

# Job description

## Neighbourhood nurse associate Band 4



...we are caring and compassionate

...we deliver quality and value

...we work in partnership



**Name:**  
**Job title:** Neighbourhood nursing associate  
**Team:** Neighbourhood nursing  
**Band:** 4  
**Business unit:** Local care  
**Last Update:** June 2021

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## Job purpose

To work as a member of a self-directed Neighbourhood nursing team that delivers person centred integrated care in the community. The aim of the service is to support people to remain as independent at home as long as possible, proactively facilitating self-care.

Care will be provided in line with Buurtzorg principles including 'first coffee then care'; spending time getting to know patients and their families enabling them to make the right choices and decisions together. Care will be focussed on improving self-reliance and empowerment; seeing patients as a whole and supporting as required their health, social and psychological needs.

To work as an integral part of a team of 8 -12 nurses providing consistent care to a defined community caseload of patients 365 days a year, 24/7 hours a day. This requires flexibility and commitment to maintain effective service provision for the team's caseload.

The team is self-managing where designated responsibilities for the team are shared and specific roles within the team are rotated i.e. allocation of workloads, team rota construction therefore your role within the team is to support the ethos of a self-directed team with the authority to make decisions about workload, recruitment, training requirements etc.

The team covers a small geographical area and should enable you to cycle or even walk to home visits. By working in a small area, the team support your role in really getting to know the local community and its formal and informal networks.

The role requires close collaboration with the GP and other health, social care and voluntary organisations including but not limited to therapists, mental health, social workers, care navigators, case managers etc.

Your role will support the team to achieve the following core aims:

1. Having happy patients: through direct access, continuity of care, flexibility of care provision and providing quality clinical care.
2. Having happy nurses and care givers; by working collaboratively and flexibly with your team colleagues and being empowered to make decisions as a team to best meet the requirements of your patients and their families.
3. This job description should be read in conjunction with and alongside the Neighbourhood Nursing Team Framework.

## Person specification

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Foundation degree in health and social care OR</li> <li>Nursing Associate qualification</li> </ul>	Care certificate
<b>Experience</b>	<ul style="list-style-type: none"> <li>Previous experience in health or social care setting</li> <li>Previous experience in health in a community setting</li> <li>Working in a team</li> <li>Able to work under own initiative</li> </ul>	
<b>Special knowledge / expertise</b>	<ul style="list-style-type: none"> <li>Standard IT skills including word processing and use of internet</li> <li>Knowledge of health and safety and principles of risk assessment.</li> <li>Be able to understand and plan a range of delegated clinical duties</li> <li>Analytical and judgmental skills</li> <li>Phlebotomy</li> <li>Wound care</li> <li>Pressure area care</li> <li>Catheter care</li> </ul>	
<b>Disposition, adjustment, attitude and commitment</b>	<ul style="list-style-type: none"> <li>Ability to work under pressure</li> <li>Good communication and interpersonal skills</li> <li>Attention to detail and presentation</li> <li>Flexibility and adaptability</li> <li>Motivated to community work</li> <li>Open and friendly</li> <li>Contributes to the team</li> </ul>	Willingness to develop professionally
<b>Practical / intellectual skills</b>	<ul style="list-style-type: none"> <li>Standard IT skills.</li> <li>Ability to travel to various sites in a timely manner</li> </ul>	