

## JOB DESCRIPTION

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| Job evaluation ref number:  |  |
| <b>Job Title:</b> Senior Community Staff Nurse  |  |
| <b>Reports to (post title):</b> Team Manager  |  |
| <b>Evaluated Banding:</b> Band 6  |  |
| <p><b>Role Purpose:</b><br/>To provide a defined level of specialist assessment and access to interventions for a diverse patient group and their families under the care programme approach, who present with significant general medical problems/disorders.</p> <p>The post holder will provide specialist holistic &amp; person centred assessment for patients and carers aligned to the cohort.</p> <p>To provide a realistic timely and occasionally intensive support to patients within an community setting. To demonstrate active leadership skills within the team, providing education and supervision to junior staff members and other professionals</p> |  |
| <p><b>Role Context:</b><br/>A Registered Nurse (General) with current Nursing and Midwifery Council (NMC) registration.</p> <p>The role requires a clinician with specialist practice skills to assess, plan, implement and evaluate patients and carers complex needs. They need to be able to critically analyse and develop treatment plans within a multidisciplinary framework and within current policy, best guidance/ practice and research based evidence.</p>   |  |
| <b>Trust Values</b>   |  |
| <p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;"><b>Trust Honesty Respect Compassion Teamwork</b></p>   |  |
| <b>Key Accountabilities</b>   | <b>Performance Measures</b>  |
| <p><b>Clinical Work Practice</b></p> <p>To assess, design, implement and evaluate safe, creative, and effective treatment plans in collaboration with the patient's diverse needs, their carers, and other professionals.</p>   | <p>Evidence of awareness and completion of relevant assessments.</p> |

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| <p>Responsible for the safe monitoring, management and administration of medication as required by Trust policy.</p> <p>To obtain and interpret physical Healthcare observations and act appropriately to observations.</p> <p>To maintain safeguarding responsibilities for children and vulnerable adults in line with Trust policy, and Local Authority procedure and guidance, including the Mental Capacity Act and Deprivation of Liberty, including making timely child and adult safeguarding referrals as required</p> <p>Interventions will be evidence based and designed to reduce stress and anxiety, manage risk and aid recovery.</p> <p>To maintain accurate, timely and relevant clinical records both written and computerised. To maintaining the safe custody of healthcare records and adheres to Trust Information Governance policy and guidance.</p> <p>To be aware of and apply the principles on infection prevention and control and to comply with policy, procedure, and guidance.</p> <p>Demonstrate and be responsible for the safe application of relevant, up-to- date legislation including the Mental Health Act, Mental Capacity Act and Deprivation of Liberty, safeguarding etc.</p> <p>On going professional nursing leadership within a multi-disciplinary team.</p> <p>Compliance with best practice directions (NICE) and participation in quality and safety initiatives.</p> | <p>Individual care plans which are specific to areas of need and are evidence based.</p> <p>Appropriate professional and agreed criteria are met.</p> <p>Record clinical supervision on appropriate/required information systems and reflective piece for revalidation.</p> |
| <b>Dimensions</b>  |   |
| <p><b>The service will work in direct partnership with the Street Outreach Team and the multi-agency conference meeting for SMD 'MEAM' to identify individuals who would most benefit from clinical interventions provided by the SMD Clinical Team. The service will also work in close partnership with Primary Care and Community based care coordinators to provide advice.</b></p> <p><b>The service will provide a combination of assertive outreach and co-location with specialist services working with people experiencing SMD in order to assertively engage with individuals who face multiple barriers to access healthcare.</b></p> <p><b>The service is provided by nurse who are specialist in the needs of people experiencing SMD, particularly those at high risk of street homelessness. They provide physical and mental health screening and acute intervention such as wound care. The team assess for long term conditions and will work in close partnership with GP practices to jointly case manage more complex clinical needs, which includes attending GP Practice Multi-Disciplinary Team meetings as appropriate.</b></p>  |   |
| <b>Safeguarding</b>  |   |

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.

### **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**

Providing and receiving complex, sensitive, and confidential information, where there is a requirement to communicate in a professional manner with patients, carers, other healthcare professionals and agencies where there are limitations/barriers to understanding with regards to comprehension, concentration, capability, and communication.

An ability to demonstrate empathy, persuasion and reassurance to vulnerable patients and their carers.

### **Knowledge, Training and Experience**

A Registered Nurse (General) with current Nursing and Midwifery Council (NMC) registration qualification.  
Registered mentor

Maintains current registration with the NMC and adheres to the NMC Code. Advanced knowledge of the principals of medication management and concordance.

Demonstrate an understanding of physiological healthcare and have the ability to take appropriate action, an understanding of long term condition management and an ability to work with others in promoting self-care and disease management.

To demonstrate continued professional development to maintain professional registration and maintain essential training in line with Trust objectives.

Ability to demonstrate positive leadership skills, behaviours, and qualities.

Knowledge/accreditation in assessing students and others in clinical practice at a minimum mentorship level.

Working knowledge of the Care Programme Approach, Mental Health Act, Mental Capacity Act, Deprivation of Liberty and Safeguarding etc.

### **Analytical and Judgement Skills**

Judgements involving complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.

Judgements on problems requiring investigations and analysis including specialist assessment of patient conditions, recognising a deteriorating patient, suitability for discharge from caseload and incident investigation.

Demonstrate an ability to carry out a comprehensive assessment of specialist health, wellbeing, and social care needs.

To develop and modify the care package or where appropriate refer to an external agencies. An understanding of how medication, diet and external factors can impact on patient care.

An understanding of contributory factors which can impact on individuals and population health and well-being.

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| <b>Planning and Organisational Skills</b>  |
| <p>Ability to work on own initiative; carry out new/comprehensive assessments in a variety of settings.</p> <p>Ability to manage own time by prioritising workload.</p> <p>Ability to safely organise and lead a community team on shift by shift basis.</p> <p>Ability to manage and organise a caseload of patients taking account of workload and skill mix</p>   |
| <b>Physical Skills</b>   |
| <p>There is a requirement for the post holder to use physical skills obtained through practice, examples of this includes intravenous and intramuscular injections and insertion of catheters.</p> <p>Kneeling, bending, stretching, carrying of equipment, and working in confined spaces. Ability to travel across Trust sites and to patients' homes</p>  |
| <b>Responsibility for Patient/Client Care</b>  |
| <p>Develops programmes of care/care packages</p> <p>To assess, design, implement and evaluate safe creative and effective treatment plans in collaboration with the patient's diverse needs, their carers, and other professionals.</p> <p>Follow the NMC Code, demonstrating care and compassion in the delivery of care.</p>   |
| <b>Responsibility for Policy/Service Development</b>   |
| <p>Follows and implements policies in own work area and proposes changes to working practices,</p> <p>Participates in the development of evidence based effective practices in the service including NICE guidance.</p> <p>The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures, and practices of Nottinghamshire Healthcare NHS Foundation Trust. It is the post holder's responsibility to keep up to date with these policies and other policy documents.</p> |
| <b>Responsibility for Financial and Physical Resources</b>   |
| <p>To maintain a personal duty of care for financial and physical resources</p>  |
| <b>Responsibility for HR</b>   |
| <p>Regularly responsible for the day-to-day operational management and clinical/managerial supervision of peers, registered and non-registered staff and students and learners.</p> <p>Provide mentorship, preceptorship, supervision, and support of students/newly registered staff and those undergoing competency developments.</p>  |
| <b>Responsibility for Information Resources</b>  |

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| <p>Records personally generated information</p> <p>Will be responsible for accurately updating patient's healthcare records. Validation of data/records submitted by non-registered staff.</p>   |
| <b>Responsibility for Research and Development</b>   |
| <p>Undertake surveys/audits as necessary to own work</p>   |
| <b>Freedom to Act</b>  |
| <p>The post holder will work to broad occupational policies and is accountable for own professional actions, not directly supervised, manages caseload in the community.</p> <p>Act as an autonomous practitioner and practice within the scope of the NMC Code, professional guidelines and in accordance with Trust policy and procedures,</p>   |
| <p>Responsible for delegation of work to others and accountable for the delegations made.</p>  |
| <b>Physical Effort</b>   |
| <p>Frequent requirement for moderate physical effort for several short periods during a shift.ie. requirement to safely manoeuvre and transfer patients.</p> <p>Daily requirement to travel to patients for home visits</p>  |
| <b>Mental Effort</b>   |
| <p>Frequent concentration where the work pattern is unpredictable. Frequent requirement to undertake environmental observations and risk assessment of patient's conditions.</p> <p>Concentration required for checking documents and recording information.</p> <p>Concentration needed to plan and allocate work, carry out appraisals and perform staff interviews</p>                              |
| <b>Emotional Effort</b>  |
| <p>Frequent exposure to distressing or emotional circumstances, occasionally highly distressing due to the patient group or carers involved and the unpredictable, varying, and intensive nature of their illness and associated risks.</p>  |
| <b>Working Conditions</b>  |
| <p>Frequent unpleasant working conditions, occasionally highly which may be due to the unkempt home environment of some patients, verbal abuse, and exposure to body fluids. Working in varying climates especially during winter months</p> <p>Potential exposure to hazards and risks where personal alarms will be required</p> <p>Adhere to Lone Working policy and Health and Safety guidance</p> |

## Organisation Chart

General Manager  
↓  
Team Leader  
↓  
This post

## 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 document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:



## EMPLOYEE SPECIFICATION FOR THE POST OF SENIOR STAFF NURSE

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.

| Attribute  | Essential  | Weight | Desirable  | Weight | How Identified          |
|--|--|--------|--|--------|-------------------------|
| Values   | <ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:<br/><b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected 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</li> </ul> | 2      |  |        | Application & Interview |
| Physical Requirements                            | <ul style="list-style-type: none"> <li>To perform a full range of nursing duties</li> </ul>  | 2      |  |        | Application             |
| Qualifications - Academic / Craft / Professional | <ul style="list-style-type: none"> <li>1<sup>st</sup> Level Registered Nurse</li> <li>Maintains current registration with the NMC.</li> <li>Further specialist knowledge/interest in the area of Severe Multiple Disadvantage</li> </ul>   | 2      | <ul style="list-style-type: none"> <li>Demonstrates continued professional development to maintain professional registration.</li> <li>Holds a mentorship qualification and has ability to provide mentorship to others</li> </ul> | 2      | Application             |



| Training   | <ul style="list-style-type: none"> <li>Willingness to undertake new clinical practices, education and training that will enhance service delivery</li> </ul>   | 2      |   |        | Interview               |
|------------|--|--------|---|--------|-------------------------|
| Attribute  | Essential  | Weight | Desirable   | Weight | How Identified          |
| Experience | <ul style="list-style-type: none"> <li>Demonstrates satisfactory clinical expertise for the banding.</li> <li>Specialist and area specific experience</li> </ul>   | 2      | <ul style="list-style-type: none"> <li>The ability to deal with and resolve conflict</li> </ul>   | 2      | Application & Interview |
| Knowledge  | <ul style="list-style-type: none"> <li>Knowledge and understanding of current legislation and Trust policy, values, and objectives.</li> <li>Awareness of national and local issues impacting on nursing care</li> <li>Ability to seek out current best practice based on research and evidence-based enquiry.</li> <li>Knowledge of the nursing 6 c's</li> <li>Understanding of clinical risk assessments and risk management</li> </ul>  | 2      |   |        | Interview               |
| Skills     | <ul style="list-style-type: none"> <li>Ability to manage a caseload and lead and manage the caseload within an integrated and interagency context.</li> <li>Good holistic and person-centered assessment skills</li> <li>Ability to plan, perform and evaluate complex patient's care including self-care initiatives.</li> <li>Ability to promote health and wellbeing both at individual and population levels.</li> <li>Good written/oral and IT communication skills</li> <li>Ability to be flexible and diplomatically handle conflict issues.</li> <li>Ability to appraise staff performance and direct the development of others.</li> <li>Clinical supervision skills</li> </ul> | 2      | <ul style="list-style-type: none"> <li>A high level of emotional intelligence</li> <li>Ability to demonstrate RCA skills in investigating reported incidents</li> </ul> | 2      | Application & Interview |

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| Contractual Requirements | <ul style="list-style-type: none"> <li>Ability to work to meet the needs of the service (including unsocial hours and bank holidays) as identified within the contract of employment.</li> <li>A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.</li> </ul> | 2 |  |  | Application & Interview |
|--------------------------|--|---|--|--|-------------------------|

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**