**Job Description & Person Specification**

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| Position: | Community Staff Nurse – Night Nursing | Division: | LLR |
| Location: | Anstey Frith House, Leicester | Reporting to: | Clinical Services Lead |

Purpose of the Role

The purpose of this role is to provide autonomous intensive community support/ nursing and palliative nursing care to patients with overnight care needs. The Community Staff Nurse will have the ability to assess, plan, implement and evaluate nursing interventions. This will involve the coordination and prioritisation of the current caseload. The role will also provide training and education both formal and informal for the continuous development of junior night nursing staff.

The post holder will be required to work flexibly as part of a team and autonomously to address patient’s health and social care needs across community care settings overnight. The post holder will act as a resource and role model to offer expertise, in partnership with care teams and multi-agency services to meet the integrated care needs of patients that fall within the parameters of the night nursing service.

The post holder will be responsible for providing advice and support to junior staff in the delivery of high quality care and actively support the Community Nursing team in the management of the health care environment.

The Community Staff Nurse will be part of a multi-professional/skilled team including medical, nurse practitioners and support staff providing accessible services to the population across Leicestershire.

The post holder will participate in promoting and advancing DHU Health Care CIC.

Key Success Measures

* Caring & Compassion - We will actively listen to understand and empathise with others’, with a desire support both patients and colleagues.
* Always Professional - We will be accountable for consistently delivering high quality healthcare for our patients
* Respect & Dignity - We will actively listen to each other and our patients to answer their concerns or questions. We will maintain and respect patient’s dignity and must ensure it is never compromised.
* Everyone Matters - We will actively encourage feedback from both patients and colleagues to continually improve our service, ensure everyone has an opportunity to have their voice heard, and everyone has an opportunity to further develop their skills and competencies.

Key Areas of Responsibility & Accountability

Clinical

* Be responsible for the assessment, implementation of treatment and the development of programs of care for designated patients and provide feedback / escalate discussion regarding meeting patient need through supervision/monitoring processes.
* To provide nursing care to individuals making use of current evidence to inform the delivery and promote the development of clinically effective care.
* To ensure a continuity of care in accordance with the care programme, seek support from other specialist practitioners/operational managers as required.
* Identify need, and provide advice, support and demonstration to the patient/carer on the use of the equipment to ensure a personal duty of care and compliance with health and safety policies. To monitor and report to senior nurse effectiveness of equipment and aids in patients’ homes to maximise the use of resources to enable care packages to be delivered.
* Maintain and record accurate health records in patients’ homes and health care settings in line with Caldecott and DHU Policies and Procedures.
* Contribute to Public Health and Health Promotion initiatives and under the direction of the Primary nurse provide information to support well-being and independence for patients/relatives and carers.
* Attend all operational meetings including team meetings.
* Develop, evaluate and share good working practice.

Clinical Governance

* Participate in the clinical governance requirements within the work of the organisation.
* Maintain an awareness of individual responsibilities in relation to clinical governance.
* Practice within the parameters of policies, protocols and guidelines.
* Participate in quality improvement within the organisation.
* Ensure the requirements of Data Protection legislation, Health and Safety legislation, appropriate EU Directives and COSHH regulations are maintained.
* Contribute to the completion of clinical audits e.g. pressure ulcers, falls, documentation.

Education Practice Development

* Participate in the clinical supervision framework for nurses within the Company.
* Offer appropriate advice to nurses and other professions on care practices, delivery and service development within the parameters of the role and scope of practice.
* Participate in the ongoing individual professional development within the organisation.
* Fulfil the professional regulatory requirements for post-registration education and development.
* Participate in the placements of pre-registration nurse students and contribute to the learning environment for observers from other health disciplines and to new staff induction to provide a supportive workplace and a culture of continuous learning and evidence based practice.
* Undertake training relevant to the Community Nursing service which has been agreed and identified via the appraisal process.
* To be involved in the education and training of junior staff and other staff employed within the care settings.

Professional

* Maintain an active registration with the Nursing & Midwifery Council on the part of the Register relevant to the post.
* Work within the regulatory requirements, codes and guidance of the Nursing and Midwifery Council.
* Maintain professional and clinical competence through mechanisms of continuing professional development.
* Have an awareness of what is influencing community nursing services locally and nationally.

Communications and Working Relationships

* Staff within DHU Health Care CIC and related organisations.
* Clinical and managerial staff within participating Primary Care Trusts.
* Clinical staff in local primary and secondary care services.
* Out of Hour and other related services within the local health economy.
* Social Services and local Intermediate Care Services.
* Ambulance services.
* Keeping our patients, the public and ourselves safe and well is part of every role in DHU. To maintain high levels of safety all staff are encouraged to  openly report incidents and any risk identified  in Datix or where not possible to use Datix to report through the Duty Supervisor  Shift report.
* As you will expect the organisation may change from time to time and you will be expected to meet the operational requirements.
* Any other reasonable duties as required from time to time.

**Values, behaviours and principles**

We are always:

* **Compassionate** – we show kindness, consideration and understanding in everything we do – and demonstrate our caring nature to our patient, people and communities
* **Accomplished** – we are available day and night – a response, adaptable, professional NHS partner, providing the best advice, care and treatment for every individual
* **Respectful** – we recognise the value that individual and team difference bring – welcoming views, listening, being honest, and learning from others’ experiences
* **Encouraging** – we believe everyone matters, so we inspire confidence in other – promoting ‘speaking up’, fostering career-long learning and development, and supporting improvement ideas

Person Specification

The job holder will;

Academic/Professional Qualifications

* Registered Nurse Adult 1 / 2
* Post registration experience at Level 1.
* A recognised teaching/mentoring qualification OR willingness to undertake necessary training.
* Relevant academic qualifications in specialist subjects
* Full UK driving licence

Knowledge & Experience

* Knowledge of local and national priorities.
* Broad clinical knowledge base.
* Evidence of research based/reflective practice.
* Awareness and understanding of the Public Health Agenda and accountability in clinical practice.
* Previous Community Nursing experience/end of life care.
* Aware of current structures and developments in health and social care.

Personal Attributes

* Prepared to participate in service development.
* Effective communication skills.
* Negotiation skills.
* Effective time management.
* Able to prioritise.
* Able to use own initiative.
* Commitment to life-long learning.

Circumstances - Personal

* Proven team player.
* Commitment to role.
* Able to work unsocial hours and in particular the overnight period, including some weekends and bank holidays.
* Flexibility to meet service/rota needs.
* Ability to drive as you will be expected to travel across Leicestershire County visiting patient’s homes and across the county to access meetings and training.

Behavioral Skills

* Caring & Compassion – Putting patients interests at the heart of everything we do
* Always Professional – Demonstrate excellence in everything we do
* Respect and Dignity – Everyone has the right to respect and dignity
* Everyone Matters – Placing our colleagues and patients at the heart of the organisation

Diversity

DHU believe our workforce should be as diverse as the range of services we offer, and the communities we serve. We are committed to valuing and encouraging diversity throughout our workforce, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. As part of our mission we are dedicated to eliminating discrimination

Safeguarding

DHU Health Care CIC is committed to safeguarding and promoting the welfare of Adults, Children and Young People and expects all staff and volunteers to share this commitment.

Infection Prevention & Control

Infection Prevention & Control is pivotal in ensuring a safe & clean environment for both patients and staff.  IP&C is everyone’s responsibility and strict adherence to the IP&C policy is expected of ALL employees of the organisation.

Acknowledgment

I acknowledge receipt and confirm my understanding and acceptance of the responsibilities specified in my Job Description.

***Please Note:*** *If you are unclear of any requirement in this document obtain clarification from your line manager.*

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| Signature of Post Holder: |  | Date: |  |
| Name: |  | | |