

Job Description

Job Title:	District Nurse
Job Band:	6
Department:	Community with Core Clinical Services (CCCS) Division
Responsible to:	Clinical Lead for District Nurses

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 excellent health care, improved health for all.

Shaping #OurFuture

Vision
Excellent health care, improved health for all

Values
CARE, RESPECT, RESPONSIBILITY

Goals

- Deliver right care every time
- To be a brilliant place to work and thrive
- Drive sustainability financial and environment
- Build innovative partnerships in Dudley & beyond
- Improve health and wellbeing

Measures of success

Care Quality Commission rating good or outstanding Improve the patient experience survey results	Reduce the vacancy rate Improve the staff survey results	Reduce cost per weighted activity Reduce carbon emissions	Increase the proportion of local people employed Increase the number of services jointly delivered across the Black Country	Improve rate of early detection of cancers Increase planned care and screening for the most disadvantaged groups
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Programmes

Black Country system service transformation	Local leadership to address health inequalities	Research and development, education and innovation
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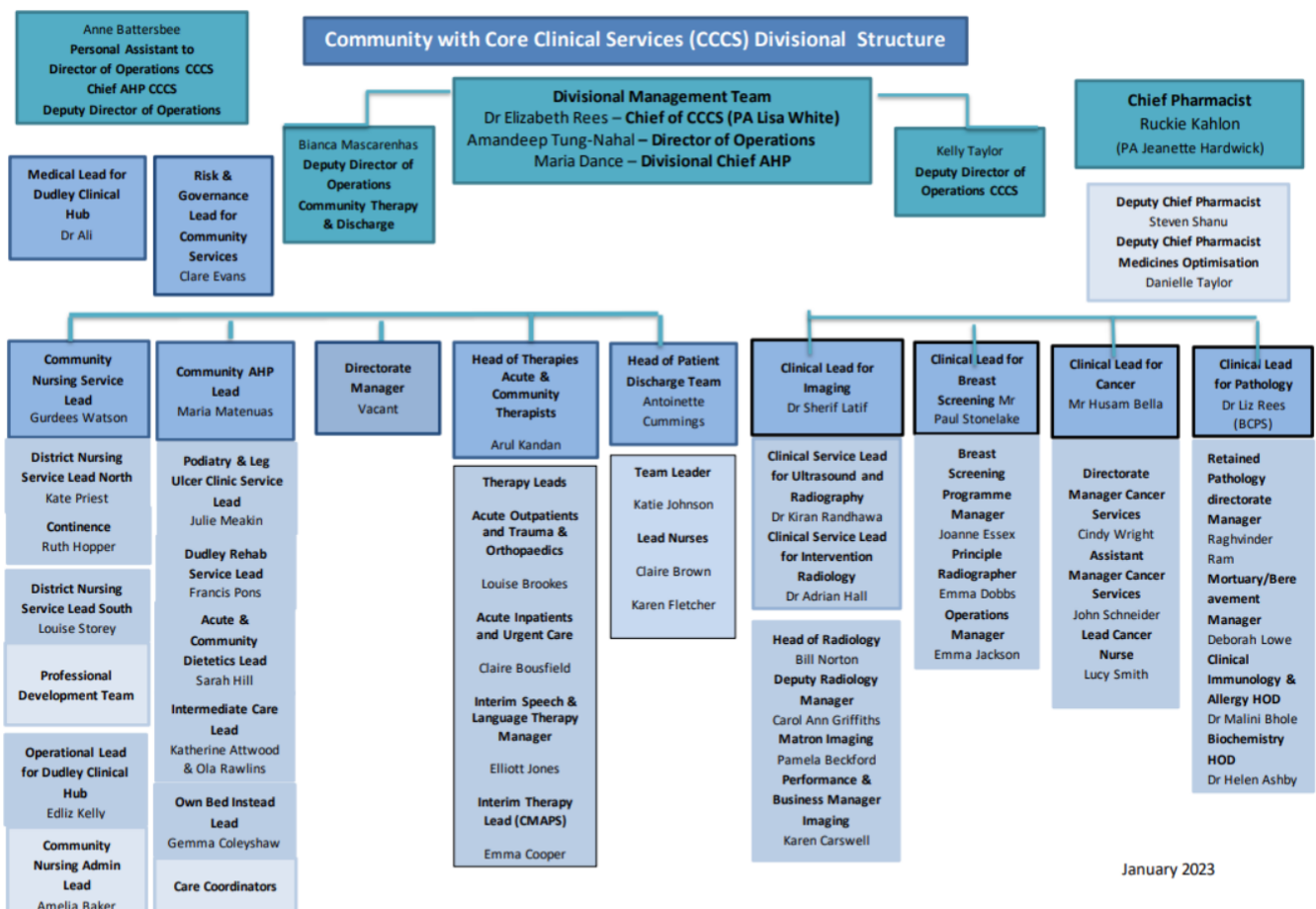
Dudley Improvement Practice

<p>CARE</p> <p>A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.</p>	<p>RESPECT</p> <p>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.</p>	<p>RESPONSIBILITY</p> <p>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.</p>
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Job Summary

The post-holder is responsible for the ongoing assessment of care needs and the development, implementation and evaluation of programmes of care. The post holder will carry out all relevant forms of care and will take responsibility for caseload holders in their absence.

Structure Chart



January 2023



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.

Principal Duties & Responsibilities

1. Developing and maintaining effective communication networks with other health professionals, statutory and voluntary agencies.
2. Accurately and timely recording of all care given to the patients and report any changes in the patient's condition to the general practitioner or other members of the health / social care team and that may be used in enquiries and / or court sessions.
3. Attending and participate in staff meetings, case conferences and other meetings as required.
4. Ability to verbally explain complex issues in formal situations such as court hearings / enquiries.
5. Ability to formally present and discuss to individuals and groups ideas and issues pertinent to District Nursing.
6. Discussing and identifying who is responsible for the assessment of particular client groups.
7. Having responsibility for the health assessment of the all age groups within the population as their needs arise.
8. Using the knowledge and skills necessary to assess individuals and groups, identifying the multiple needs of the patient, family / carer giving in an holistic way taking into consideration cultural differences.
9. Working within the primary care setting as a member of the health care team, participating in activities, which address the health needs of the general practice caseload.
10. Providing and maintaining a high standard of skilled nursing care for patients in their homes, health centres and practice surgeries using a nursing model of care, that is consistent with best evidence, within own scope of practice and legislation.
11. Teaching nursing procedures to relatives / carers so that the care of the patients may be continuous over 24 hours, and give guidance in carrying out all treatments.
12. Ensuring the changing needs of individuals and groups are identified timely and adjustments to programmes of care are made.



13. Promoting and maintaining optimum health by identifying, planning and undertaking specific health promotional activities with identified individuals and target groups.
14. Taking part in preparing an annual caseload profile in order to identify the health needs of the area and using the information to inform other professionals and to direct development of services.
15. Following Dudley Community Services guidelines in all suspected and confirmed emotional, sexual and physical abuse.
16. Ensuring that concerns and identified potential risks are referred to the appropriate Medical Practitioner / Agency immediately.
17. Complying with and helping to fulfil the objectives of the primary health care team.
18. Participating in the setting of personal objectives with the Caseload holder through the job appraisal and clinical supervision processes.
19. Maintaining and continually update professional knowledge and skills
20. Participating in the training of District Nursing and nursing students and others as directed, supporting them to apply theory into practice.
21. Demonstrating nursing procedures where applicable.
22. Assisting in the induction programme for new staff to Dudley Community Services.
23. Ensuring fulfilment of the competencies relating to the Nurse prescribing competency framework are met (If applicable).
24. Reviewing information on services and identifying areas for development.
25. Co-operating and assisting in research and survey programmes relating to the client group or the nursing profession.
26. Ensuring that quality standards of care are maintained using audit and other monitoring systems.
27. Contributing to the local Clinical Governance agenda being aware of Dudley Community Services and local priorities / requirements.
28. There is an opportunity to complete the District Nurses (SPDN) degree for the right applicant.

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.

There may also be a requirement to undertake other similar duties as part of this post 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 considering developments and may be amended in consultation with the post holder.

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russell's Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.

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:	
Date:	
Job evaluation completed:	
Job evaluation reference number:	

