

Job description

Neighbourhood nurse Band 5 or 6 (see person specification)



...we are caring and compassionate

...we deliver quality and value

...we work in partnership

Name:	
Job title:	Neighbourhood nurse
Team:	Community nursing
Business unit:	Local care
Band:	5 or 6
Location:	Various across Medway
Last updated:	June 2021

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 is 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 is 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 caregivers; 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 for bands 5 and 6	Essential for band 6	Desirable for band 6
Qualifications	<ul style="list-style-type: none"> • 1st level registered nurse • Degree / diploma in adult nursing 	<ul style="list-style-type: none"> • Post qualification study at level 6 in a specialised area, e.g. Leg Ulcer module, Diabetes, Palliative care • Mentorship preparation/Practice Assessor/Practice Supervisor 	<ul style="list-style-type: none"> • Nurse prescriber or willingness to undertake training • Examination of Clinical Assessment Skills module • Relevant post-graduate qualification, e.g. in elderly care, chronic disease management, long term conditions, rehabilitation
Experience	<ul style="list-style-type: none"> • Working as part of a team • Able to work under own initiative • Working in a health/social care environment • Experience of using technology to facilitate provision of patient care 	<ul style="list-style-type: none"> • A wide breadth of relevant community nursing experience, including palliative care and wound care 	<ul style="list-style-type: none"> • Evidence of specialist knowledge in community nursing • Experience of motivational interviewing • Change management experience
Special knowledge / expertise	<ul style="list-style-type: none"> • Clinical competence in core nursing care provision • Evidence of continual professional development • Ability to plan and develop programmes of care/care packages • Works within codes of practice and professional guidelines • IT literate, word processing and use of the internet • Ability to carry out risk assessments 	<ul style="list-style-type: none"> • Experience of provision of holistic community nursing care provision • Demonstrates comprehensive skill set to meet the breadth of community care provision • Awareness of Buurtzorg care model • Experience of mentoring students and other healthcare professionals • Evidence of managing complex risk 	<ul style="list-style-type: none"> • Experience of using research and other evidence to inform practice • Contribute to patient education programmes
Disposition, adjustment, attitude and commitment	<ul style="list-style-type: none"> • Flexibility and adaptability • Self-motivated • Open and friendly • Team player • Ability to make decisions autonomously and take initiative, escalating issues appropriately • Supportive of colleagues • Flexible and responsive to the needs of the service 	<ul style="list-style-type: none"> • Assertive but diplomatic towards colleagues, patients, carers and relatives with interpersonal skills which will encourage self-empowerment • Ability to recognise own limitations and to refer appropriately when necessary in accordance with professional code of conduct • Ability to take the lead on case management • Demonstrate leadership qualities 	<ul style="list-style-type: none"> • Leadership and management training • Awareness of HR issues and key policies

Criteria	Essential for bands 5 and 6	Essential for band 6	Desirable for band 6
Practical / intellectual skills	<ul style="list-style-type: none"> • Problem solving approach • Able to make clinically appropriate decisions. • Good collaborative working skills • Excellent verbal and written communication skills • Ability to travel to sites in a timely manner 	<ul style="list-style-type: none"> • Evidence of ability to undertake complex problem solving • Effective time management, organisational skills and ability to meet deadlines 	