

Job Title:	Band 6 Nurse
Reports to (job title):	Band 7 Team Leader
Line Manager to:	

Job purpose

To provide effective management and care to those patients over the age of 18 requiring nursing care in their own homes and other community settings working autonomously and independently.

As a Band 6 Nurse you will provide holistic care, assessment of the new patient, clinical advice, treatment and support to those people who require additional support to remain in their own homes, particularly during the later stages of life, as well as providing care to those people who request urgent intervention to address clinical issues such as wound care and catheter management.

The post holder will be required to work with the multidisciplinary team, gaining support and advice in the management of care. This post is subject to lone working so experience of working alone is desirable and would be suitable for those candidates who would prefer alternative hours to the core hours of Monday to Friday.

Base location

Key responsibilities

In this role you will:

- Deliver care within operational and clinical protocols that support safe high quality nursing practice including assessment, developing care plans and maintaining associated records.
- Contribute to the leadership, management and organisation of the community nursing team as required, ensuring a standard of care that is evidence based and clinically effective.

- Deliver high quality nursing care appropriate to the grade and experience, working alongside the clinical teams across community services.
- To work alongside the multidisciplinary nursing and therapy team, the out of hours GP service ,assisting with the assessment of patients clinical needs, in order to maintain and promote independence and admission avoidance, particularly in the winter pressure months..
- To accept delegated nursing tasks when required and report changes on patients and their care, to senior colleagues and the Out of Hours GP.
- Assist in care of shared care plans of those patients under the care of the Community Matrons and DN caseload holders to ensure the provision of 24 hour care when appropriate.
- Promote the use of a person centred approach, service user involvement and ensure that autonomy and choice are embedded into the philosophy of clinical care, providing advice and guidance when necessary.
- To ensure that written records are completed as required by the service, and the NMC code of practice and standards and partner agencies.
- Ensure that all service users have an up to date evidence based care plan that meets their needs.
- Ensure a multidisciplinary approach is maintained and valued.
- Actively explore opportunities to enhance health promotion interventions.
- Ensure evidence based practice is used as the foundation for the assessment, planning, implementation and evaluation of nursing care.
- Ensure good practice is maintained by challenging practice that requires change or development or that does not meet required standards.
- Ensure personalised care is delivered ensuring that dignity and respect is maintained at all times.
- Strive to improve clinical practice based on research, professional development and both individual and group reflection.
- To participate in teaching and assessing pre and post registration students.
- Ensure that care is delivered within Great Western Hospitals NHS Foundation Trust Equity and Diversity protocols.
- Act in accordance with the N.M.C Code of Professional Registration and other N.M.C. guidelines.
- To maintain own professional development in relation to the requirements of the N.M.C, and be responsible for continuing professional development and reflective practice.
- To seek clinical supervision for personal development.
- To contribute to team development as appropriate.
- To ensure informed consent is gained when relevant in line with Great Western Hospitals NHS Foundation Trust policy.

- Ensure that any concerns and complaints are dealt with promptly and brought to the attention of the senior team. This will involve liaising with PALS and complaints personnel.
- To actively be involved in the implementation and progressive use of information technology within the service ensuring compliance with Data Protection Act.
- Adhere to local safeguarding protocols and procedures seeking to safeguard vulnerable adults/ children from significant harm - emotional, physical, sexual or financial.
- To contribute to the development of nursing practice using informed research and further education as appropriate, enhancing professional knowledge.
- Required to have suitable transport available which is fit for purpose.
- This job involves substantial access to vulnerable adults and or children and as such an Enhanced Disclosure & Barring service check (DBS) is required.
- To fulfil the needs of service delivery to patients/service users and in line with current working, to be available seven days a week, to work within a flexible rota for twilight and night shifts, weekends and Bank Holidays.

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

- RN (Adult) registered with NMC
- Specialist Practitioner Qualification (DN)
OR
- Have any of the following modules and be able to work towards SPQ
- Current issues in community nursing
- Leadership and innovation
- Research in health and social care
- V100/V300
- Any of the relevant optional modules (PACR, EOL, Long term conditions, older persons and dementia
- Community specialist practice
- Systematic approach to assessment, planning and evaluation of needs led care.
- Able to carry out activities of a fully functional community nurse including end of life care, competent in the use of Mckinley syringe drivers, the administration of medications to support people in the last stages of life, catheter management skills including male and supra pubic catheter management ,wound care management and administration of iv antibiotics .
- Able to work autonomously.
- Previous community nurse experience and lone working advantageous.
- Use of an electronic patient record system (SystemOne)
- Experience in supporting junior staff and students through supervision and opportunity to achieve learning outcomes
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Desirable

- Evidence of leadership
- Relevant experience
- Life experiences that have enhanced professional development.
- Experience in leading practice developments
- Experience in caseload management
- Awareness of current changes in the NHS.
- Up to date professional knowledge in their current area of practice.
- Ability to make decisions and judgments within a community setting.
- Communication skills, which facilitate effective interaction with people from a wide range of social, economic, cultural and ethnic/racial backgrounds
- To be able to communicate with a wide range of colleagues in different disciplines and agencies.
- The ability to respond to the demands of working in a complex and diverse environment.
- Approachable, personable, emotional intelligence & flexible.

Other requirements:

- Willing to work in other areas of the Trust or Trust-wide as and when required to do so.
- Be able to drive and have access to a vehicle or other equivalent mobility.
- To fulfil the needs of service delivery to patients/service users and in line with current working, to be available seven days a week, to work within a flexible rota for day and evenings nights which includes weekends and Bank Holidays
- Car Driver essential

Job Description

Employee signature

Manager signature
