

Job Description

Job Title: Community Nurse – GEH Navigator

Grade: Band 6

Reports To: Professional Lead

Accountable To: Locality Manager

Job Purpose:

Working in a leadership role as a member of the urgent response team, responding to urgent visits via Clinical Triage assessing, planning, coordinating, delivering and evaluating the programmes of care provided across health, social and voluntary care sectors as part of a multi-disciplinary community-based rehabilitation team. Within the community, client's home, residential homes and other sites as the service requires. To identify and ensure swift and smooth discharge into the community

Organisation Chart:

OUT OF HOSPITAL COLLABORATIVE

Managing Director of Operations

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General Manager

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Locality manager

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Professional Lead

Key Result Areas:

- To provide effective clinical leadership within the Urgent Response Team, enabling the service to deliver to the highest possible care standards, ensuring that evidence-based practice is used. To act as a role model and exercise

good leadership.

- Providing highly skilled nursing assessment, intervention and advice to clients and carers. Communicating with members of the multi-disciplinary team to maintain high standards of care
- To work as an accountable and autonomous professional responsible for the diagnosis, advanced assessment and treatment of community dwelling clients who are experiencing a sudden health crisis, who may have additional complex multiple pathology and or social circumstances, including Palliative and End of Life Care.
- The post holder will guide and support junior staff and students in the organisation of their work, providing clinical advice and specialist expertise.
- To deputise for the Professional Lead on an equitable basis with other senior nurses as needed
- To be professionally and legally accountable for all aspects of own work, including the management of their work, ensuring a high standard of clinical care.
- To undertake a comprehensive assessment of clients with a wide variety of complex conditions using advanced investigative and analytical skills of clinical and non-clinical information to form accurate diagnosis and prognosis
- To formulate individualised treatment plans, using sound clinical reasoning skills and utilising a wide range of evidence-based treatments to formulate a specialised programme of care which is client led and goal orientated.
- To assess competency for and delegate appropriate tasks to other team members, carers and their families
- To have clinical responsibility for dealing with unplanned and unpredictable urgent referrals for clients living in the community
- To demonstrate ongoing evaluation of nursing interventions with the client and respond accordingly
- To carry out treatment plans for other professionals in their absence under delegation and within your competency.
- To work innovatively to address the challenges posed by providing treatment in a variety of community settings.
- To undertake specialist-nursing interventions, which require accuracy and precision, some of which will be invasive.
- To demonstrate highly developed knowledge and skills in the health

surveillance of acutely ill community-based clients.

- To take an active lead in advising and teaching health education and health promotion to clients, other professionals, families and carers.
- To assess for and provide equipment in accordance with ICES (Integrated Community Equipment Store) guidelines
- To regularly work unsupervised and alone in clients' homes
- To immediately report to the Professional Lead/Clinical lead any variance to the clients care pathway and document in accordance with the agreed procedure.
- To identify urgent need for, and initiate an emergency response, giving appropriate first aid as necessary within own capabilities.
- To work at all times strictly within the Trust's Infection Control Guidelines. To ensure that therapy / treatment / care does not constitute a risk of infection either to the health professional, the patient / client or to visitors, and to report any situation that compromises the safety of staff, clients / patients or visitors with regard to risk of infection.
- To communicate effectively with clients and carers to maximise rehabilitation potential, using a wide range of verbal and non-verbal communication skills
- To gain valid consent to intervention where possible in accordance with the legal framework and consent policy. To identify and report concerns where clients may lack capacity.
- To liaise and effectively communicate assessment and rehabilitation outcomes with other multi- disciplinary teams, voluntary agencies and health and social care professionals in accordance with South Warwickshire Foundation Trust information sharing guidelines. This communication will include verbal, report or letter format and include case conferences and multidisciplinary team meetings
- To maintain accurate, comprehensive, contemporaneous documentation and maintain confidentiality in accordance with local intermediate care protocols, South Warwickshire Foundation Trust records policy and national professional standards
- Under the direction of the Professional Lead/Clinical Lead assist in the delivery of training/clinical education for staff and students, including: peer clinical supervision, interdisciplinary reflection, individual clinical supervision of junior staff, the training and support of NVQ candidates including writing expert witness statements and annual appraisal of specific junior staff.
- To attend professional meetings and study days appropriate to the needs of the service. Thereafter, to provide written evidence of learning and feedback to

the Urgent Response Team.

- To undertake all mandatory training.
- Following the principles of clinical governance to maintain a high quality of service through liaison with the Team leaders, leading the implementation of: recognised professional standards, evidence based practice, effective clinical audit and clinical bench marking, risk management and validated clinical outcome measures. Make recommendations for change.
- Participate in the development and implementation of clinical initiatives and protocols.
- To work within agreed national and local clinical guidelines and be aware of and abide by the guidelines and protocols of the Integrated Team.
- To be aware of and abide by the approved policies and procedures of the Trust and the Nursing and Midwifery Councils guidelines on professional conduct.
- To be responsible for your own continuing professional development which is demonstrated in a portfolio.
- To participate in appraisal scheme and attend external courses where identified as part of individual appraisal.
- To be aware of the agreed procedures and Community Nurse involvement in the event of a major accident
- To liaise with the team leader in deploying staff on a day-to-day basis, allowing flexibility within the team so that the needs of the service are met.
- To maintain adequate levels of nursing stock and undertake a quarterly equipment audit within work area
- To undertake and promote efficient use of available resources
- To assist in the recruitment and selection of junior staff
- Organise the induction of new staff.
- Adhere to information governance both for internal and external sources for patient data.
- To build up relationships with GEH in particular medical wards, AMU and A&E. To support GEH staff in identifying patients who can be discharged into the community
 - To reduce length of hospital stay where appropriate
 - To liaise with community services in ensuring safe discharges
 - To increase awareness of community services to GEH staff

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- To reduce number of A&E visits of patients known to community nursing caseloads
 - To work in the community in preventing hospital admissions
 - To collect data to evidence the above and also patient stories
- Such other duties as are within the spirit of the job purpose, the title of the post and it's grading
 - This is an outline job description. It is subject to review at periodic intervals and may change over time with the development of Community Services following discussion with the post holder.
 - Post holder will be required to have access to independent means of transport for work purposes to travel across the South Warwickshire Foundation Trust and to other agencies.
 - South Warwickshire Foundation Trust endorses the principle that whether people smoke or not is a matter of personal choice but where they smoke is a matter of public concern. The policy on smoking and health protects non-smokers and requires that all the South Warwickshire Foundation Trust premises are smoke free.
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General Items:

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of themselves and of other persons who may be affected by their acts or omissions at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to

cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

Ensure that the Trust Smoke Free Policy is adhered to and that staff, patients and visitors are signposted to smoking cessation services.

Identify any appropriate support or interventions for staff to support their wellbeing.

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To accept responsibility for the provision of effective infection prevention and control within the Trust in liaison with the Trust's Infection Control Team.

To act as a role model in applying good infection control practice and ensures compliance with all Infection Control policies.

To promote and demonstrate implementation of the Trust's Carbon Management strategy and policy, ensuring team members are fully aware of the policy and are contributing to this.

To promote and demonstrate commitment to implementing a safe culture throughout the Trust and to undertake all reasonably practical measures to ensure the health, safety and welfare of all staff, patients and visitors.

This job description is subject to review at any time in consultation with the post holder.