

HR Directorate
Airedale General Hospital
Skipton Road Steeton
Keighley West Yorkshire
BD20 6TD



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POST REF NO: 423-4196622

POST: Senior Clinical Assessor (Band 6) Secondment

BASE: Airedale NHS Foundation Trust

SALARY: Agenda for Change Band 6

HOURS: 37.5 per week, average over 4 weeks – Long days and Nights

The Digital Care Hub provides video and telephone support to approximately 25,000 patients living in their own homes and in nursing and residential care.

The Hub is a 24/7 service, with the aim of supporting patients in their own place of residence where it is clinically safe to do so, reducing the number of unnecessary attendances at A&E and unplanned admissions.

The service is rapidly expanding and as such we need additional staff to offer greater support to the new innovations in our work.

Applicants will need to have an innovative approach to work and be receptive to constant change.

We are looking to recruit nurses / therapists from a wide variety of backgrounds to take up opportunities with challenging and evolving posts.

We are starting on our exciting journey and our posts will offer exciting new opportunities for health care professionals, working at band 6 level, who are interested in new ways of working who are keen to support the development of the new services and deliver high quality safe care to patients.

Any offer of employment for this post will be subject to the Trust being satisfied that the result of an enhanced disclosure of criminal convictions, including checks for the Protection of Children/Vulnerable adults, does not indicate that you are unsuitable for the post.

If you are successful, as a condition of your employment you must provide us with your original DBS Disclosure Certificate prior to commencing in post as part of the pre-employment check process unless you are registered with the DBS Update Service in which case you can provide us with your surname, date of birth and certificate number to enable us to complete a status check.

If you are offered a position which requires you to undertake a Disclosure & Barring Service (DBS) check, the Trust will administer the DBS check on your behalf and will recover the cost (Enhanced £47.50 or Standard £29.50) from your first full months salary. This is a condition of your employment.

You are encouraged to participate in the DBS Update Service and pay the £13 cost per year.

The Probation Policy is attached to all adverts on NHS Jobs as part of the job pack, in order that prospective candidates are aware of the need to complete a 6 month probation period and also the details of how the policy operates.

Thank you for your interest in the above post. It is with pleasure that we enclose further details. If you would like to discuss the post in more detail or arrange an informal visit, please contact **David Haggart or Louise Hall Team Leaders, 01535 292799.**

You should complete the application form as fully as possible, including any information which may help us judge your suitability for the post. Experience outside of paid employment, such as voluntary work or caring responsibilities, may be as relevant as paid employment. You will also need to ensure that the references you provide for this position cover the last three years of employment/voluntary work or training and that they are from someone who has had direct line management responsibility for yourself.

If you have a disability which makes it difficult for you to complete an application form, then we are happy to accept alternative methods of providing the required information. Please contact us to discuss this.

Your completed application form should reach us by the closing date stated opposite. Forms received after the closing date will not usually be considered unless by prior agreement. In the event of exceptionally high levels of response, we reserve the right to close the post before the date stated above in order to prevent the number of applications received being unmanageable. You are advised to submit your completed application form as soon as possible to have the best chance of being considered.

Please note that if successfully shortlisted for this role, all communication will be in electronic format where possible (e.g. Invite to Interview). Therefore please ensure that you regularly check your email/NHS Jobs account. Please be aware that depending on your email provider these emails may automatically go into your junk folder.

In order to keep administration costs at a minimum, we do not write to candidates who are not shortlisted. May we take this opportunity, therefore, to thank you for your interest in working with us at Airedale NHS Foundation Trust and hope that, if you are unsuccessful on this occasion, it will not deter you from applying to us again in the future.

PLEASE READ THE 'IMPORTANT INFORMATION FOR APPLICANTS' DOCUMENT AVAILABLE ON NHS JOBS AS SUPPORTING INFORMATION.

JOB DESCRIPTION

JOB TITLE: SENIOR CLINICAL ASSESSOR

LOCATION: AIREDALE GENERAL HOSPITAL

GRADE: BAND 6

REPORT TO: CLINICAL TEAM LEADERS/BUSINESS MANAGER

RESPONSIBLE TO: HEAD OF THE DIGITAL CARE HUB

ACCOUNTABLE TO: NURSE CONSULTANT

JOB PURPOSE:

Whilst utilising your nursing / allied health professional expertise and clinical skills, enhance the experience of all patients under our care to access and use the virtual services available via the Digital Care Hub (DCH).

Enable patients to be cared for safely by remote assessment and by supporting established care packages at home or in their usual place of residence.

Using virtual technology, enable early supported discharge, prevent inappropriate admission to hospital, share clinical knowledge and skills and support the technological advances initiated at Airedale NHS Foundation Trust.

Support and participate in the development of integrated pathways and care packages for all virtual services (Immedicare, Gold Line, MyCare24) which enable patients to be safely cared for outside of the acute hospital setting allowing patients to remain at home whilst being supported 24/7.

To provide appropriate and seamless care for patients and their families across all digital care hub services. To support patients' access to intermediate care services in the Airedale, Wharfedale and Craven locality.

Provide clinical leadership and clinical management of the DCH 24/7. Continuously monitor and maintain clinical standards and quality of care.

Monitor effectiveness of DCH protocols and patient triage requirements and escalate level of care for acutely ill patients where necessary.

Develop and deliver technological skills and knowledge as part of the DCH Service.

KEY AREAS OF WORK

- Provides high quality, evidence based remote clinical assessment, establishing a plan of care for patients accessing services in the DCH in accordance with Trust guidelines and protocols..
- Supports and provides care for palliative/ end of life patients and their family/carers who access the Goldline service via telephone.
- Participates in the provision of early intervention with appropriate assessment, observation and treatment for patients, utilises clinical assessment and observational skills.
- Ensures timely responses to all remote monitoring alerts.
- Works with individual care plans to provide personalised care for all patients, referring to other services as required.

- Works in collaboration with acute, primary care and community teams in the management of sick patients.
- Participates in practice development programmes and assists with the audit and evaluation of clinical standards.
- Participates in the in-service training, preceptorship and supervision of junior staff, post-basic course nurses and students (or AHP as appropriate), with a commitment to self-development.
- Develops good Trust wide working relationships and communicates effectively with nursing colleagues and members of the multi-disciplinary team.
- Promotes quality care and non-discriminatory practice as outlined in Trust Policies and Procedures, acknowledging a patient's personal beliefs and identity.

Clinical Expertise

- Demonstrates professional accountability and adheres to the NMC/HCPC Code of Professional Conduct.
- Responsible for the assessment of acutely ill patients who contact the Digital Care Hub services via telephone and video and accountable for their clinical decision making.
- Demonstrates competency in assessment, triage, planning and evaluation of care for all patients accessing the DCH.
- Participates in the multi-professional review of patients who have been referred to the DCH service, including those recently discharged from the hospital.
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- Undertakes the non-medical prescribing module within 2 years of appointment and once qualified, demonstrates competency in prescribing.
- Maintain accurate electronic patient records in line with the NMC Record Keeping Guidelines, ANHSFT Health Records policy and the Records Management Code of Practice 2020. Offer help and advice to patients, families and carers responding to their individual needs in a caring and supportive manner.
- Acts as a clinical role model, reflecting the philosophy, beliefs and clinical standards of the Hospital and the DCH.
- Adhere to Airedale NHS Foundation Trust's policies and procedures relating to the Clinical Governance Framework.

Managerial Skills

- Manages the DCH resources effectively, working closely with the leadership team to support service delivery and innovation.
- Assists with the deployment of staff, ensuring maximum utilisation.
- Co-ordinates the safe and effective management of the shift on a rotational basis.
- Completes Adverse Event Forms (AEFs) as and when accidents, complaints, untoward incidents and other significant events occur in the Trust and DCH, escalating issues appropriately.
- Promotes and encourages staff wellbeing in line with the Trust Wellbeing policy.
- Demonstrates Trust Values and Behaviours at all times.

Practice Development, Education and Training

- Completes the DCH competencies within 12 months of appointment.
- Promotes evidence-based practice in line with Trust and DCH procedural documents..
- Liaises with other colleagues to formulate practice development strategies based on audit findings.
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- Identifies own learning needs at appraisal, contributing to a personal development review, demonstrating a commitment to self-development.
- Participates in preceptorship and assists with/supervises the induction,orientation and training of DCH staff and post-basic course nurses/AHPs and students.
- Participates in teaching programmes, in-service training and the education of Trust personnel in the role and function of DCH.
- Participates in Clinical Supervision of staff in the Trust, DCH and community.
- Together with the leadership team, develops clinical policies, pathways and guidelines for best practice and facilitates their implementation across the Trust and the DCH.

Audit and Research

- Initiates and participates in the audit and evaluation of clinical practice in the interest of quality care, including the collection and analysis of DCH data.
- Liaise and consult with the Nurse Consultant, Professional and Practice Development Team and staff in the DCH.
- Participate in the Hospital's risk assessment framework.
- Demonstrate a high level of commitment and enthusiasm to audit, research and education.

In pursuing these duties the post holder will ensure compliance with the NHS Constitution and be familiar with the NHS England Guidance 'Understanding the new NHS'.

Collaborative Working

Airedale NHS Foundation Trust is part of the West Yorkshire Association of Acute Trusts (WYAAT), a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care. By working for Airedale Trust this is your opportunity to be a part of that change.

WYAAT is the acute sector arm of the West Yorkshire and Harrogate Health and Care Partnership, one of the largest integrated care systems in the country. The Partnership's ambition is for everyone to have the best possible health and wellbeing, and the work of WYAAT, and each individual trust, supports that ambition.

Professional Registration/Codes of Conduct

Be aware of and comply with the relevant codes of conduct and practice set up by your professional regulatory body and maintain up to date professional registration appropriate to

the post. Any breach of these codes may lead to action by the Trust independent of any taken by the regulatory or professional body.

Understands and adheres to the duty of candour principles and procedure.

Safeguarding Children & Adults

Understand and work within policies and local procedures relating to Safeguarding Children and the Protection of Vulnerable Adults.

Health & Safety

You are required to: co-operate with supervisors, managers and other employees to achieve a healthy and safe environment, to take reasonable care of your own health and safety and that of other persons who may be affected by your actions, to carry out your responsibilities in ways that help to ensure a safe and healthy place of work.

In the course of your work you are to bring to the attention of your supervisor or manager:

- Any situation which reasonably could be considered to represent a serious or immediate danger to the health and safety of any person.
- Any matter which reasonably could be considered to represent a shortcoming in the Trust's health and safety protection arrangements.

Manual Handling

Manoeuvre **light** goods and equipment in accordance with manual handling regulations and good practice

Right Care Values

Responsible for embodying, and encouraging in others, the Right Care Values, using the behaviours identified for each value as a basis for decision making and your behaviour.

Equal Opportunities

Carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.

Infection Prevention and Control

Be familiar with and follow the Trust Infection Control Policies and designated hand hygiene procedures appropriate to your post. In addition you should take action to report to your manager or appropriate person any incidents or poor practice that may result in the spread of infection.

Mandatory Training

Be aware of and undertake mandatory and other training requirements necessary for the successful and safe performance of your job, including relevant updates.

Information Governance

Maintain and process all information concerning patients, staff, contractors or the business of the Trust to which the post holder has access, without divulging such information to any third party or make use of information gained in the course of employment, except where this is clearly within the remit of the post holder and the other party's responsibility.

The Trust recognises the importance of reliable information. The quality of this data is crucial in that it should give a complete, accurate and timely representation of events to support patient care, clinical governance, monitoring performance, management and service agreements for healthcare planning and accountability. All information entered onto any record whether manual or electronic or any other media (film, tape etc.) should be accurate, timely, complete,

valid, defined, appropriately sought, appropriately recorded and should be stored securely and confidentially. Further information on the Trust's "Health Records Policy" can be obtained from the Trust's Intranet site.

Any other duties necessary for the successful performance of the role.

Restriction on Smoking

The Trust is "Smokefree". You may not smoke in Trust owned buildings or grounds except in the designated smoking zones.

The Trust is committed to supporting staff in balancing their work and home lives and encourages staff to discuss their individual needs with their department in order to arrive at mutually satisfactory working arrangements.

This job description is a reflection of the current position and may change in emphasis or detail in light of service developments. It will be reviewed annually as part of the appraisal/performance development review process.

PERSON SPECIFICATION

TITLE OF POST	Senior Clinical Assessor
BAND	Band 6
DEPARTMENT	Digital Care Hub
LOCATION	Airedale General Hospital

REQUIREMENTS	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
KNOWLEDGE	<p>Extensive clinical knowledge in the care and management of the frail elderly, acute and chronically sick patient within and outside of hospital</p> <p>Demonstrates self-learning to improve knowledge and skill base</p> <p>Computer literate</p> <p>Knowledge of National Health Service agenda in relation to Acute Care, Clinical Governance and the relevant clinical professional Agenda</p> <p>Understanding of, and ability to implement, evidence –based practice</p> <p>Knowledge of risk management</p> <p>Knowledge of the NHS Constitution & ‘Understanding the New NHS’</p>	<p>Root Cause Analysis training</p>	<p>Interview</p>
SKILLS	<p>Proven leadership skills</p> <p>Excellent written, verbal and electronic communication skills</p> <p>Presentation skills</p> <p>Research, teaching and leadership skills</p> <p>Willing to learn new technologies related to digital and remote healthcare</p> <p>Assessment skills of the acutely ill patient</p>	<p>An interest in developing further clinical skills</p> <p>Remote video assessment skills</p> <p>Familiarity with Microsoft Office Software (eg. Microsoft Word, Powerpoint)</p> <p>Familiarity with SystmOne or other PAS system</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
QUALIFICATIONS	<p>RN/Project 2000 Adult Branch, mental health/ LD RGN/ BSc (or equivalent) AHP Qualification e.g. OT/ PT/SALT</p> <p>Non-Medical Prescribing/ Advanced Clinical Assessment (or willing to work towards)</p> <p>Current NMC/ HCPC registration</p> <p>Diploma in a relevant health care topic/working towards</p> <p>ENB 998 / C & G 730 /SLiP Educational qual.</p>	<p>ALS, AIM, ALERT courses desirable (or willing to undertake)</p> <p>First degree in relevant subject</p>	<p>Application form</p> <p>NMC / HCPC</p>

EXPERIENCE	Significant Acute or Community Care experience. Ability to work with and motivate nurses/ therapy and medical staff Evidence of Practice Development in previous employment	Experience of designing and delivering training and education for health care professionals Experience within Palliative and End of Life Care	Application form Interview
RIGHT CARE VALUES	Honesty & Integrity Listening & Communicating Supportive & Approachable Even Handed & Encouraging Patient Centred & Compassionate Leads by Example & Self Aware		Application form Interview
OTHER	Ability to work flexibly An interest in Telemedicine An interest in promoting and marketing the DCH	Has access to own transport if necessary	Application form Interview