



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

CAJE REF: 2020/0290

JOB DETAILS:

Job Title	Immunisation Nurse
Pay Band	5
Hours of Work and Nature of Contract	To be agreed on appointment
Division/Directorate	Localities and Primary Care Division
Department	Immunisation Team
Base	To be agreed on appointment

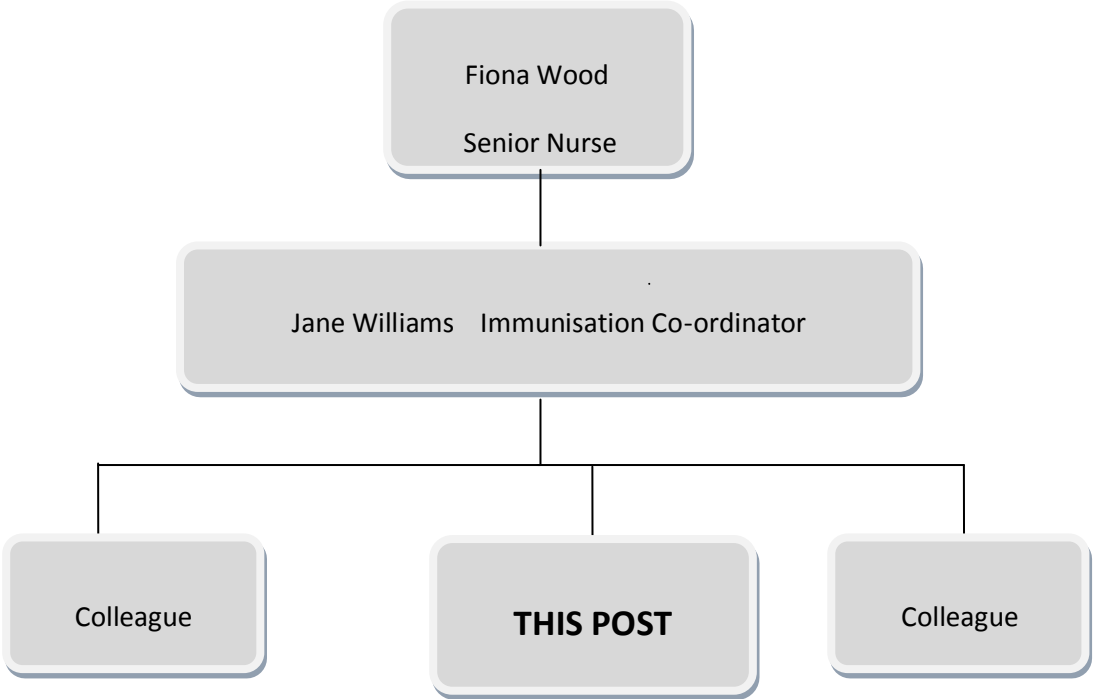
ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Senior Nurse
Reports to: Name Line Manager	Jane Williams Immunisation Co-ordinator
Professionally Responsible to:	Head of Nursing

Job Summary/Job Purpose:

The post holder will be part of BCUHB Immunisation Team, and will be expected to offer vaccination advice and deliver vaccinations to patients and staff living and working in BCUHB University Health Board. The post holder will support the safe delivery of vaccines and help increase local uptake of vaccinations and may be asked to Immunise in other settings i.e. during an outbreak or mass immunisation programme. The post holder will work alongside, Immunisation team, Occupational Health and Public Health to meet the Welsh Government Targets for immunisation.

Organisational Chart



MAIN TASKS AND RESPONSIBILITIES

The post holder is required :

- To champion vaccination and immunisation
- To administer vaccinations according to BCUHB University Health Board's Patient Group Directives(PGD)
- To ensure the delivery of vaccines complies with The National Minimum Standards for immunisation and the Green Book e.g. correct immunisation technique, cold chain storage of vaccines, and safe disposal of sharps.
- To work across a number of Hospital settings within BCUHB University Health Board and other settings if needed
- To actively participate in health education and promotion of vaccination to improve uptake and assist in achieving national targets
- To establish and maintain good personal relationships with clients and other disciplines as applicable.
- To have a general awareness of current immunisation issues and controversies that can impact on uptake
- To assess general health prior to vaccination to reduce potential risk.
- To deal with sensitive information relating to health issues and deal with disclosures of illness sensitively
- To complete questionnaire/consent forms with clients and ensure these are sent to the appropriate departments e.g. Child Health, Occupational Health.
- To identify resources and professionals to assist with queries e.g. Immunisation Coordinator/Team, Occupational Health
- To understand factors that influence decision-making
- To document immunisations using appropriate system according to setting ☐ To participate in clinical supervision and educational activities.
- To support training and supervision of colleagues, such as demonstrating duties to new vaccinators

The post holder will :

- Ensure effective and efficient use of vaccines and resources.
- Adhere to UHB policies and procedures
- Ensure that high standards of infection control are integral to all aspects of clinical practice.
- Use knowledge gained from BCUHB University Health Board's Immunisation training
- Keep up to date with all new procedures and future trends in relation to immunisations/uptake
- Keep updated in developments within the immunisation programme and vaccines.
- Ensure that stock levels of equipment and vaccines are maintained and transfer equipment and vaccines to and from sessions.

The post holder will :

- Be approachable, motivated and enthusiastic about working with staff
- Work closely with members of the Immunisation Team, Occupational Health and other buddy's/peer vaccinators
- Ensure accurate, secure, robust documentation and effective communication of all tasks.
- Communicate rationale for deferring immunisation as a result of any pre-existing or current health issues with clients using diplomacy, negotiation and reassurance skills.
- Develop a plan of care with a client who has been deferred vaccination, including signposting to other appropriate services offering vaccination e.g. Occupational Health, General Practice.
- Have an understanding of the consent process for vaccinations
- Apply principles of confidentiality at all times, in accordance with Nursing and Midwifery Council guidelines.

KNOWLEDGE, TRAINING & EXPERIENCE

- Registered Nurse, with evidence of post registration education.
- To undertake mandatory and other training specific for the post e.g. basic life support for adults and anaphylaxis training. The National two day minimum standards for immunisation training will be arranged if not already completed. This training may also be offered via the e-learning modules on NHS Learning if courses are not available.
- Adhere to NMC Code of Practice.
- BCUHB University Health Board annual immunisation update sessions to be attended.
- Understanding of the public health role of vaccination and immunisation
- Physical skills obtained through practice in respect of delivery of immunisations.
- IT literate eg. MS Office, outlook, e-mail and internet use.
- Personal duty of care for equipment used.

The post holder will :

- Contribute to the planning of immunisation sessions/walkabouts
- Accurately record information on immunisation consent forms
- Ensure that completed flu consent forms are returned to the Occupational Health Department for data entry following immunisation sessions.
- Report any adverse reactions to immunisations on Yellow Card reporting scheme.
- Report any adverse incidents in the most appropriate way eg. Immunisation Coordinator, Occupational Health, Senior Nurse, DATIX.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	Registered Health Care Professional Be in compliance with basic life support for adults and anaphylaxis training. Professional awareness and ongoing development	Knowledge of Public Health Agenda. National Minimum Standards for Immunisation. Immunisation update	Application form Certificates NMC registration
Experience	General Awareness of the staff flu programme and Immunisation agenda	Previous experience of providing immunisation services	Application form and interview
Aptitude and Abilities, Skills	Good organisational and decision making skills. Effective communication skills including the ability to overcome any barriers to understanding	The ability to speak or learn Welsh to a satisfactory level.	Application form and Interview
Personal Qualities	Highly motivated Ability to work under pressure and remain calm in stressful situations. Display exemplary personal and professional standards of behaviour and integrity at all times. Ability to deal with verbal and written aggression in a calm and professional manner. Commitment. Enthusiasm. Good team player.		Application Form Interview References
Circumstances	Ability to travel throughout the Health Board in a timely manner. Able to undertake the duties of the role.		Application form and interview
Other	Successful DBS Check		

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Healthcare Support Workers:** Healthcare Support Workers make a valuable and important contribution to the delivery of high quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with

which they work.

? **Welsh Language:** In line with Welsh Language legislation and in compliance with the Welsh Standards, the health board must actively seek to employ staff with Welsh language skills to meet the needs of the Welsh speaking public. Please click [here](#) to assess whether a post requires staff to speak Welsh. Alternatively, prospective employees should be encouraged to learn Welsh to a satisfactory level if Welsh skills are deemed necessary to the job requirements. For further information on Welsh language skills requirements, please contact the health board's [Welsh Language Unit](#).

? **Confidentiality of Information:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users. The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.

? **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.

? **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect without bias. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/HB Disciplinary Policy.

? **Safeguarding Children and Vulnerable Adults:** The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.

? **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.

? **DBS Disclosure Check:** In this role you will have * direct / indirect contact with* patients / service users / children / vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau *Standard / Enhance Disclosure Check as part of the HB's pre-employment check procedure. *Delete as appropriate.

? **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board sites, including buildings and grounds, are smoke free.

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Flexibility Statement: The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Supplementary Job Description Information

Please complete information on Physical Effort, Mental Effort, Emotional Effort and Working Conditions in order to assist the Job Matching process.

Physical Effort

This factor measures the nature, frequency and duration of physical effort (sustained effort at a similar level or sudden explosive effort) required for the job.

Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed, such as:

‘Working in uncomfortable/unpleasant physical conditions; sitting in restricted positions; repetitive movements; lifting heavy weights; manipulating objects; kneeling, crouching, twisting; heavy duty cleaning; working at heights; using controlled restraint; driving as part of daily job - **N.B. Walking /driving to work is not included**’

Examples of Typical effort(s)	How often per day / week / month	For how long?	Additional Comments
Frequently required to use medium physical effort including: <ul style="list-style-type: none"> working in awkward postures while vaccinating standing for long periods walking a significant amount 	Daily	Variable but at least 2-4 times a day	
Kneeling, crouching and bending.	Daily	Variable e.g. a few minutes a time up to 100 times a day dependant on immunisation programme being delivered	
Transporting equipment such as immunisation box/bags.	Daily	5-10 minutes at least twice a day	
Driving between sites	Daily	Variable, up to an hour a day dependant on site of vaccinations	

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Caje Report Reference RYL/2018/0288 Immunisation Nurse Band 5

Mental Effort

This factor measures the nature, level, frequency and duration of mental effort required for the job, for example, concentration, responding to unpredictable work patterns, interruptions and the need to meet deadlines.

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day, e.g. :

'Carrying out formal student assessments; carrying out clinical/social care interventions; checking documents; taking detailed minutes at meetings; operating machinery/equipment; carrying out screening tests/microscope work; carrying out complex calculations; carrying out nonclinical fault finding; responding to emergency bleep; driving a vehicle; examining or assessing patients/clients.

Examples of Typical effort(s)	How often per day / week / month?	For how long?	Additional Comments
Maintain a work pattern that requires frequent concentration where work pattern is unpredictable.	Daily	3 hours per day	
Concentration required when delivering clinical care e.g. administering immunisations where there may be interruptions to deal with challenging client behaviour.	Daily	3 hours per day	
The post holder will be expected to prioritise work and make judgements in relation to the greatest risk to staff e.g. managing anaphylaxis or fainting	Variable	Variable between 30 minutes to an hour depending on the situation and need for emergency services	Anaphylaxis occurs more infrequently than fainting post vaccination

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Caje Report Reference RYL/2018/0288 Immunisation Nurse Band 5

Emotional Effort

This factor measures the nature, frequency and duration demands of the emotional effort required to undertake clinical or non clinical duties that are generally considered to be distressing and/or emotionally demanding.

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

For example, 'processing (e.g. typing/transmitting) news of highly distressing events; giving unwelcome news to patients/clients/carers/staff; caring for the terminally ill; dealing with difficult situations/circumstances; designated to provide emotional support to front line staff; communicating life changing events; dealing with people with challenging behaviour; arriving at the scene of an accident.' **N.B. Fear of Violence is measured under Working Conditions**

Examples of Typical effort(s)	How often per week / month?	For how long?	Additional Comments
Deal with difficult situations, where staff may disagree with the immunisation programme.	Daily	3 hours a day	
Managing Anaphylaxis or fainting	Variable	Variable between 30 minutes to an hour depending on the situation and need for emergency services	Anaphylaxis occurs more infrequently than fainting post vaccination

Working Conditions

This factor measures the nature, frequency and duration of demands on staff arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise and fumes) and hazards, which are unavoidable **(even with the strictest health and safety controls)**, such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers.

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Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.

Examples are – use of VDU more or less continuously; unpleasant substances/non-household waste; infectious material/foul linen; body fluids, faeces, vomit; dust/dirt; fleas/lice; humidity; contaminated equipment or work areas; driving/being driven in normal or emergency situations -

***Driving to and from work is not included**

Examples of Typical Conditions	How often per week / month?	For how long?	Additional Comments
Frequently exposed to bodily fluids eg. blood and vomit	Daily	3 hours per day	
Environment may not always be conducive to a clinic setting eg. Canteen, café, office	Daily	Duration of clinic session.	

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