POST DETAILS

Job Title: Newly Qualified Rotational Nurse (RN Adult)	**Band: 5**
Main Location: As advertised across South/North JUCD	**Salary: In line with Agenda for Change pay scale**
Reports to: Local rotational line manager	**Accountable to: Project Team Lead**
Working Pattern: Minimum of 30 hours **– working pattern will vary between rotations:** **working over 24- hour day over seven days a week.**	**Job Type: As advertised**
Date: March 2022	

KEY PURPOSE/SUMMARY

You will be part of an innovative recruitment pilot group on an 18-month NQN rotational programme supported by HEE, JUCD and the University of Derby.

You will be expected to remain on the programme for the duration of the 18 months, after which you will be ensured a Band 5 role across JUCD. The role will be assigned to you following discussion with the Project Team and local management. Where more than one nurse wishes to take a particular post, a selection interview will take place.

It is an expectation that you will participate in, evaluate and engage with research throughout the 18 months.

The rotational pathway will consist of three rotational workplaces for a duration of no longer than 6 months. You will be expected to attend leadership and development workshops over the 18 months in addition to completing the DCHS preceptorship programme.

To assess, plan, implement and evaluate individualised patient care, utilising your professional judgement at all times. In doing so, ensure patient care is delivered in the most efficient and clinically effective way whilst maintaining the patient's safety, privacy and dignity.
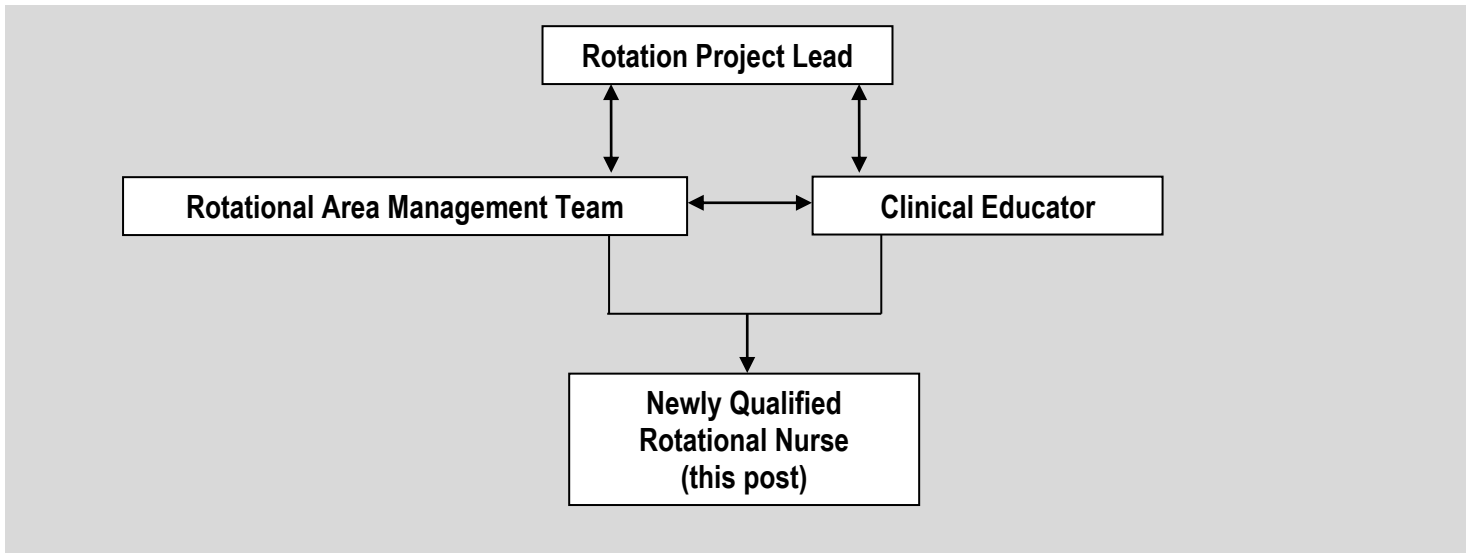
Provide advice and support to junior staff and other members of the multi-disciplinary team in the delivery of high-quality care.

To actively support the District Nurses/Community Nursing Sisters/integrated community teams/acute sector staff/GP teams in the management of the health care environment.

To work in close collaboration across all teams within JUCD project.

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NHS
Health Education England

ORGANISATIONAL CHART
(Each Rotation will have a different Organisation Structure)

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                    ┌─────────────────────────┐
                    │   Rotation Project Lead  │
                    └─────────────────────────┘
                       ↕                  ↕
┌─────────────────────────────────┐   ┌──────────────────────┐
│ Rotational Area Management Team  │←→│   Clinical Educator   │
└─────────────────────────────────┘   └──────────────────────┘
                          │
                          ↓
                 ┌──────────────────────┐
                 │   Newly Qualified     │
                 │   Rotational Nurse    │
                 │     (this post)       │
                 └──────────────────────┘
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KEY DUTIES TASKS AND RESPONSIBILITIES

- This is a rotational post, therefore environments will vary.

- To support the team leads in the day-to-day operational management of the team and patient caseload, ensuring appropriate delegation of care and workload, resulting in high quality outcomes for patients. For example, day to day co-ordination of the other members of the nursing team, link for specific key developments, utilising the caseload management tool kit/System One/IT Systems and other associated processes.

- Be responsible for the assessment and implementation of treatment and to develop programmes of care for designated patients across the designated rotational area; providing feedback and escalation to meet patient need through supervision/monitoring processes.

- Work in close liaison with the rotational team leads to take responsibility as a named nurse for patients on the caseload.

- In the absence of the team lead, take delegated responsibility for caseload management, to ensure continuity of care in accordance with the care programme, seeking support from other specialist practitioners/operational managers as required.

- Work as part of an integrated team within your rotation, supporting other health professionals to provide a seamless and consistent nursing service to our patients.

- Identify patient need, order appropriate equipment in a timely manner, and provide advice, support and demonstration to the patient/carer on the use of the equipment to ensure a personal duty of care and compliance with health and safety policies. To monitor and report to rotational lead the effectiveness of equipment and aids to maximise the use of resources to enable care packages to be delivered.

- Maintain and record contemporaneous accurate health records on SystmOne/IT systems in health care settings in line with Caldicott and Trust Policies and Procedures. SystmOne is DCHS' main patient information system. Where other systems are in use (e.g. EMIS, Inform, etc), to also update these contemporaneously. To communicate verbal information to relevant multi-agency/multi-disciplinary team members.

- To assist the role of a clinical champion in an area of interest – e.g. Safe Care Champion, Pressure Ulcer Champion, etc – and ensure subsequent dissemination of information learnt.

- Support the placement of pre-registration Nurse Students, Trainee Nursing Associates and Return to Practice Students, contributing to the learning environment.

- In year two to Support the management of the preceptorship for new registered Nurses and Nursing Associates joining the team, providing sign-off competencies, and ensuring an effective and welcoming induction experience.

- To be involved in the education and training of junior staff and other staff employed within the care settings within area of expertise/competence.

- You will be part of an active evaluation process.

- Participation in clinical audits both national and local, as well as being part of an active and evaluative research process.

- Contribute to Public Health, Health Promotion and Self-Care initiatives and under the direction of the rotational lead and provide information to support well-being and independence for patients, relatives and carers.

- Participate in routine screening for chronic disease management and record results for monitoring purposes to ensure compliance with the National Service Frameworks.

- To maintain up to date competence in line with agreed competency framework for this role.

- To participate in clinical supervision/reflective practice as outlined in Trust Policies and Procedures, as well as by the NMC.

- Participate in continuous learning to maintain and improve knowledge and skills and to share good practice with colleagues, including NICE Guidance.

- Play an active role in the Trust Staff Wellbeing agenda in role as registered health professional; for example, undertaking staff flu immunisation sessions.

- Attend all required operational meetings including team meetings, and if unable to attend, ensure updates are received and actioned.

- Maintain confidentiality at all times

- Work within the Lone Working policy

- When working within the community, adapt daily work plan to reflect the agile nature of the work undertaken in the Community, i.e., minimise travel by working in a productive and lean manner which maximises patient-facing clinical time.

Patient Care
- To provide nursing care to individuals making use of current evidence to inform the delivery and promote the development of clinically effective and personalised care.
- Co-ordinate the assessment, planning, implementation and evaluation of care programmes which reflect the individual needs of patients and carers which meet best practice using advocated tools/systems as required.

Strategy and Service Development
- Take an active interest in local and national developments in the rotational area and share learning with multi-disciplinary team to promote continuous development.

Financial Resources/Management
- Responsible for the ordering of appropriate patient equipment in a timely manner.
- Ensure personal duty of care in relation to resources spent.

Information Resources/Information Systems

- Record patient information contemporaneously within the patient care environment on SystmOne/ other patient information systems as required.
- Ensure familiarity with E-rostering system and ESR

Autonomy/Scope within Role

- Is required to work within clearly defined occupational policies, protocols, procedures and NMC codes of conduct. To acknowledge their limitations of competence.

- Work is managed rather than supervised.

- To have initiative to respond, escalate and to and seek advice in challenging unpredictable situations/behaviours within the caring environments.

KEY RELATIONSHIPS

The post holder will demonstrate professional, well-established and effective communication skills, both within and external to the organisation.

Key relationships will change dependent on rotational area, the list below is an example and the lists are not exhaustive.

Key Working Relationships Internal:

General Manager
Integrated Community Manager
Integrated Community Team Leader
District Nurse/Community Nursing Sister
Community Nursing Team
Primary Care
Intermediate Care Service
Therapy Services
Community Access Points
People Services Team
Care co-ordinators
Community support team
Project Team
JUCD
University of Derby

Key Working Relationships External:

Shared Business Services
Medequip and Continence Service
Social Care
Residential and Nursing Homes
Voluntary Sector
Patients and Families/Carers
Acute Hospitals
Mental Health Services
GP and Surgery Staff
Adult Social Care

KEY VALUES: WORKING THE DCHS WAY

Our Vision

"To be the best provider of local health care and be a great place to work"

Our Values

- To get the basics right
- To act with compassion and respect
- To make a difference
- To value and develop teamwork
- To value everyone's contribution: "everyone matters"

HEALTH AND SAFETY

In addition to the responsibilities of the Trust under Health and Safety legislation, you are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Effort Required Within The Role And Working Environment

The post holder will be expected to perform a degree of effort within the context of the role capturing elements of physical, mental and emotional demands.

Physical
- Frequent requirement to kneel, bend, stoop and lift limbs to undertake nursing duties.
- Occasional requirement to move patient with equipment
- Regular dexterity and accuracy required for IV injections, syringe pumps, infusions, catheters, removal of sutures and clips
- Regular driving to visit patients (home/health care setting)
- Occasional need to walk through difficult terrain to access housebound patients (home care settings)
- Infrequent driving/walking in adverse conditions (home care settings)
- Frequent carrying of equipment to patient`s (home care setting)

Emotional
- Frequent care of the terminally ill/chronically sick or disabled patients.
- Occasional abusive situations
- Occasional need to counsel patients and relatives/carers
- Regular contact with patients and families in distressing circumstances

Mental
- Regular driving to patients (homes/health care settings)
- Regular concentration when carrying out nursing procedures
- Regular concentration to undertake injection procedures
- Occasional concentration for complex care packages
- Occasionally responding to unpredictable working patterns and interruptions
- Regular concentration recording and checking of information.
- Regular calculations of drug dosages for infusions and injections.

Working Environment
- The postholder will work both within various settings to include acute settings, ward environments, patient homes and sometimes in a clinic setting
- Regular contact with body fluids
- Occasional unpleasant conditions
- Regular car driving
- Occasional aggressive behaviour of patients, clients, relatives and carers.
- Regular working in isolation and isolated environments.
- Occasional exposure to smoking environment

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Joined Up Careers
Derbyshire

JOB DESCRIPTION AGREEMENT:

Job Holder's Name and Signature:	Date:
Line Manager's Name and Signature:	Date:

PERSON SPECIFICATION

Is the criteria essential or desirable and how will it be assessed?

Criteria

Education, Qualifications and Training	Essential / Desirable	Assessment
Registered Nurse (Adult)	Essential	A / C
Clinical competence and confidence in the following areas:		
Leg Ulcer Management	Desirable	A / I / C
Continence Care		A / I
Palliative and EOL Care		A / I
Diabetes		A / I
Infection Control		A / I
Tissue Viability Management including non-healing wounds and leg ulcers		A / I
Medication Administration		A / I
Student Supervisor	Essential	A/ I/ C

Experience and Knowledge Required

Awareness and understanding of the Public Health and Self-Care Agenda	Essential	I
Evidence of research based/reflective practice	Essential	A / I
Knowledge of local and national priorities	Essential	A/I

Skills and Attributes

Ability to triage patients, assess need and care plan	Desirable	A/I
Excellent communication and interpersonal skills	Essential	I
Written and recording skills	Essential	A / I
Ability to assess, plan and implement care including caseload management	Essential	A / I
Ability to supervise junior nursing staff	Essential	A/I
IT Skills	Essential	A/I
Ability to drive as you will be expected to travel across Derbyshire County visiting patient's homes and across the county to access meetings and training	Essential	A/I
Able to work across a 7-day period	Essential	A/I
Able to work weekends and bank holidays	Essential	A/I

Aptitude and Personal Qualities

Committed to working as part of a multi-disciplinary team to provide high quality patient care	Essential	A/I
Innovative	Essential	I
Flexible approach to working practice	Essential	I
Able to use own initiative	Essential	I
Work autonomously	Essential	I

Values, Drivers and Motivators

The rotational pathway vision is that the rotational programme will encourage a future-facing workforce that are adaptable and flexible with enhanced knowledge and skills.		

E = Essential D = Desirable A = Application I = Interview T = Test C = Certificate R = Reference