

Job Title:	Band 6 Senior Community IV Nurse
Reports to (job title):	Clinical lead
Line Manager to:	Community IV Nurse/Assistant Practitioner

Job purpose

As a Senior Community IV Nurse you will play a key role in delivering high-quality, person-centered care and services to support individuals and teams. Working within a collaborative environment, you will provide essential services tailored to meet the unique needs of those we serve. The post holder will work under minimal supervision and undertake tasks and duties delegated by the lead clinician, working collaboratively within the team to meet the needs of patients, following policy and procedure.

Base

Based in Swindon, you will have the flexibility to work within both a clinic environment at Swindon Intermediate Care Centre and supporting patients in their own homes. HCRG Care Group is committed to fostering an agile and adaptable workforce to best meet the needs of our organization and service users.

Main duties of the job

Clinical practice:

- Working clinically as an autonomous practitioner providing IV therapy in a community setting either in clinic or a patients home.
- Facilitating the provision of high-quality care for service users within the community ensuring evidence-based practice and innovative models of care are delivered at all times.
- Timely recognition of deteriorating patients, appropriate response, escalation and documentation.
- To have a specialise knowledge base within clinical sphere and become an advice resource for other healthcare professionals from the multi-disciplinary team across primary and secondary care.
- Involve patient and families in decision making regarding their care.
- Adhere to and promote infection prevention (IP&C) and control best practice guidelines, ensuring a high level of IP&C practice remains integral to the role
- Work with the wider Community Nursing team to achieve the vision for the service.

Management:

- Provide effective organisation and management of own workload including organisation of caseload.
- Participate in organisation of duty rota and patient allocation, anticipating requirements when clinical activity increases/decreases.
- Supporting the development of the services which may include expansion to 7 days/week.
- Support in the evaluation and development of clinical pathways, policies and procedures for managing IV therapy across primary and secondary care.
- Promote close working relationships with secondary care providers; local and regional specialists and other health care professionals.

Leadership:

- Act as a role model to other health care professionals and support them to manage IV therapeutic interventions.
- Oversee the competency sign off of community staff in terms of IV therapy.
- Contribute to responding to concerns by staff/patients/families and ensure they are appropriately noted, investigated and reported.

About the Company

We change lives by transforming health and care.

Established in 2006, we are one of the UK's leading independent providers of community health and care services, working with health and care commissioners and communities to transform services with a focus on experience, efficiency and improved outcomes. We deliver and transform adult and children community health services, primary care services including urgent care, sexual health, dermatology and MSK services as well as adult social care and wellbeing services. Across England, we support communities of many millions and directly help more than half a million people each year - guided by our simple values: we care, we think, we do.

We're committed to equal opportunities and welcome applications from a broad, diverse range of people who want to join our team. We're a Disability Confident Committed company, so we work to provide facilities, work environment adjustments and technical solutions to be as inclusive of everyone.

While it doesn't happen often, sometimes a role is very popular, and we'll need to close it earlier than the date we've shown here. If you're keen to join our team, we'd love to hear from you so please apply as soon as you can.

To find out more about HCRG Care Group, please visit <https://www.hcrpgcaregroup.com/about-us-2>

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our 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 the 2018 Data Protection Act 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 , NHS Constitution and HSCIC 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

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
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting 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 our 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

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

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

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

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

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

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. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Registered nurse with 2 years post registration with NMC as a registered nurse
- Able to work autonomously and as part of a team
- Experienced in the use of NEWS2 diagnostic tool and when to escalate
- Contribute to the development of others, supervising and teaching, mentoring, including student Nurses
- Previous experience in intravenous therapies
- Excellent written and verbal communication, and interpersonal skills
- Ability to adapt to the demands of a constantly changing environment
- Good IT skills
- Work within the NMC code of conduct.
- Knowledge of community environment
- Good Communication skills including IT literacy and knowledge of computer systems.
- Undertake evidence based clinical practice.
- Ability to be an effective team member, awareness of team dynamics.
- Work within the boundaries of legislation, policies, procedures, and standards.
- Car driver with access to a vehicle for daily use.

Desirable

- IV therapy competence
- Experience of caring for central catheters
- Knowledge of clinical systems such as Systmone.

Disclosure and Barring Service Check

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.

Job Description

Employer details

Employer name

HCRG Care Group

Address

HCRG Care Group

Swindon

Wiltshire

SN25 2GU

Employer's website

<https://www.hcrGcaregroup.com/> (Opens in a new tab)

Employee signature

Manager signature
