

1. JOB DETAILS	
Job title:	Community Registered Nurse
Accountable to:	Operational Director Urgent, Community and Cancer Care Directorate
Managerially (if required)	Clinical Locality Manager
Professionally (If required)	Adult Community Services Matron
Agenda for Change Band:	Band 5
Location:	Locality Integrated Team
2. JOB SUMMARY	
<p>As part of the integrated community team will be providing nursing care, care planning treatment and advice to patients and to carry out generic assessments on behalf of the team.</p> <p>To work independently under the guidance of the team manager and actively</p> <p>Participate in the professional development of self and others.</p>	
3. ROLE OF DEPARTMENT	
<p>The aim of the Integrated Care Team is to provide skilled nursing care and rehabilitation. Registered Nurses will have an essential role within this multidisciplinary team, enabling people to stay at home and maintain/increase their independence by working across health and social care boundaries.</p>	
4. ORGANISATIONAL CHART	
<pre> graph TD OD[Operational Director] --- GM[General Manager] GM --- CLM[Clinical Locality Manager – Community Adult services matron] CLM --- B6[Band 6 Community Nurse] B6 --- B5[Band 5 Community Registered Nurse] B5 --- HCSW[Health Care Support Worker] </pre>	
5. KEY WORKING RELATIONSHIPS	
<ul style="list-style-type: none"> • Professionally accountable to the Adult Services Community Matron. • Managerially responsible to the Clinical Locality Manager • Service for day to day matters. • Shared responsibility for Health Care Support Workers • Works within and actively contributes to the multi-disciplinary team. 	

6. DUTIES AND RESPONSIBILITIES OF THE POST

Clinical

To undertake the provision of high standards of nursing care in relation to the Integrated Care Team

To plan, implement and evaluate episodes of care.

To plan and organise workload and delegate to other staff when necessary.

To undertake nursing assessment, diagnosis and treatment appropriately.

To undertake generic assessments on behalf of the team

To contribute towards the development of joint protocols, record keeping and information systems within the requirements of national and professional standards.

To provide clinical advice, training and support to staff.

To ensure high standards of service to the client group, their relatives and carers.

To offer advice and training on areas of your expertise and make recommendations where appropriate, internally and externally.

To keep up to date records of intervention, in line with professional and trust policy.

To liaise with other professionals and agencies in the best interest of the patients.

To be proficient in the use of the technical and ordinary equipment required for the fulfilment of your role.

To ensure personal compliance with the NMC requirements for professional registration and practice.

To contribute to achieving Trust standards including clinical governance and other agreed quality standards within the Integrated Care Team and monitor compliance through audit as required.

To act as an advocate for patients and their carers.

Management/Leadership Responsibilities

To provide effective clinical leadership and support to all other staff within the team consistent with professional background.

Contribute to the review, development and improvement of the Integrated Care Team.

Service in line with NHS plans and the vision and values of HDFT.

Act as a role model to all staff.

To create and maintain a positive learning environment for staff and students.

To understand and monitor professional accountability through the NMC Code of Professional conduct.

To demonstrate open and honest communication and to seek to develop dialogue in times of difficulty, working towards consensus decisions.

Provide Nursing advice to ensure that the knowledge required for safe practice is up to date and available.

Research and Audit Role

To participate in the development of an evidenced based service.

To be responsible for increasing their own professional research knowledge by promoting a questioning and analytical approach to care.

Managing Resources

To ensure effective use of available resources, reporting areas of difficulty to the Clinical Locality Manager.

To identify and participate in any of the cost improvement measures as required.

To participate in the future planning and evaluation of the service.

Education

To pursue professional and personal development taking into account national guidelines and Trust policies.

To be active in the education and training of students and other healthcare professionals.

To participate in training highlighted through audit and quality initiatives.
To share knowledge and skills through the promotion of evidence based research

Health and Safety

All employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors. Facilitate risk assessments within the team.

7. WORK SETTING AND REVIEW

Supervision/management/leadership

To manage own work programme at times, reporting progress and outcomes to team members.

To manage time effectively and be able to prioritise tasks seeking guidance when necessary

To contribute to the provision and supervision of work experience students as required.

Education and development

To contribute to the induction and training of new staff

To participate in performance appraisal with line manager and agree personal development plans in line with trust policy, to ensure regular feedback and support are received and ongoing development needs are met.

To undertake relevant training activities to meet development objectives as identified

To attend mandatory and statutory training e.g. Fire, Basic Life Support, Manual Handling at the required frequency and other relevant clinical and non-clinical developmental opportunities.

Patient/client/customer focus

To contribute to the delivery of a caring service focused on recognising, understanding and meeting the individual needs of the patient.

Financial

To assess for and provide dressings and equipment as appropriate in conjunction with the Integrated Care Team..

8. JOB DESCRIPTION AGREEMENT

Post holder's signature

Date

Line Manager's signature

Date

PERSON SPECIFICATION

POST TITLE: Band 5 Community Registered Nurse

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered nurse NMC registration 	<ul style="list-style-type: none"> Teaching and assessment qualification/ Mentor qualification
Experience	<ul style="list-style-type: none"> Significant experience as registered nurse 	<ul style="list-style-type: none"> Community nursing experience Experience of risk management and governance
Knowledge	<ul style="list-style-type: none"> Significant experience as registered nurse 	
Skills and Aptitudes	<ul style="list-style-type: none"> Able to assess patients with complex health care needs in the community and develop care plans to meet need. Commitment to quality Excellent verbal and written communication Ability to maintain accurate, timely and contemporaneous records Excellent interpersonal skills Ability to delegate safely and appropriately Commitment to professional and skills development Demonstrates ability to teach others IT skill (use of E-mail, internet, word processing) Ability to develop own and others knowledge and skills Positive and flexible approach Self-motivated and innovative Commitment to patient focused care and health improvement. 	<ul style="list-style-type: none"> Commitment to clinical supervision Supervise and assess staff performance

Personal Circumstances	<ul style="list-style-type: none"> • Since this job is community based ability to drive and access to transport in order to meet service needs is essential. • Ability to flexibly cover the needs of the service including weekends / bank holidays 	
Other requirements	<ul style="list-style-type: none"> • Understands confidentiality and data protection • Ability to input, amend and modify data • Commitment to quality • Commitment to clinical supervision • Commitment to lifelong learning 	<ul style="list-style-type: none"> • Ensure best use of resources through effective skill mix and delegation • Awareness of Health and Safety issues • Awareness of current issues and legislation in nursing in the wider NHS

PERSON SPECIFICATION AGREEMENT

Postholder

Date

Line Manager

Date

Each of the above points should be considered in the light of minimum requirements listed in the job description.