Job Description

Job Title:	Clinical Nurse Specialist Intravenous Therapy Lead – Band 7
Reports to (job title):	Service Manager for Specialist Nursing and Respiratory
Line Manager to:	Intravenous Therapy Service (including Band 6, 5 and 4)

Job purpose

This is a key role in the ongoing development and provision of a community intravenous therapy, mainly based within the Swindon locality but may be required to travel across BaNES, Swindon and Wiltshire.

The post holder will:

- Act as a specialist clinical resource for the organisation, providing evidence based and person-centred care and ongoing support for adults requiring Intravenous treatments, including blood transfusions, iron transfusions, IV medication, and venesection within community settings.
- Be responsible for own clinical caseload and to provide a link between acute and community services in the care and management of people undergoing intravenous treatments and / or venesection.
- Work collaboratively with primary care and secondary care (OPAT Teams) via nurse led clinics and patients own homes to support early discharge and hospital avoidance.
- Lead the development of community IV services for the organisation, including, the identification of further opportunities for providing generalist and specialist IV services, development and evaluation and review of clinical pathways, policies and procedures for managing IV therapy clients across primary and secondary care.
- Provide specialist clinical advice as to the appropriateness of service developments
- Facilitating the provision of high-quality care for these service users within the community ensuring evidence-based practice and innovative models of care are always delivered.

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- To provide local leadership, consultancy and advice to other professionals, service users and their carers.
- To develop close working partnerships with secondary care providers; local and regional specialists; other health care professionals and voluntary services involved in the service users care
- To make best use of the resources available, providing an accessible, flexible and responsive service. This will include a review and monitoring system, referral by all health care professionals, and may include organising education and awareness events.
- To work closely with other team members, community health and social care teams, hospital-based staff and GPs to provide specialist clinical advice and support
- To lead and co-ordinate competency-based training and education within the specialist field of IV therapy.
- Frequent travel will be required throughout Swindon, to visit service users, run clinics, for meetings and training.
- Line management for the service, supporting development of colleagues, 121s, reporting, etc.
- Completing audits and research

Key responsibilities

- To be the Specialist Nurse Lead for IV Therapy for the organisation, providing specialist informed advice to staff, clients and their carers/families.
- To work as an autonomous practitioner, using independent prescribing where appropriate, managing and prioritising a complex caseload independently, to include treatments such as blood transfusions, platelets, IV fluids, Venesection and IV medication
- To act as a role model to other health care professionals and support them to holistically manage complex therapeutic interventions using multiple approaches to decision making
- To develop, redesign and assess care pathways, to provide timely intervention for clients requiring IV Therapy in the community.
- To monitor and lead on the formulation and review of policies, standards and guidelines for IV therapy and act as an expert to implement and disseminate any changes made.

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- To provide the highest standard of evidence-based care for people receiving IV therapy within community settings and act as a resource to staff within the organisation as well as to GP's.
- To work closely with service users, carers, the multi-disciplinary team (MDT) and relevant agencies to provide appropriate, safe and timely IV therapy, that is evidence based and up to date.
- To act as a point of contact and as the clinical expert for staff and GP's. This may include challenging GP's treatment plans, producing clinical guidelines, assessing levels of risk and advising if treatments are appropriate for management at home
- Provide expert guidance and advice to other nurses and community teams within BSW, on complex cases within in-patient, out-patient and community settings.
- To promote the health of service users and assist in the prevention of secondary complications for people receiving IV therapy, through provision of support, facilitation of access, advice, information, provision of equipment, education and training.
- To demonstrate highly specialist clinical nursing skills including assessment of complex physical, psychological, social and environmental needs of the service user – undertake community nursing care assessments, prepare transition to home based palliative care.
- Undertake joint community visits with GP's/Community Matrons/Hospital at Home/District Nurses/Community Nurses where appropriate, and to advise on treatment / management regimes.
- Promote the service and the utilisation of IV therapy resources and services to all stakeholders. Attend clinical meetings on a regular basis to discuss complex cases and case management issues.
- Clinical assessment of patient and interpretation of blood results to decide whether it is safe to carry out treatment.
- To maintain accurate, comprehensive and timely records, in line with the organisation and the NMC Code of Ethics and Professional Conduct.
- To work as a specialist practitioner / expert advisor in visiting service users, assessing their progress and developing treatment programmes.
- To develop, implement and maintain clinical standards and policies for practice.
- To adopt national guidelines within the local context.
- To evaluate service provision through audit, the use of validated outcome measures and customer satisfaction, and promote change where it is needed.
- To ensure integration of evidence-based practice within the teams.

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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
Inspire	Challenge	Accountability
Understand	Improve	Involve
Communicate	Learn	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.

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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.

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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
- Non-Medical Prescriber
- Working towards Masters
- IV trained and competent
- Required to drive
- Previous line management experience

Desirable

- Teaching qualification
- PACR

Employee signature Manager

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