

Community Staff Nurse
 JOB DESCRIPTION

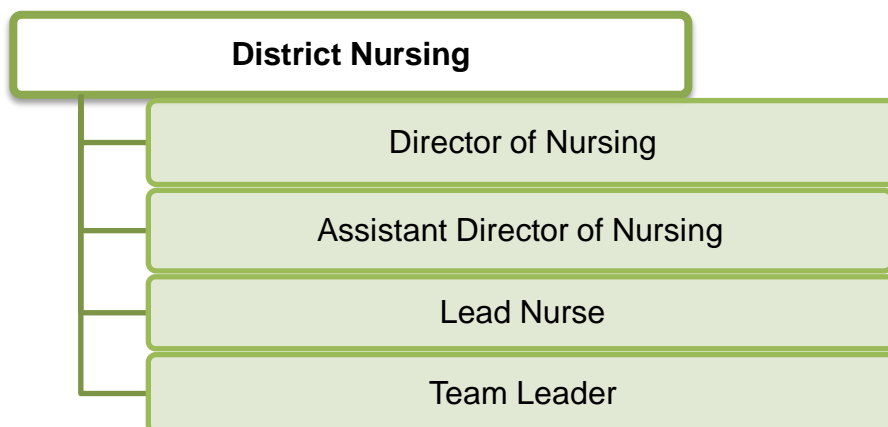
Job Title:	Community Staff Nurse
AfC Band:	B5
Directorate/Service:	Adult Community Services
Accountable To:	Assistant Director of Nursing (ADNs)
Responsible To:	Lead Nurse
Base Location:	District Nursing
On-Call Requirement:	No (Please detail if required)
AfC Job Code:	N4

Values

Three values are at the heart of our organisation: Care, Appreciate and Inspire.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

The post holder is responsible for the assessment of patient care needs and development, implementation, and evaluation of programmes of care, both for a specific group of patients as the named care provider and in supporting the care of all patients. As a nurse you will assist in the management and organisation of work as required, ensuring effective communication is maintained at all times, providing support for junior staff. You will play a key role in the supervision and assessment of all learners and unregistered staff, providing a teaching role and acting as a named supervisor.

Key Role and Responsibilities

Professional Duties

To participate in planned programmes of care to promote health gains and maximise independence in all types of clients within the community e.g. home, health centre, G.P. surgery, residential homes, schools or other establishments as required under the direction of the Team Leader/Senior Lead.

Establish and maintain effective communication with people about routine and daily activities in relation to client care.

Assess people's health and well-being when those needs are complex and change across the caseload.

Plan, deliver and evaluate programmes of care to address people's health and well-being. Be responsible for nurse led clinics ensuring clinical needs are met.

Undertake initial assessments on receipt of specific referrals to the caseload, acknowledging the needs of client's and their carer's.

Assessment of clinical care needs of all clients, specific assessment tasks and assessing patients for discharge.

Obtaining people's informed consent to the assessment prior to it starting and discussing the implications of the assessment on its completion.

Delivering a high standard of practice in accordance with the professional, ethical and legal framework for nursing.

Making an assessment of patients health and well-being needs and their prognosis.

Assessing risks to client's health and well-being in the short and longer term in relation to the public health agenda including child protection looked after children and vulnerable adults.

Identifying the implications of the assessment for the content and scheduling of programmes of care.

Referring people to other practitioners when needs and risks are beyond one's own scope of practice or require longer term support.

Discussing and agreeing with patients and colleagues what needs to be done, who will contribute to the care plan and manage the plan as a whole.

Undertaking nursing interventions consistent with evidence-based practice, transferring and applying knowledge and skills to meet patient's needs.

Promoting the health of client's and carer's.

Evaluating the effectiveness of interventions in meeting prior agreed goals and making any necessary modifications.

Rigorously reviewing all aspects of the care plan and identifying when it is not addressing the client's needs and renegotiating the care plan to meet the client's needs.

Maintaining accurate and legible client's notes in accordance with Trust and national professional policies and guidelines.

Ensuring the maintenance of full and accurate records on the TRUST's community information system where applicable.

Assuming the responsibility and control of the team/dept in the absence of the Team Leader/Senior Lead.

Communications and Relationships

Establish and maintain communication with individuals and groups about difficult or complex matters overcoming any problems in communication.

Effective communication across all boundaries e.g., primary, secondary, and tertiary care.

Exploring complex issues, and helping to make complex decisions e.g., on patient/client care.

Breaking of bad news e.g. clients/carers.

Changing own way of communicating to enable people to understand what is being communicated e.g. using pictures, using interpreters.

Monitoring and modifying own communication skills to address the social age continuum.

Communicating in an appropriate manner consistent with level of understanding, culture/background, adopting preferred ways of communication.

Providing clear feedback to team members in a way that is conducive to maintaining and improving performance.

Identifying and managing challenging behaviours.

Maintaining accurate patient records in accordance with TRUST policies.

Identifying potential opportunities to influence the development of knowledge, ideas and practice and prioritising those that have the most potential for success.

Constructively tackling queries and objections to developing knowledge, ideas and work practice and make alternative proposals.

Encouraging others to seek advice on the workers area of expertise.

Analytical and Judgmental Skills

Having the skills and knowledge to address the clinical need within the delegated case load.

Recognising, interpreting and analysing client observations e.g. blood glucose monitoring, pyrexia, pain management, health promotion evaluation.

Recognising inequalities/gaps of service and reporting it to line manager.

Interpretation of literature from DOH guidance in relation to Public Health Agenda.

Interpretation of clinical data related to individual client's needs i.e. leg ulcer assessment, Doppler assessments, heaf tests.

Administrative Responsibilities

To prioritise the care requirements for identified patients.

To monitor the work and performance of junior colleagues providing constructive feedback, advice and on-going support.

To monitor progress of work recognising changing priorities and implement corrective actions within own limits and informing the relevant people.

To assist in the management and organisation of work as required.

To organise and monitor the work and performance of junior colleagues providing constructive feedback, advice and on-going support.

To monitor progress of work recognising changing priorities and implement corrective actions within own limits and informing the relevant people.

Policy and Service Development

To adhere to trust policies and procedures relating to own workplace.

To offer constructive views on how the existing service and teamwork can be evaluated and improved upon.

To contribute to service development.

Financial Responsibility

Monitor and maintain physical resources for a work area.

Checks resources received and identifies any issues that may affect client care.

Takes appropriate action in relation to issues with resources.

Controls and stores resources according to requirements and specification.

Accurately maintains records of resource levels and replace as necessary.

Actively ensuring supplies are adequate to meet service delivery in the clinic and clients home or any other setting.

Planning and Organisational Skills

To have a proactive approach to implement the TRUST Nursing/AHP strategy and ensure clinical governance principles are embedded in practice.

Influence the development of knowledge, ideas and work practice.

To apply legislation (national TRUST and EC) policies and procedures and making appropriate suggestions as to how to apply to own work and nursing services.

Making constructive suggestions as to how services and own teamwork can be improved
Contributing effectively to evaluations e.g. clinical audits, patient/client satisfaction surveys/teacher evaluation.

Contributes to the modernisation and improvement of services.

Explaining the rationale/evidence for all action/interventions.

Monitoring the quality of work in own area and alerting others to quality issues.

Keeping up-to-date Professionally and acting consistently with quality standards and guidelines.

Participating/lead in research/clinical audit as required within service area.

To have a proactive approach to implement the TRUST joint Nursing/AHP Strategy and ensure clinical governance principles are embedded in practice.

Participating in the development of Nurse Led Clinics

Leadership and Management

Taking responsibility for own continuing professional development and performance and maintaining own portfolio in accordance with the re-registration requirements.

Identifying own development needs in relation to current practice and future plans and setting personal development objectives.

Attending relevant courses/meetings and mandatory in-house training as directed.

Actively teaching and mentoring pre and post basic learners and unregistered staff.

Ability to demonstrate knowledge/expertise in specific service delivery.

Reporting poor performance to Team Leader/Senior Lead.

PERSON SPECIFICATION

Job Title:	Community Staff Nurse
AfC Band:	B5

	Essential	Desirable
Qualifications	RGN/RN/RSCN	Post basic qualification in speciality Preparation of mentors and assessors module
Professional Registration	Current NMC Registration	
Knowledge, Training & Experience		
Skills & Abilities	<ul style="list-style-type: none"> Provides all programmes of care in line with Trust policies and protocols Displays a good clinical knowledge which is based on research evidence Shows evidence of development of own skills and knowledge and application to practice Excellent interpersonal skills Demonstrates initiative Ability to work flexibly Ability to work as part of a team Demonstrates ability to communicate effectively with patients, carers, MDT 	<ul style="list-style-type: none"> Evidence of professional/clinical knowledge acquired through CPD Able to take charge in the absence of the Senior Lead/Team Leader Demonstrates involvement in teaching and mentorship

	<ul style="list-style-type: none"> • Ability to organise own time and that of junior staff and learners • To have insight into the role of a Salford Community Nurse • Ability to be flexible to the needs of the service • Positive customer care approach • To demonstrate an awareness and understanding of supporting equality and valuing diversity within their role. 	
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Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
<p>All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.</p> <p>Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:</p> <ul style="list-style-type: none"> • eliminating discrimination, harassment and victimisation • advancing equality of opportunity between people who share a protected characteristic and those who don't

<ul style="list-style-type: none"> • fostering good relations between people who share a relevant protected characteristic and those who don't • understanding the impact of policies, services and practice on people with different protected characteristics
Code of Conduct
<p>Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.</p>
Leadership and Development
<p>We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.</p> <p>As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.</p>
Flexibility
<p>This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.</p>