

4. SCOPE AND RANGE

The Scottish Borders has a rural geographical area of 2000 square miles with a population of approximately 112,000. The Hospital at Home team is currently developing and is concentrated to an area covering central Borders.

The Hospital at Home service provides secondary level care within the patient's own home or care setting. The nurse practitioner will work as part of the Hospital at Home team providing clinical care to patients who would otherwise be in a hospital setting. This post is integral to ensuring safe, effective, high quality care delivery in the patient's home environment.

The nurse practitioner will liaise with several professionals/agencies, both internal and external daily including GP practices, local authority teams and the voluntary sector.

The nurse practitioner will help towards continually developing a sustainable and appropriately skilled workforce with a reduction in dependency on conventional medical models of care provision.

The nurse practitioner will not manage a budget but will be required to monitor the use of available resources and work within the financial envelope.

The nurse practitioner is employed with NHS Borders and there may be a requirement to work flexibly across the Borders to meet service demands.

5. ROLE OF DEPARTMENT

- To provide alternatives to hospital admission for predominantly but not exclusively frail older people with the Borders.
- To support early discharge from hospital for patients where medical/nursing interventions are still required.
- To provide multidisciplinary holistic care to support the needs of patients with co-morbidities and frailty.
- To deliver safe and high-quality care to all patients
- To create an environment where the personal and professional development of all team members is encouraged and supported.
- To participate in the Public Health agenda by identifying and promoting the health and social care needs of the population in partnership with colleagues, patients, carers, and local communities.

6. MAIN DUTIES/RESPONSIBILITIES

- To carry out nursing procedures as required.
- With the support of Admin, nursing team and Consultant Geriatricians, effectively manage the care of patients referred to the Hospital at Home Service with a diverse range of conditions, both chronic and acute, considering patient preference for preferred place of care and avoiding admission to secondary care where possible.
- Undertake a full assessment of the patient, including taking a comprehensive history and utilising clinical examination skills that have been delegated by Advanced Nurse Practitioner or Junior Doctor.
- To prescribe safely and as appropriate for previously undifferentiated conditions in line with NHS Borders Joint Prescribing Formulary.
- To support the GPs within NHS Borders and act as a specialist resource for less experienced clinicians or other professionals.
- To provide opportunistic health promotion.

- To collaborate with all members of the multidisciplinary team in order to ensure the most appropriate investigation and intervention by the most appropriate clinician.
- To demonstrate highly developed skills including, but not limited to, urinary catheterisation, venepuncture initiation/management of continuous subcutaneous infusions, management of intravenous fluids and antibiotics as well as safely implementing short term Oxygen therapy at home.
- To provide a clear and comprehensive handover of patient assessment details to relevant clinicians and professionals when referral is indicated.
- Risk assessment of clinical settings i.e. the patient's home
- Ensure all professional/clinical practices are in line with NHS Borders Policies and NMC standards.
- Ensure resources are utilised in a cost-effective manner

7. SYSTEMS AND EQUIPMENT

- Use of email (general & clinical) as a tool to aid communication
- Use of internet for research/professional purposes
- Intranet for on-line ordering from Ability Equipment Services, Use of TRAK, EMIS Web, SCI store
- Syringe drivers, moving & handling equipment
- Bladder scanner
- ECG
- Alaris pumps

8. DECISIONS AND JUDGEMENTS

- Make clinical decisions in partnership with patients and their families, other clinicians, and members of the MDT.
- Accountable for own professional actions according to NMC Code of Professional Practice
- Decision making in conjunction with GP/ANP/DNs and Consultant Geriatrician for patients being cared for by the Hospital at Home team.
- Delivery of care to patients with complex needs
- Delivery of emergency care
- Ensure adherence to Prescribing Formulary
- Efficiency of resources

9. COMMUNICATIONS AND RELATIONSHIPS

The post holder:

- Will demonstrate excellent communication skills, being able to communicate at a level appropriate to patients, family, other clinicians, and members of the MDT.
- Will be able to support patients and their families when discussing difficult issues, can inform and guide decision making surrounding symptom management or rapid deterioration in end-of-life care.
- Will be expected to possess effective negotiation skills and to demonstrate a non-judgmental, empathic approach always.
- Will effectively communicate with patients and their families, ensuring that complex clinical information is conveyed appropriately and consequently understood.

10. PHYSICAL DEMANDS OF THE JOB

- Large geographical area, increase in travelling time
- Lone working

- Moving & Handling

11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working alongside more than one GP Practice
- Geography of the Borders
- Working across boundaries (national and regional)
- High expectations of patients, carers, and colleagues
- Increasing expectations of service and medical colleagues

This job description is not definitive and may be subject to future amendments following negotiation and consultation.

	Essential	Desirable
Qualifications and Training	RGN / Registered Nurse Adult Branch Current NMC Registration Evidence of Recent Continuing Education Evidence of willingness to develop in role	Evidence of working in the community nursing Independent Nurse Prescriber Relevant Qualifications e.g. Wound Management, Palliative Care
Experience	High Level of Clinical Skills and Competencies relevant to the Role embedded in Evidence based practice Understanding and / or experience of interagency working and public protection. Experience of teaching / mentoring students. Demonstrates ongoing professional development.	

Skills and Knowledge	<p>Demonstrate the application of Evidence based practice.</p> <p>Demonstrates an understanding of diverse needs.</p> <p>I.T. skills</p> <p>Ability to communicate in a concise and accurate manner</p> <p>Ability to manage complex situations / information</p> <p>Understanding of relevant local and national policies</p>	<p>Working knowledge of Trakcare</p>
Personal Qualities	<p>Excellent communication skills</p> <p>Self-Awareness</p> <p>Self-Motivated</p> <p>Demonstrates motivation, reliability and commitment to team working and the development of others.</p> <p>Flexibility, commitment and adaptability.</p> <p>Can demonstrate an ability to value others' opinions.</p> <p>Caring and compassionate approach to person-centred care</p> <p>Flexible attitude to work pattern</p>	
Other	<p>Car Driver and full driving license</p>	