Driving		X
10.	User of Display Screen Equipment	X	
11.	Noise	X	
12.	Infestation	X	
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	X	
14.	Excessive Cold		X
15.	Excessive Heat		X
16.	Inclement weather	X	
17.	Radiation		X
18.	Laser Use		X
19.	Heights over 2 metres		X
20.	Confined Spaces	X	
21.	Vibration i.e. Power Tools		X
22.	Using machinery with moving/exposed parts		X
23.	Shift work	X	
24.	Use of latex products		X
25.	Physical violence / aggression	X	
26.	Employment of young people		X
27.	Any other hazards please specify		X
28.	Other		

If any hazard is identified above please give details below.

*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Person Specification

Job Title:	Clinical Practitioner	
Department:	Community response Services	
Location:	Community Business Unit	
Specification	Essential	Desirable
Qualifications / Professional Registration	<ul style="list-style-type: none"> • 1st Level NMC Registered Nurse • Degree in relevant subject or equivalent qualification and /or experience • Recognised teaching/assessors/mentorship or Evidence of qualification to undertake the supervision, teaching and assessing of students (essential requirement for post, expectation this will be completed within an 18 month period). 	<ul style="list-style-type: none"> • Willingness to maintain continuing professional development. • Relevant experience working in the community. • Management and leadership qualification
Experience and knowledge	<ul style="list-style-type: none"> • Experience of managing a diverse caseload. • Knowledge of wound management. • Knowledge of long term illness and disease progression. • Experience of palliative care and end of life care. • Knowledge of computerised clinical record systems. • Knowledge of policies relating to health care in the community • Knowledge of policies relating to healthcare in the community 	<ul style="list-style-type: none"> • Experience of coordinating a team • Knowledge of or experience in coaching and mentoring practices and tools. • Knowledge of or experience in Quality improvement tools, techniques and methods

Skills and abilities	<ul style="list-style-type: none"> • Evidence of assessment and care planning skills. • Demonstrable skills in nursing competencies e.g. • catheterisation, injections, venepuncture, syringe drivers, managing complex wound drainage systems. • Excellent communication skills both written and verbal. • Portfolio of evidence – knowledge and skills framework (KSF) • Organisational and leadership skills • Able to use IT systems confidently i.e. Email, Excel, Word and Outlook. • Must be able to demonstrate the English language proficiency level required for this post. 	<ul style="list-style-type: none"> • Previous evidence of managing others
Personal attributes	<ul style="list-style-type: none"> • Flexible approach to working hours. • Commitment to Equality & Diversity • Learning agility and commitment to self-development 	
Other requirements	<ul style="list-style-type: none"> • It is an essential requirement of the role that the post holder has a valid driving licence and is either a car owner and able to use the car for work purposes, or has a Trust personal lease vehicle which may be used for the role. However, the Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role. • IT skills • Ability to work as a member of the team. 	