

JOB DESCRIPTION

For Personnel use only

Job reference number:

Job Title: Mid Notts Care Home Nurse Specialist

Reports to (post title): Integrated Care Team Leader

Role Purpose:

- To provide comprehensive assessment for patients living in Care Home setting who are at risk of deteriorating health or avoidable hospital admission.
- To maintain high standards of care home patients. To deliver training and education to care homes in order to improve standards of care
- To develop strategies and policies for improvement and development in care homes.
- To take an active role in the delivery of the NHS Enhanced Framework for Care Homes.
- The post holder will be able to combine high level assessment contributing to making a differential diagnosis and leading to a definitive diagnosis to initiate medical treatment, refer appropriately and lead the co-ordination of care working with partner agencies and key stakeholder, using non-medical prescribing proactive and reactive to avoid admission.
- Reduce the demand on Primary Care / ED / EMAS / OOHS

Role Context:

Holistic assessment for clients on admission to a care home and subsequent care planning with care home providers, to promote self care strategies and using ongoing case management where necessary, to reduce the risk of avoidable hospital admissions, improve quality of care provision and to reduce unnecessary long term care placements.

Clinical outcomes will be improved for patients through proactive rehabilitation, enabling them to function independently and with promotion of self care (with the support of carers where necessary), consequently reducing the volume of urgent call outs for community adult nursing services.

Effectively signposting within community services, to primary care and other key stakeholders, ensuring that the right care is provided by the right person with the right skills for patients with Long Term Conditions and at risk of deterioration.

To prevent unnecessary admission through effective utilization of urgent care pathways, assessment and prescribing and proactive risk management.

To facilitate timely discharge thus contributing to the reduction of length of stay agenda and improving patients outcomes in the short, medium and long term.

Trust Values

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

Trust Honesty Respect Compassion Teamwork

Key Accountabilities	Performance Measures
<ul style="list-style-type: none"> To work within the Care Home setting supporting staff and managers to identify very high intensity users with needs using admission data, GP visits, OOH's, ED attendance and other sources of information including weekly board rounds. Manage a caseload of high risk patients resident in the locality care homes To work collaboratively with clients, carers and health and social care professionals, to identify unmet health and social care needs and circumstances. Undertake full assessments establishing baseline data to inform the development of an individualised care plan to meet the client's needs within the context of long term clinical management planning in a timely manner. Interpret and discuss assessment outcomes with clients and carers, using high level of communication skills to communicate complex issues. Respond to deteriorating health needs and changes in condition through expert assessment and proactive prescribing where indicated and competent to do so. Develop personalised care plans and formulate action plans based on evidence based care and national standards of care and maintain accurate and up-to-date records as required by the organisation. Use advanced skills and specialist knowledge to make autonomous comprehensive and patient focused holistic assessments, analysing presenting symptoms and diagnostic 	<p>PADs, records of clinical supervision One to One's</p> <p>Performance and activity information</p> <p>Waiting times</p>

<p>information to develop a plan of care for optimal patient outcome.</p> <ul style="list-style-type: none"> • Plan and implement therapeutic interventions including non medical prescribing to help patients with complex health care problems to regain stability and independence in collaboration with the client, carers and multi-disciplinary team. • Signpost patients to and liaise with the appropriate key stakeholders. • Work with patients and carers to teach and educate them about the early warning signs in order to facilitate rapid management of complications in a crisis. • Maintain contact with the patient if care is transferred to secondary care and ensure effective communication is ongoing to ensure integrated and consistent care. • Enable clients and their families to manage disability and loss preparing them for the changes in condition and support choice about end of life. • Provide health promotion and disease prevention services to patients who have acute/chronic conditions to maximize self care • Schedule follow-up visits appropriately to monitor patients and evaluate health/illness care. • Educate carers concerning drug regimens, side effects and interactions, and prescribe medications based on efficacy, safety and cost from the local formulary • Actively encourage patient and carer feedback about the received services. • Act as a positive role model, provide clinical supervision, support and advise to colleagues across the organisation • Work collaboratively with colleagues to continuously improve the standard of care and to develop the overall service. • Lead on audit and service improvement work and interpret and 	
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<p>disseminate findings to help drive improvement across the service.</p> <ul style="list-style-type: none"> • To work with providers of residential care to ensure commitment to quality of service provision and to take appropriate action where there are concerns • Actively participate in the development of teaching and communication strategies, addressing the learning needs of colleagues, care home staff, patients and carers. • Provide leadership to junior colleagues. Including, annual reviews and identifying training needs of team members • Act as a role model, setting, monitoring and evaluating the high standards and continual improvement to the delivery of care within the care home environment • Maintain a professional image as outlined in the NMC Code of Conduct • Promote the Clinical Governance agenda and apply risk management and reporting systems. • Participate in relevant research and audit activity. 	
Dimensions	
<ul style="list-style-type: none"> • To reduce avoidable or undesired admissions and support residents to remain in the home. • To raise overall standards and quality of care through providing training and support to care home staff • To identify and review clients continuing care needs • Working across primary, secondary and social care services. 	
Safeguarding	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.</p>	

Disclosure and Barring Services
Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services
Infection Control
All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.
Equality and Diversity
All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.
Sustainability and Net Zero – Supporting Our Green Plan
The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.
Data Quality Statement
All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.
Communication
<ul style="list-style-type: none"> Establish and maintain communication with individuals and groups in a wide variety of settings and situations at all levels within the organisation and the wider health and social care community.
Knowledge, Training and Experience
<p>First level Adult nursing qualification on the NMC register</p> <p>First level degree in health related subject, educated at degree level or equivalent experience and documented competency to work at this level.</p> <p>Independent nurse prescribing qualification.</p>

Experience in a relevant clinical setting

Continuing Profession Development (CPD) Profile demonstrates evidence of:-

- Proactive management of residents within residential care
- Supporting the management of cognitive impairment and mental well being
- Supporting self-care, self-management and enabling independence.
- Professional practice and leadership
- Identifying high risk patients, promoting health and preventing ill health
- Managing care at the end of life
- Inter-agency and partnership working

Equality & Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Planning and Organisational Skills

- Identify needs and prioritises work appropriately to manage the delivery of the service across the locality ensuring equity across integrated care teams.
- Take responsibility for the appropriate delegation and supervision of work according to the skills and abilities of team members
- Reflects on and evaluates how well she/he is applying knowledge and skills to meet emerging work demands and requirements. Ensures all practice is based on current evidence. Attends up-dates.
- Actively engage in clinical supervision as both supervisor and supervisee.
- Maintain a personal development plan and professional portfolio
- Participate in the annual review process to identify training and development needs both as reviewer and reviewee.
- Maintain a portfolio to demonstrate continuing professional development
- Mentor and assess a variety of students including nursing and allied professionals.

Physical Skills

- Able to walk significant distances between departments
- Able to use IT systems effectively
- Frequent requirement to exert moderate physical effort for several short periods during a shift, e.g. carrying equipment and moving and handling, positioning and examining patients.

- Physical moving in limited spaces, in busy office space and care settings.

Responsibility for Patient/Client Care

- To contribute to the identification of patients at risk of deterioration and those whom would benefit from assessment, action planning and management within the care home setting in conjunction with the care home staff and local integrated care teams
- To be responsible for the holistic assessment of identified patients using analytical and interpretive techniques.
- Contribute to the Public Health agenda by raising awareness of health and wellbeing in the local community
- Demonstrate medicines management competency through the prescribing framework
- Use knowledge of medicines and prescribing skills to influence the reduction of risk and complications associated with medication and polypharmacy. To work closely with prescribing advisors and pharmacists as appropriate.

Responsibility for Policy/Service Development

- To have continuing responsibility for the planning, delivery and evaluation of programmes of care and management to address the complex and changing health and wellbeing needs of identified individuals in care homes within the locality.
- Proactive management of care home residents to reduce avoidable hospital admissions to improve patient outcomes
- Ensure that care home residents are assessed, treated and monitored in the most appropriate care setting for their needs at that time
- Work in partnership with patients, carers, care home staff, GPs, consultants, other health professionals and social care as appropriate to develop, initiate and implement proactive management plans.
- Utilise enhanced skills and knowledge to provide specialist technical services and advice in relation to nursing care e.g. palliative care, leg ulcers, continence.
- Implement the provision of evidence based/best practice.
- Participate in public health and health promotion activities in response to identified local need.
- To be actively involved in the continuous development of the Integrated Community and care home nursing service and policies procedures and guidelines.
- Represent the care home team on multi-professional developments which support inter-professional working

Responsibility for Financial and Physical Resources

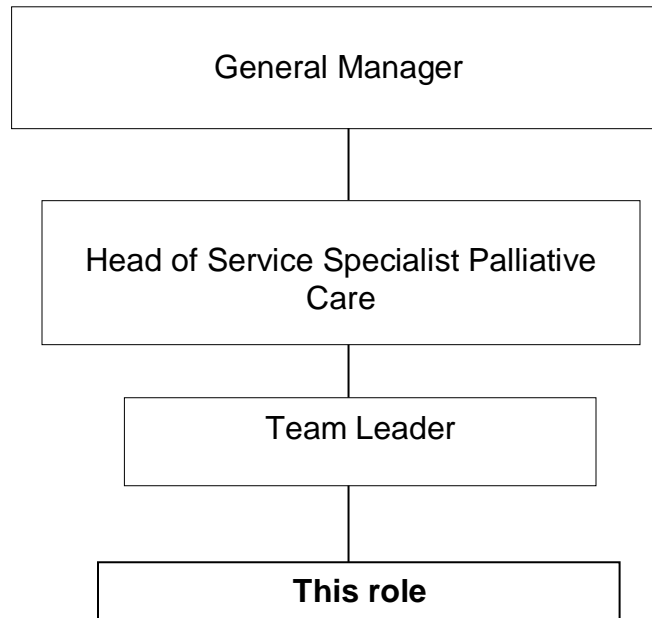
- To ensure all available resources are utilised effectively and efficiently

Responsibility for HR
<ul style="list-style-type: none"> • Contribute to the recruitment of staff through involvement with short-listing and interviews where appropriate and/ or required. • Responsibility for delivery of safe nursing care within privately run care environments (Care homes). • Ensure all essential and mandatory training is kept up to date.
Responsibility for Information Resources
<ul style="list-style-type: none"> • To maintain and be responsible for ensuring that the standard of record keeping by self and the team meets the organisation and Professional standards.
Freedom to Act
<ul style="list-style-type: none"> • The post holder is managed rather than supervised and has the ability and freedom to make clinical decisions, based on clearly defined occupational policies, and defined parameters to improve service and quality of patient care whilst working within national and local policies.
Physical Effort
<ul style="list-style-type: none"> • Frequent requirement to exert moderate physical effort for several short periods during a shift e.g. carrying equipment, moving and handling and positioning and examining patients.
Mental Effort
<ul style="list-style-type: none"> • Frequent requirement for prolonged periods of intense concentration whilst carrying out clinical assessment. • The day to day operational element of the role means that the post-holder must be able to prioritise own workload, deal with the needs of others and have an ability to be assertive with others.
Emotional Effort
<ul style="list-style-type: none"> • Be able to deal with pressure from patients, carers, other health and social care professionals and to demonstrate ability to remain calm and professional when your judgment is being challenged. • Dealing with other service users and their supporters, and professionals who disagree with your professional decisions. • Regular exposure to highly distressing/unpleasant or highly emotional circumstances affecting self or other members of the team. • Deal with constant interruptions and demands.

Working Conditions

Frequent exposure to unpleasant working conditions whilst undertaking clinical role. This may involve working in difficult settings when delivering care, noise, smell, bodily fluids and experiencing distressing situations.

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the questionnaire please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

Next level Manager :

Date: