

Job Title:	Registered Nurse Band 5
Reports to (job title):	Service Lead for Hospital @ Home
Line Manager to:	

Job purpose

We have an exciting opportunity for a bank Registered Nurse band 5 to join our Swindon Hospital at Home service. The service is currently undergoing an exciting period of transformation, making this an excellent time to become part of a dynamic and innovative team. Post will be based at the Orbital, North Swindon,

As a registered Nurse, you will be part of the Clinical Team, working across organisational boundaries to bring together the expertise of acute services with community services. We support both step-up patients with a primary focus on admission avoidance and step-down patients supporting early discharge from the acute setting.

You will be working as a Nurse, joining innovative and forward-thinking colleagues who are compassionate and committed to the people in the local community who use our services and go above and beyond to ensure they receive the best quality care.

Key Responsibilities

As a Band 5 nurse In a Hospital at Home role you will Independently assess, diagnose nursing problems, and plan care, manage acutely unwell patients at home with complex needs, decide when escalation to acute services is required, triage referrals and prioritise caseloads and work without immediate on-site senior support.

You will work collaboratively within the team to meet the needs of patients, in community settings with particular focus on those referred from the 2-hour Urgent Community Response (UCR) initially and then assist with the development of wider referral pathways.

Working as part of a multidisciplinary team and across the primary, secondary, acute, and social care interfaces in Swindon, you will be responsible for coordinating the provision of specialist interventions to meet the urgent health care needs of people who would have traditionally been hospitalised or those requiring facilitated timely discharge from emergency departments.

You will demonstrate responsibility and accountability for your clinical caseload and assist with the coordination of care across the whole patient/service user pathway

As part of this role, you will be responsible for the following:

- **Clinical practice**- Performs comprehensive physical assessments (respiratory, cardiac, neurological), Interprets observations, blood results, point-of-care testing, Recognises subtle deterioration in a non-hospital environment and use clinical judgement to adapt treatment plans rapidly.
- **Management** - Time organisation/management according to own workload, Act as patient advocate, day-to-day organisation of caseload, advise and recommend treatment, liaise with clinicians within the Virtual Ward team, supervision
- **Leadership**- Act as a professional role model for colleagues. Demonstrate collaborative working partnerships challenging traditional professional boundaries but maintaining excellence, quality, safety & working within the scope of own professional practice.
- **Supporting the learning environment**- Commitment to & evidencing of personal professional development. Supporting colleagues and student nurses
- **Continuous improvement**- Identifying poor practice & supporting improvement opportunities as part of a Just Culture based on reflection

Base

You will work with the integrated community health & care services and people's homes, within BaNES.

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

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- 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 , [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 always observe strict fire and security precautions.

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 with 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
- Evidence of study at Level 5 or above
- Advanced clinical assessment skills

- IV therapy competency
- 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 elderly care, frailty, community services or relevant acute care speciality
- 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.
- Experience of caring for people with long term conditions
- Experience of pressure ulcer prevention
- Awareness of self-neglect, safeguarding and abusive situations to be the patients advocate.
- Ability to be an effective team member. Awareness of team dynamics.
- Work within the boundaries of legislation, policies, procedures, and standards.

Desirable

- Knowledge of clinical systems such as Systmone.
- Independent prescribing qualification
- Postgraduate certificate in advanced practice or relevant specialty

Other requirements: clean driving licence, Car driver, access to a vehicle for daily use

Job Description

Employee signature

Manager signature
