



Accelerate

Job description

Community Staff Nurse

Summary of role

Accelerate is a social enterprise operating in the health sector. The organisation has a strong and determined focus on the core mission which is to impact on and make a difference to the lives of those communities we serve, these being those individuals living with wounds and/or lymphoedema.

The role of Community Staff Nurse is to contribute to the skilled delivery of wound and lymphoedema in our community services. The role will contribute to the focused delivery of innovative community-based solutions and will provide an excellent and structured development programme. They will be a contributory member of the team, helping advance both the service and the mission. Being a team player and bringing energy is essential.

The Community Staff Nurse is a broad role and can be a springboard into a specialist role either in the Lower Limb, leg ulceration or lymphoedema.

Salary scale: £28,000 - £37,000

Hours: 37.5 hours per week Monday - Friday

Location: Community services (Tower Hamlets or City and Hackney), Accelerate Treatment Centre and other sites including out of area venues where specified.

Responsible to: Clinical Lead

Purpose

The Community Staff Nurse will be accountable to the Clinical Lead, supporting the development of a cohesive team. This will enable effective management of patient care and team objectives whilst remaining mission focussed.

The post holder will bring a positive 'can do' and solution focussed is fundamental to this role and will underpin the day to day running of the organisation. The post holder will enjoy team work to ensure the key deliverables are completed. Discretion and confidentiality will underpin the role alongside integrity and the ability to manage challenging situations. Being proactive and organised with excellent attention to detail is essential.

Essential outcomes of the role

- ✔ Provide skilful care and management to the population, delivered in a thoughtful, creative and timely manner. Being solution focussed and collaborative are key features of this role.
- ✔ Championing delivery of all aspects of the service under direction of the Delivery Lead; this includes the creation of efficiencies and productive working
- ✔ Providing daily management within the leg ulcer clinics and homes across the borough Community Staff Nurse 2021
- ✔ Encourage individualised care that enables people to tolerate treatments and thereby improve outcomes
- ✔ Enhance the delivery of Quality improvement initiatives, KPIs and internal audit
- ✔ Bringing critique to internal and external systems, creating positive change through effective team working
- ✔ Assist in the delivery of informal education to peers and patients

Responsibilities and duties

The post holder will work under the leadership of the Delivery Lead and duties will focus primarily on the lower limb population in

- ✓ Tower Hamlets and/or City and Hackney community; mobile and housebound patients
- ✓ The Accelerate Treatment Centre

The individual will be expected to display good clinical skills and to work collaboratively and proactively with all teams to meet the needs of clients. This will include being actively involved in carrying out clinical skills as directed in a shared plan of care, enabling clients, their families and carers to be involved in the prevention and management of wounds and lymphoedema in the lower limb. In choosing to undertake this role the post holder will also be required to undertake other duties which will assist all other staff employed within Accelerate CIC to contribute to the operation of an efficient and effective service for the population served.

Values

To work as a proactive member of a highly motivated and driven team, in a variety of care settings in order to provide nursing care to clients with or at risk of developing wounds and lymphoedema in the lower limb. In taking on this role the individual will be expected to embrace the philosophy and values of the organisation and to reflect this in all that is done, when offering expert advice and management to clients. The aim at all times will be to improve and promote quality of life for the client, encourage self-management and effectively and efficiently disburse NHS resources.

Key responsibilities

Uphold the vision and values of the company

As an employee of Accelerate you will be expected to understand the mission and values of the organisation and at all times represent the organisation in a positive and professional way.

Leadership and management

In order to promote a positive team culture and working environment you will need to develop and exhibit effective leadership skills.

This attribute is linked to organisational abilities and good communication skills. Specifically you will be expected to demonstrate:

- ✓ Leadership skills which will be articulated by the ability to:
 - ✓ Share ideas and best practice
 - ✓ Bring critique to the service
 - ✓ Develop collaborative solutions
 - ✓ Listen and reflect
 - ✓ Contribute to team growth and development
- ✓ Management skills which will be articulated by the ability to:
 - ✓ Prioritise workload and manage time effectively
 - ✓ Meet deadlines and deliver required targets
 - ✓ Manage patients under guidance from senior clinicians
 - ✓ Show excellent decision-making skills that deliver reliable, safe and consistent practice
 - ✓ Utilise systems and processes that take account of risk to deliver an efficient and safe service

Communication and relationships

Effective communication holds the key to good results and the building of trust. Collaborative working is essential so you will need to:

- ✓ Give due consideration to how you communicate with others ensuring that clear understanding is your goal at all times whatever medium of communication you may be using
- ✓ Build and maintain strong working relationships with colleagues across the organisation.
- ✓ Maintain confidentiality in regard to clients and their privacy and dignity; thus you will need to be sensitive to the individual needs of clients and at all times promote principles of equality, diversity and personal rights. This includes acting in a non-judgemental way and respecting the choices, culture, values and beliefs of individuals

Clinical care and therapy

In this role you will undertake the delivery of evidence based clinical care and treatment under the direction and in conjunction with the nurse specialists within the team. You will be expected to contribute to the management of community patients within Tower Hamlets and under guidance you will be required to:



- ✔ Assess patients with simple lower limb wound and lymphoedema needs
- ✔ Plan, monitor and evaluate care by following and contributing to documented and agreed care plans
- ✔ Deliver evidence-based nursing knowledge and skills under direction of the specialist nurse team, whilst giving direction and guidance to junior staff within the team.
- ✔ Carry out skin management, wound dressings, compression bandaging regimens and the measuring and application of a variety of compression garments
- ✔ Utilise a range of therapy modalities and equipment as they pertain to lower limb management including the prevention of wound/lymphoedema occurrence
- ✔ Assess and identify client risk status. This will take account of any changes or concerns relating to the client which includes their skin status, as well as their general condition and their environment as it relates to safeguarding issues
- ✔ Ensure that rigorous infection control measures are followed, and that health and safety is adhered to at all times

In clinic settings you will be expected to work as part of a team in maintaining a high standard of care. You will be working with junior and community staff to ensure that clinic processes are followed and that stocks of dressings, bandages and equipment are adequate.

As part of clinical care you will be expected to:

- ✔ Deliver best practice in wound/lymphoedema care
- ✔ Show good management and organisational skills in being able to prioritise care and work in a professional and timely manner
- ✔ Demonstrate and use therapeutic knowledge and skills in the clinical care of patients and the mentorship of junior staff
- ✔ Show attention to detail
- ✔ Assess clinical risk and understand criteria for escalation

Education and training

You will be expected to be a role model for Accelerate in working alongside other services in delivering safe and effective care. Transfer of knowledge and skills to generalist nurses and allied health professionals can be informal in these working.

You will need to:

- ✔ Take part in the planned development programme, to self-manage your personal requirements and objective setting
- ✔ Develop lower limb wound/lymphoedema care related knowledge and skills and be prepared to acquire the necessary skills to deliver information
- ✔ Be able to transfer knowledge and skills to others in order to promote optimal care and improve patient well-being

This role is expected to provide opportunities for personal and professional development. As part of this growth you will be encouraged to contribute to projects and conference or article submissions.

Governance and responsibility for resources

Each member of the team at Accelerate has a personal accountability and responsibility to ensure patient safety at all times, to ensure that care is given in line with plans and direction, to report incidents, accidents and any adverse events involving clients and to deal with any emergencies appropriately. It is your responsibility to convey and report any concerns to the Senior Leader on duty.

Data collection, research and audit

Audit and research are important components of Accelerates work. As part of any workstream you will be required to input data and records with care. In audits there will be an expectation that you will both participate in and be actively involved in the evolution of and collection of data. An understanding of the patient population will be a key asset which you will be required to develop. As part of this there is an expectation that you will promote the activity and governance of all aspects of dressing evaluations and research.



Personal development, health and safety

You are expected to take ownership for your personal developmental learning needs and for your performance. In line with revalidation this includes keeping a record of your personal development plans and activities and playing a proactive role in your objective setting and appraisal process incorporating reflection.

You should be familiar both with legal issues pertinent to your role and with the changing structures of health care provision that may impact on the position of the company.

It is also your responsibility and duty to observe standards of health safety and security which includes adopting appropriate infection control procedures, ensuring work areas are clean safe and free from hazards and reporting any potential risks.

Information governance

Accelerate adheres to the principles of information governance and data protection. All employees must abide by the UK General Data Protection Regulation (UK GDPR) tailored by the Data Protection Act of 2018. Incorporated within this is confidentiality, records management, information security as well as the Freedom of Information Act 2000. Compliance with these standards is embedded within Accelerate CIC's day to day responsibility and it is expected that all employees will observe and comply with these legal requirements.

Duty of candour

Accelerate fully endorses the principles of being open and embraces the Duty of Candour. We are committed to an open and fair culture and the overall approach expected within the organisation is one of help and support rather than blame and recrimination.

All the team are expected to follow this approach.

Equality, diversity and inclusion

Accelerate is committed to creating and sustaining a positive working environment for our team and for our patients. Our aim is to ensure that all our members are equally valued and that our membership is representative of our society. We believe we all stand to benefit from this diversity of thought, experience, and identity; the actions taken to be an inclusive employer will ensure that our community is well served and that Accelerate is a safe place in which to work and grow.

We are clear that we do not tolerate any unacceptable behaviour, discrimination or bullying within the membership or from users of the service. Each of us has our personal responsibility for implementing equality so that all are treated with dignity and respect.

Adult and child protection

Accelerate promotes a safeguarding child and adult culture. It will be the responsibility of each staff member to ensure that the risk status of all patients will be assessed for safeguarding issues.

Any individual whose welfare is deemed at risk will be referred to the appropriate safeguarding team. All staff will receive the appropriate safeguarding training and required updates to ensure that they are able to identify risk and follow specified guidance.

This job description is subject to periodic review.

