

Job Title:	Band 5 Community Nurse
Reports to (job title):	Senior Clinical Practitioner
Line Manager to:	

Job purpose

To provide effective nursing care for patients in their own homes and other community settings. The focus of this service will be to provide a multidisciplinary response that requires an assessment and clinical management plan within a set time frame, helping to prevent admission to secondary care and promote early discharge from hospital. To work closely with the teams who provide planned and unplanned care and develop strong working relationships with the GP, multidisciplinary teams, and social care services in the delivery of care. To ensure that the care provided maintains the dignity and respect of the individual and promotes their comfort, wellbeing, and independence at all times. Whether you are a newly qualified, due to qualify, or an experienced Band 5 Nurse already, we would love to hear from you!

Base location

Orbital in Swindon

This post is responsible for

- Delivering evidence-based nursing care, including assessment, care planning, and record maintenance.
- Supporting the leadership and organization of the community nursing team.
- Providing person-centered care while ensuring service user autonomy and choice.
- Maintaining compliance with clinical, legal, and ethical standards.

Key responsibilities

Patient Care

- Deliver care within operational and clinical protocols that support safe high quality practice including assessment, developing care plans, and maintaining associated records.

- Contribute to the leadership, management and organisation of the service team as required, ensuring a standard of care that is evidence based and clinically effective.
- Deliver high quality nursing care appropriate to the band and experience, working alongside the clinical teams across community services.
- To accept delegated tasks from the senior clinicians on duty and escalate concerns appropriately to senior colleagues.
- To support in the clinical management of patients who are supported by the remote home monitoring system Doccla.
- The post holder will work in an enabling model, empowering the service user and family carers to identify their strengths. This will include assessment, developing care plans, setting treatment objectives, and maintaining associated records.
- To ensure that documentation is completed in a timely way according to the NMC and HCPC professional standards.
- Ensure that all service users have an up-to-date evidence-based care plan that meets their needs.
- Promote use of a person-centred approach and ensure that autonomy and choice are embedded into the philosophy of clinical care, utilising the use of remote technology when appropriate to provide ongoing monitoring of patient condition.
- 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.
- The post holder will be aware of and work within all legislative requirements (Community Care Act, Mental Health Act, Mental Capacity Act, Human Rights Act, Disability Discrimination Act etc.).
- Ensure good practice is maintained by challenging practice that requires change or development or that does not meet required standards.
- To maintain registration on the NMC/HCPC
- Ensure personalised care is delivered ensuring that dignity and respect is maintained at all times.

Responsibilities for People or Training

- 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 Equality and Diversity protocols.

- Act in accordance with the NMC and HCPC Code of Professional Registration and other governing bodies. 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 clinical 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 days and evenings, 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.

Job Description

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) first or second level registration or Registered Paramedic and currently registered with the NMC or HCPC.
- Evidence of continuing professional development relevant for Band 5 post
- Systematic approaches to assessment, planning and evaluation of needs led care.
- Broad range of clinical experience transferable to the community setting
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Desirable

- Systematic approaches to assessment, planning and evaluation of needs led care.
- Broad range of clinical experience transferable to the community setting
- Excellent organisational, communication and interpersonal skills.
- 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 with a 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:

- Willingness to work across different Trust areas as required.
- **Valid UK driving license with access to a vehicle for work purposes.**

Job Description

- Flexible availability, including weekends, evenings, and Bank Holidays, to meet service demands

Employee signature

Manager signature
