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| Job details |
| Job title: |  MIU Sister/Paramedic Practitioner  |
| Reports to: |  Clinical Lead, Paulton Minor Injuries Unit  |
| Banding/Salary: |  AFC Band 6  |

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| Role purpose |
|  Paulton Minor Injuries Unit requires a Practitioner delivering exceptional patient care using your experience and autonomous practice. Practitioners should have significant experience in Emergency or Urgent care, with an emphasis on Minor Injuries and Illness for all age groupsThe successful applicant will work within the team, and alongside the Clinical Lead and Senior Clinicians, to deliver robust clinical governance, and the fulfilment of the Service contract.  |
| Key responsibilities: |
|  As an autonomous practitioner, with excellent communication skills, you will hold the necessary qualifications for the post, alongside the experience, autonomy and personal resilience to deliver patient care within this stand - alone unit. This list is intended to summarise the key responsibilities, and is not intended to cover every task that may be required of the role. Clinical Knowledge & Skills:1. Using evidence based research, undertake accurate assessment and management of patients of all ages, in accordance with local and national guidelines. This will include patients presenting with minor illness and minor injury in both adult and paediatric patients.2. Undertake assessment and management of patients in a timely manner, actively contributing to the effective delivery of the service based on demand.3. Undertake diagnosis and, when applicable, subsequently provide clinical treatment according to the Patient Group Directives. 4. Perform a variety of diagnostic tests as requested or deemed necessary during assessment. This includes requesting and interpretation of X Rays.5. Prioritise cases and intervene appropriately in urgent or emergency situations, including initiation of effective emergency care. 6. To refer and liaise with other services as required, and provide patients and carers with accurate information and advice on a range of health issues.7. Maintain accurate and contemporaneous records using relevant systems.8. Act as a role model for staff, providing and ensuring best practice in all aspects of care, in line with agreed policies and procedures. This specifically includes practice relating to Safeguarding, Medicines Management, and Infection Prevention and Control. Professional:1. Provide clinical leadership to the MIU team, including non-qualified roles, and assist with peer review and clinical supervision.2. Support the achievement of performance measures.3. Ensure professional registration is maintained, and standards are upheld.Clinical Governance:1. Play an integral part in the maintenance of the clinical governance programme for the service, including audit and incident reporting. 2. To be responsible for adhering to, and ensuring all other staff adhere to all policies and procedures relevant to the MIU, participating in development of such policies, as required.3. To participate in the clinical supervision process, ensuring that supervision is available to all staff and aligned to the clinical governance agenda.4. To identify areas of potential improvement, and initiate change within the department, as a result of audit and research.5. To be responsible for supporting the Senior Clinicians within the MIU in the absence of the Clinical Lead. Support Junior staff, and have an awareness of the clinical governance and risk management of the MIU.Learning and Development:1. Assess own learning needs through the process of performance review and develop key annual objectives which support the delivery and improvement of the service. 2. Develop and enhance clinical and leadership skill as appropriate, undertaking in house and formal training to ensure competency in all aspects of care. To be aware of all aspects of clinical governance, and risk management with regard to the role.3. Maintain clinical credibility by demonstrating continual professional development, and undertake training and education as required, ensuring the highest standard of evidenced - based clinical skills.   |

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| Person specification |
| Essential | **Desirable** |
| * Current professional NMC/HCPC registration
* Accredited ED, or minor illness/injury qualification
* Evidence of continuous personal development
* Previous experience in Minor Injuries/Illness
* At least 3 years’ experience of working within an emergency environment or MIU.
* Willingness to undertake APiCA course, when available.
* Clinical examination skills
* Excellent communication skills
* Displays self confidence and self awareness, especially when dealing with staff and patients
* Contrasting abilities to work both in teams and independently
* Ability to articulate the rationale for decisions
* Demonstrates sound leadership capabilities when dealing with members of the clinical team and support staff
* Demonstrates good personal resilience

  | * Working towards BSc, or Masters level education
* Experience of Systmone clinical computer system
* IT competent
* Radiology referral and interpretation qualification
* Mentoring qualification
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**About us**

We’ve been part of the NHS since 2006. We partner with the NHS and with local authorities to provide high quality care and transform services to be sustainable for the future. We see more than a million people each year in community and primary care, social care and referral services across England.

* We’re part of the Virgin Family, a worldwide family business spanning the globe which has invested more than £60m of its own money into our partnerships with the NHS
* Our shareholders have committed to re-investing any profits back into our partnerships with the NHS, including through a £100,000 a year innovation fund you can use to make a difference in your service.
* We’re highly rated by the CQC. 97% of our services[[1]](#footnote-1) are rated good or outstanding by the CQC and we’re inspected more often – more than 80 times a year since 2013.
* We are one of just 22 organisations with a Government-backed quality award for our learning and development programmes run through our in-house development company, The Learning Enterprise.

**Our values**

* **We think** - Challenging ourselves and others on what we do, how we do it, fostering a culture of improvement.
* **We care** - putting people over process, treating service users like our own family, understanding and walking in the shoes of others.
* **We do** – cutting through bureaucracy and getting stuff done – holding ourselves and others to account for high standards and not just talking about change but delivering it.

**Confidentiality and Information Security**

As a Virgin Care employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information.  This duty lasts indefinitely and will continue after you leave the company’s employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by UK Data Protection laws and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management: NHS Code of Practice](https://www.gov.uk/government/publications/records-management-code-of-practice-for-health-and-social-care), [NHS Constitution](http://www.nhs.uk/choiceintheNHS/Rightsandpledges/NHSConstitution/Pages/Overview.aspx) and [NHS Digital's Code of Practice on Confidential Information](https://digital.nhs.uk/data-and-information/looking-after-information/data-security-and-information-governance/codes-of-practice-for-handling-information-in-health-and-care/code-of-practice-on-confidential-information) and should only be accessed or disclosed lawfully.  Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

**Information Governance Responsibilities**

As a Virgin Care employee you are responsible for the following key aspects of Information Governance (not an exhaustive list):

* Completion of annual information governance training
* Reading applicable policies and procedures
* Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
* Ensuring the security and confidentiality of all records and personal information assets
* Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
* Adherence to the clear desk/screen policy
* Only using email accounts authorised by Virgin Care – eg @virgincare.co.uk, NHSmail etc. These should be used in accordance with the Sending and Transferring Information Securely Procedures and IT and Electronic Communications guidance
* Reporting information governance incidents and near misses on CIRIS or to the appropriate person eg line manager, Head of Information Governance, Information Security Lead within and no later than 72 hours after identifying the incident
* Only using approved equipment for the use of Virgin Care business

**Governance**

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes.  Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with Virgin Care policies and procedures.

**Registered Health Professional**

All staff who are a member of a professional body must comply with standards of professional practice / conduct. It is the post holder’s responsibility to ensure they are both familiar with and adhere to these requirements.

**Risk Management / Health & Safety**

Virgin Care is firmly committed to reducing Healthcare-Associated Infections. All colleagues are responsible for protecting themselves and others against infection risks, and ensuring a clean safe environment is maintained.  All colleagues, regardless of whether clinical or not, are expected to comply with current Virgin Care infection prevention and control policies including Hand Hygiene and Maintenance of a Clean Environment. These policies must be followed to ensure patients are cared for in a clean environment and receive the highest standards of clinical care.

Colleagues must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and Virgin Care policies and guidelines to ensure that we maintain a safe environment and safe working practices to protect service users, other colleagues and visitors.  It is essential to observe strict fire and security precautions at all times.  Ensure you know the fire procedures in your workplace; never obstruct fire exit routes or prop open fire doors. Always keep premises secure and check the identification of visitors or unknown persons in the workplace.

All staff have a responsibility to access Occupational Health, other staff support services and/or any relevant others in times of need for advice and support.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

**Safeguarding Children and Vulnerable Adults Responsibility**

Virgin Care is committed to safeguarding, protecting and promoting the welfare of children and adults at risk of harm. We expect all employees to share this commitment by working to relevant safeguarding legislation, multi-agency procedures and Virgin Care policies and guidance which promote safeguarding and safer working practices across our services.

As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks.   All colleagues working directly with people using our services will support them to participate in decision making in accordance with the Mental Capacity Amendment Act 2019.

**Medicines Optimisation Responsibility**

All health care professional colleagues who are registered with a regulatory body, must comply with their regulatory body, including standards of professional practice / and conduct.  It is the post holder’s responsibility to ensure they are both familiar with and adhere to these requirements.

Nursing or registered healthcare professionals

All staff are responsible for undertaking all aspects of medicines optimisation related activities in accordance with the company’s medicines policies and procedures to ensure the safe, legal and appropriate use of medicines. All staff are responsible for maintaining their competencies in order to undertake the medicines optimisation activities.

Skilled non-registered staff

Undertake aspects of medicines optimisation related activities in accordance with the company’s medicines policy and procedures where appropriate training has been given and competencies have been achieved:

**Policies & Procedures**

All Staff will comply with the Company Policies and Procedures which can be found on the company intranet.

**Equal Opportunities**

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential.

As a Disability Confident Committed company, we work in partnership with the Department of Work and Pensions (DWP) to provide facilities, work environment adjustments and technical solutions to make our business an inclusive place for all.  To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

1. As at September 2020 [↑](#footnote-ref-1)