

Job Description

Job Title:	Community Staff Nurse (Halesowen)
Job Band:	5
Department:	Community Nursing, Medicine & Integrated Care Division
Responsible to:	District Nurse Team Lead

Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of providing safe, caring, and effective services because people matter.

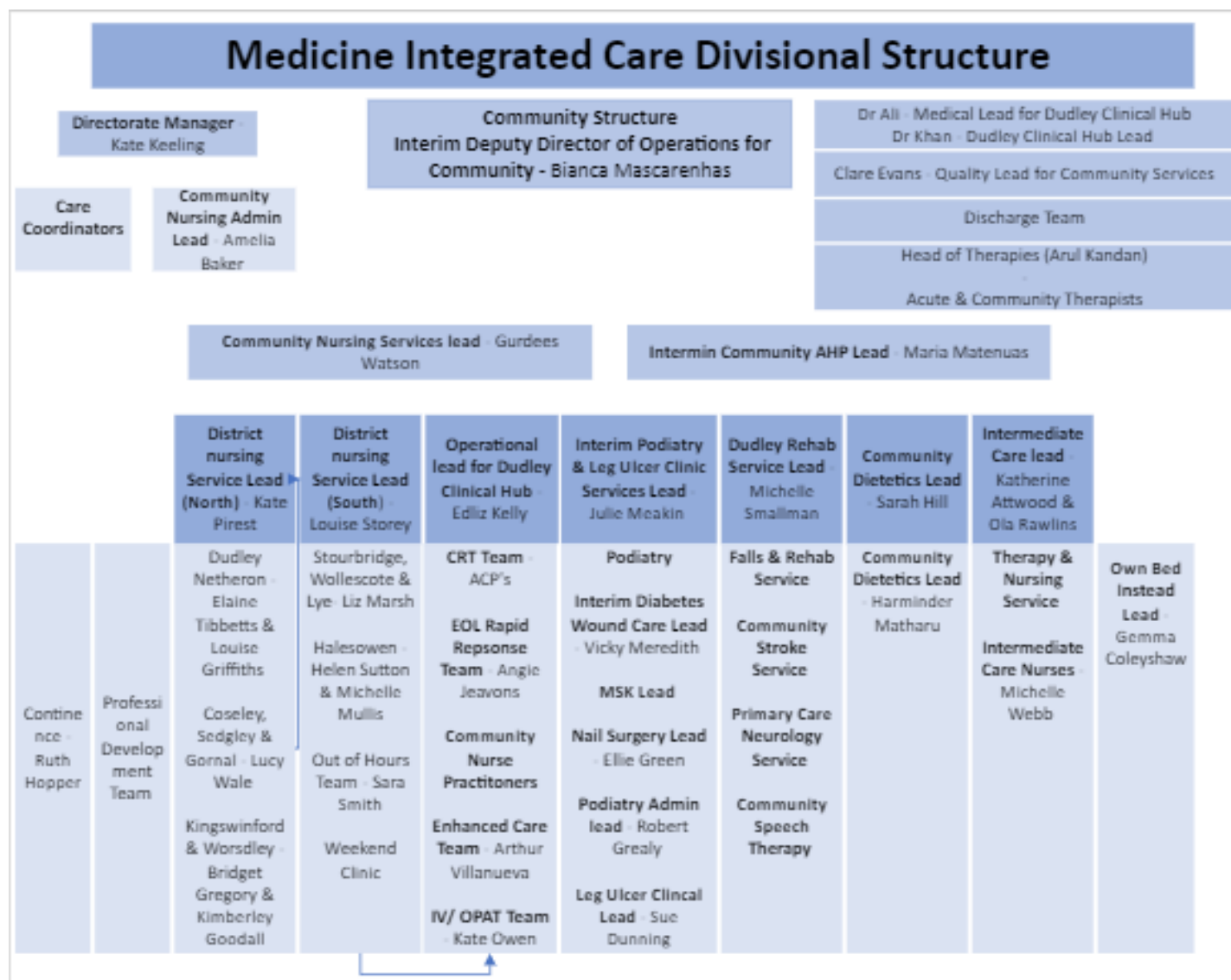


Job Summary



The post holder will be responsible for the assessment of care needs and the development and implementation and evaluation of programmes of care without supervision. They will be required to actively participate in the teaching and supervision of other nursing and non-nursing staff. The post holder will also be required to take a lead / link role for the nursing Team to be determined on appointment/appraisal.

Structure Chart



Principal Duties & Responsibilities

1. To assess plan, implement and evaluate programmes of care for individuals ensuring a high standard of nursing practice at all times
2. To communicate effectively with patients and carers and ensure that their



needs for information are met.

3. To ensure patients are involved in decisions about their care and treatment and that they have sufficient information to do this.
4. To perform diagnostic tests e.g. venepuncture, and Blood glucose monitoring as required and supervise others training to do these tests.
5. To perform additional clinical roles relevant to the community and participate in the any specific training, supervision and assessment of others learning these roles.
6. To have an in depth knowledge of the Nursing process and promote and support the use of the agreed model of individual patient care.
7. To ensure that accurate nursing records are maintained for each patient.
8. To maintain and promote department/multidisciplinary communications.
9. In the absence of the band 6 or 7 , To co-ordinate, plan and organise nursing care taking into account available staffing levels and skill mix.
10. To participate in the development and evaluation of new techniques in patient care in consultation with medical and other professional staff and to co-operate with staff participation in ethical research processes.
11. To help maintain motivation of team, staff and encourage them to develop professional expertise.
12. To promote awareness and implementation of research based practices relating to area of work.
13. To take a lead / link nurse role on behalf of the team (e.g. tissue viability/ medical devices).
14. To participate in promotion of clinical governance, standard setting, implementation and audit.
15. To maintain own professional development within the statutory requirements of the NMC to include, maintaining and improving knowledge and expertise in current developments, nursing management and practice, attending courses, study days, etc.
16. To resolve minor concerns and complaints from patients and visitors and pass serious complaints on as per policy.
17. There may also be a requirement to undertake other similar duties as part of this post in order to provide a quality service. These will be consistent with the level of responsibilities outlined above.
18. This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.

EDUCATIONAL

1. To assist in the creation of an environment, for all grades of staff, conducive to learning, assisting Clinical Support Workers, Student Nurses -by encouragement, support and facilitation to achieve their objectives. To act as a practice assessor for Student Nurses and Clinical Support Workers.
2. To participate in the teaching of student nurses and graduate nurses , displaying commitment and understanding of the changes in educational programmes.



3. To act as a preceptor to new team members, providing support, encouragement and individual personal development.
4. To assist in the development of the professional skills of junior nursing staff.
5. To develop own leadership and management skills and assist in developing the managerial and professional skill of junior nursing staff.
6. To promote a critical analytical approach to the delivery of nursing care.
7. To assist with the promotion of research and implementation of relevant findings to nursing practice.

PROFESSIONAL DEVELOPMENT

1. To attend professional meetings and keep abreast of current nursing development.
2. To promote the nursing profession as a career.

PERSONAL

1. To assist in the establishment and maintenance of a good working environment.
2. To welcome and introduce new members to the team.
3. While carrying out patient visits, demonstrate personal organisation skills and time management on a daily basis
4. To be familiar with and comply with all statutory regulations and Trust Policies.
5. To provide a positive image of the Trust and comply with The Trust Uniform Policy
6. To maintain and improve knowledge and expertise in current developments and future trends in relation to nursing management and practice, including the Trust's Strategy for Nursing and Scope of Professional Practice.
7. To comply with Trust Statutory and Mandatory training Policy
8. To complete the following updates on an annual basis:
 - Manual handling (Now 2 yearly)
 - Fire safety
 - Basic life support
9. To assist in counselling and support of nursing staff as appropriate.
10. To maintain current registration with the NMC and to comply with standards set by them.

There may also be a requirement to undertake other similar duties as part of this post in order to provide a quality service. These will be consistent with the level of responsibilities outlined above. This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.

Organisational Values



The post holder will:

Care: You will listen, be respectful and treat others with compassion and kindness.

Respect: You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

Responsibility: You will take responsibility for yourself and your team.

Location

Your normal working location will be Halesowen Health Centre, 14 Birmingham Street, Halesowen, B63 3HN.

Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.

Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; "Dudley Improvement Practice." As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.



Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.

Prepared by:	Dawn Acton
Date:	August 2022



CARE

A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.



RESPECT

A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.



RESPONSIBILITY

A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.