

Job Title Community Nurse – Unplanned Care – Rapid Response Nursing

Band 6

Responsible to Team Lead/Nurse Practitioner

Accountable to Locality Manager

Base Locality Barnet

Job Purpose

To deliver high quality, skilled nursing care to patients at home and provide rapid response, rehabilitative and post-acute care in a variety of community settings including weekends and bank holidays. The service operates through agreed shift patterns spanning 8am - 10pm 7 days a week.

To utilize specialist skills and knowledge to holistically assess needs and provide short term programmed of nursing care for vulnerable adults based on evidence based practice.

To focus on service priorities of admissions avoidance and timely supported discharge.

To take responsibility for managing the caseload and the team, with the support of the Team Leader.

To supplement locality based planned care team and other health services when acute or concentrated nursing care is required.

To actively participate in service development activities.

The post holder will be responsible for:

Key Working Relationships

To maintain, nurture and support working relationship with all staff working across the North Division, unplanned care team and across all integrated locality teams. Specific responsibilities in relation to locality managers/clinical lead, other integrated team colleagues of all professions and GPs.

Main Duties and Responsibilities

CLINICAL DUTIES

- To provide skilled, effective and evidence based nursing care to patients in a variety of community settings.
- To assess referrals made to service, prioritise and respond according to priority, as appropriate both in terms of level and urgency. To respond within agreed timescales as appropriate.

- To use enhanced skills and knowledge to assess physical and psycho- social needs and develop a comprehensive and concordant plan of care with patients, carers and the wider Multidisciplinary Team as needed.
- To make risk assessments, establishing the safety or otherwise of patients' ability to stay at home, or return home safely from another care setting, providing and arranging necessary nursing and supportive packages.
- Provide autonomous clinical care to a range of patients presenting with undifferentiated, undiagnosed and/ or complex health needs and long term conditions.
- To provide evidenced based clinical/therapeutic interventions based on 'best practice', in order to improve health outcomes and promote choice, e.g. Intravenous therapy, anticoagulation monitoring, palliative care interventions and catheter and bowel management.
- Work within Clinical Guidelines, Policies, Procedures utilising expert judgment to work outside these frameworks where necessary.
- To work in close collaboration with all other community agencies including Locality planned care teams, In-Patient services and GPs.
- To act as the patients, advocate, facilitating choice, patient empowerment and independence, promoting self-care as appropriate.
- Deliver agreed clinical quality and performance standards within the Rapid Response team.
- Be goal and outcome orientated, whilst maintaining a high level of performance.
- Maintain up to date knowledge of support services for patients and carers from statutory, voluntary and ancillary services.
- Proactively identify patients who would benefit from Case Management and work with the appropriate Locality team to actively support and integrated case management approach.
- To undertake health promotion and disease prevention and to provide information and support to promote and optimize positive health and to constantly champion the principles of self- care and patient empowerment, referring on as appropriate.
- Plan and facilitate the safe and seamless transfer of care from the Rapid Response to appropriate other services.
- Evaluate outcomes for patients in collaboration with other health and social care colleagues.
- Be aware of, and act in accordance with, the NMC Code of Conduct, Standards and Guidelines.
- When working in clinical areas monitor and maintain required stock levels (medicines / dressings / clinical equipment). Ensure hygiene and cleanliness standards are adhered to as per the Trust's Infection Prevention Policy.
- Ensure that all workspaces are left tidy and secured when not in use.

Management and Leadership

- To establish and maintain a good working relationship with colleagues, the primary health care team and other health and social care service providers, so as to provide a comprehensive service to patients and carers.
- To be the named link nurse for designated GP practice(s)
- To supervise and co-ordinate the team on a day to day basis and to manage the team. On-going management responsibilities include the appraisal of staff, reviewing and supporting junior staff with their personal development plan and assist in the recruitment and selection of staff and assisting in the performance management of junior staff.
- To contribute to the implementation, monitoring and reporting of performance outcome measures, alerting team leads and managers of any shortfalls.
- To complete statistical returns as required by the Trust including entering data onto the computerised system within the required time frames.
- Ensure the timely and correct entry of clinical and statistical data onto Systm1, including own data and that of other team members.
- To be responsible for the care and safe keeping of equipment issued for personal and team use and to report any defect or loss.
- To attend and participate in Team, Locality and other relevant meetings.
- To be a member of working parties and groups considering aspects of the service and professional practice as required.
- To take an active role in service development activities, identifying areas for improvement and options for change.
- Assist in the implementation and monitoring of clinical and service standards.
- Apply equal opportunities in practice taking into account own behaviour and the needs of patients, carers and colleagues.
- Respond to complaints appropriately and in accordance with Trust policy seeking guidance as required.

PROFESSIONALISM

- To lead others from a base of clinical credibility in order to model and support improved practice, integrity and partnerships.
- To advocate and model a supportive and facilitative team approach.

- Develop and support a working environment and culture that actively improves health, safety and security.
- Work with clinical, pathway and professional leads to develop and re-design care pathways with other partners and to implement best practice and ensure maximum utilisation of available resources
- Ensure information provided for patients and their carers is accurate, adheres to current guidelines, and is timely and accessible.
- Ensure the effective and efficient use of resources available including taking responsibility for the care and safe keeping of equipment issued for personal, team and/or patient use and report any defect or loss.
- Ensure adherence to procurement processes and stock management within team.
- Support recruitment and selection initiatives and the subsequent employment and induction of new staff.
- Work with Locality Managers and Clinical Leads to ensure efficient and effective use of the workforce and ensure that the structure and skill mix of the team reflects the activity demands and implement skill mix and staff deployment/ changes as appropriate and review work allocation to meet the changing needs of patients within the financial budget.
- Facilitate and participate in regular clinical supervision, mentorship and coaching to designated staff members.
- Facilitate and support the learning placement for students on post-initial qualification/advanced learning programmes identifying appropriate mentors and practice educator support.
- Support staff engagement by encouraging team members to be involved in shaping and influencing service delivery and ensuring that the contributions and perspectives of all staff are heard, valued and influence management decision making.
- Enable effective communications within and between the Unplanned and Planned Care teams including acting as a named link to planned care teams as required.
- Work in collaboration with and maintain a good working relationship with the Out of Hours Services, Accident and Emergency Departments, London Ambulance Service, acute Hospital Assessment Units/ Wards, Community Matrons, General Practitioners and Practice staff, Nursing Homes, Social Services and Voluntary Sector so as to provide a comprehensive service to patients, clients and carers.
- Actively participate in team, locality, divisional and other relevant meetings, working groups and committees
- Promote equal opportunities for staff in accordance with the Trust's policies.

TEACHING AND TRAINING

- Maintain appropriate and up to date knowledge and skills by undertaking continuing education in accordance with personal and service needs.
- Undertake appropriate education and training for professional development, to maintain own knowledge and credibility.
- Identify training needs and provide training and mentoring support/preceptorship to designated team members, pre and post registration nurses and others.
- To provide training and support to nursing colleagues and others, for example allied health professionals
- Ensuring that learning opportunities are effectively utilised.
- To actively participate in clinical supervision on a regular basis in line with Trust guidelines.
- To participate in annual appraisal and maintain a personal development plan.
- To participate in research and audit to ensure the development of effective and innovative practice and maintenance of standards.
- To develop and ensure an active learning environment for all staff grades.
- To provide clinical supervision to others in line with Trust policy.

Person Specification Job Title: Senior Community Nurse/ Unplanned care Service Barnet

Factors	Criteria	Assessment Method
Education/Qualification		
Essential	<ul style="list-style-type: none"> Registered Nurse with current NMC registration Full, valid UK driving licence. Evidence of recent and continuing post-registration professional education and training 	AF/IV
Desirable	<ul style="list-style-type: none"> Experience of working in Primary Care/ Accident & Emergency. Experience of assessing and providing quality care to people with Long Term Conditions Qualifications in Community and/ or Accident and Emergency Nursing. Qualification in teaching or practice-based learning. Physical Clinical Assessment Skills Course or willingness to undertake the course. Nurse prescribing qualification 	AF/IV
Experience		
Essential	<ul style="list-style-type: none"> Evidence of recent substantial post-registration nursing experience Extensive range of clinical skills and experience including IV therapy, Vene-puncture, cannulation, rehabilitation Experience of working within a multi-disciplinary team Experience of working with people with complex health needs Experience of supervising junior staff and co-ordinating daily activities on a regular basis Experience of undertaking comprehensive health needs assessment and writing care plans 	AF/IV
Desirable	<ul style="list-style-type: none"> Experience of implementing evidence-based care in practice 	AF/IV
Skills & Knowledge		
Essential	<ul style="list-style-type: none"> Skills: <ul style="list-style-type: none"> Has high level of competence in a range of clinical skills? Ability to work in a team. Able to work without direct supervision, planning and prioritising own workload and that of others. Able to delegate work effectively and safely. Ability to work under pressure. Ability to risk assess a situation and act appropriately. Ability to communicate effectively both verbally and in writing. Ability to identify own and others learning, and development needs and actively seek ways to meet those needs. Basic IT skills including use of Microsoft Office package and email. Knowledge of: <ul style="list-style-type: none"> Principles of care for patients with long term conditions, relevant NSFs and other national standards NMC Code of Professional Conduct and application to practice. Personal Development Planning 	AF/IV

	<ul style="list-style-type: none"> ○ Primary Health Care – structures and roles (overview) ○ The audit processes. ○ Applying evidence-based care into practice ○ The principles of clinical governance and application to practice. ○ Clinical supervision – purpose and application ○ Managing difficult situations and conflict resolution ○ How equal opportunities can be implemented in practice. 	
Desirable	<ul style="list-style-type: none"> • Able to lead and motivate a team 	AF/IV
Key Attributes		
Essential	<ul style="list-style-type: none"> • Able to carry out the duties of the post with or without adaptations. • Able to travel around the district (car/bike/public transport/foot) • Able to work flexible shifts. • Able to provide evidence of where you have demonstrated the Trust's Values and Behaviours • Able to demonstrate excellence in Customer Service • Able to meet the required IT Skills for the post. • Car Driver owner with UK licence 	ALL-AF/IV
Desirable	<ul style="list-style-type: none"> • 	See below
Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		