



Eileanan Siar
Western Isles

Community Dementia Nurse

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Western Isles Health Board
The best at what we do



Job Advert



Mental Health and Learning Disability Service

Community Dementia Nurse

Band 5 £25,351 - £31,966 per annum
plus £1074 Distant Islands Allowance per annum
37.5hrs per week
Permanent

We are looking for a highly-motivated, experienced individual to join the Community Mental Health Team in Lewis and Harris. Applications are invited from individuals who have an extensive post registration experience working in the area of Dementia Services who are seeking to develop their career in a challenging but supportive community environment.

The successful candidate will be committed to developing and enhancing their clinical skills including and contributing to specialised nursing assessment, advice, health care intervention and contributing to service re design within the community services of Mental Health. You will be required to work as part of the multidisciplinary team to ensure delivery of a holistic Dementia Service to individuals in the Western Isles.

The successful candidate will be a highly motivated individual with excellent communication and team working skills, who is ready to provide a high standard of care within the Dementia Service as part of the Community Mental Health Team.

For further information, please contact Debbie Macrae, SCN Community Mental Health Team, on Tel No: 01851 703069.

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme).

1. JOB IDENTIFICATION

Job Title: Dementia Nurse

Department: Mental Health & Learning Disability Services

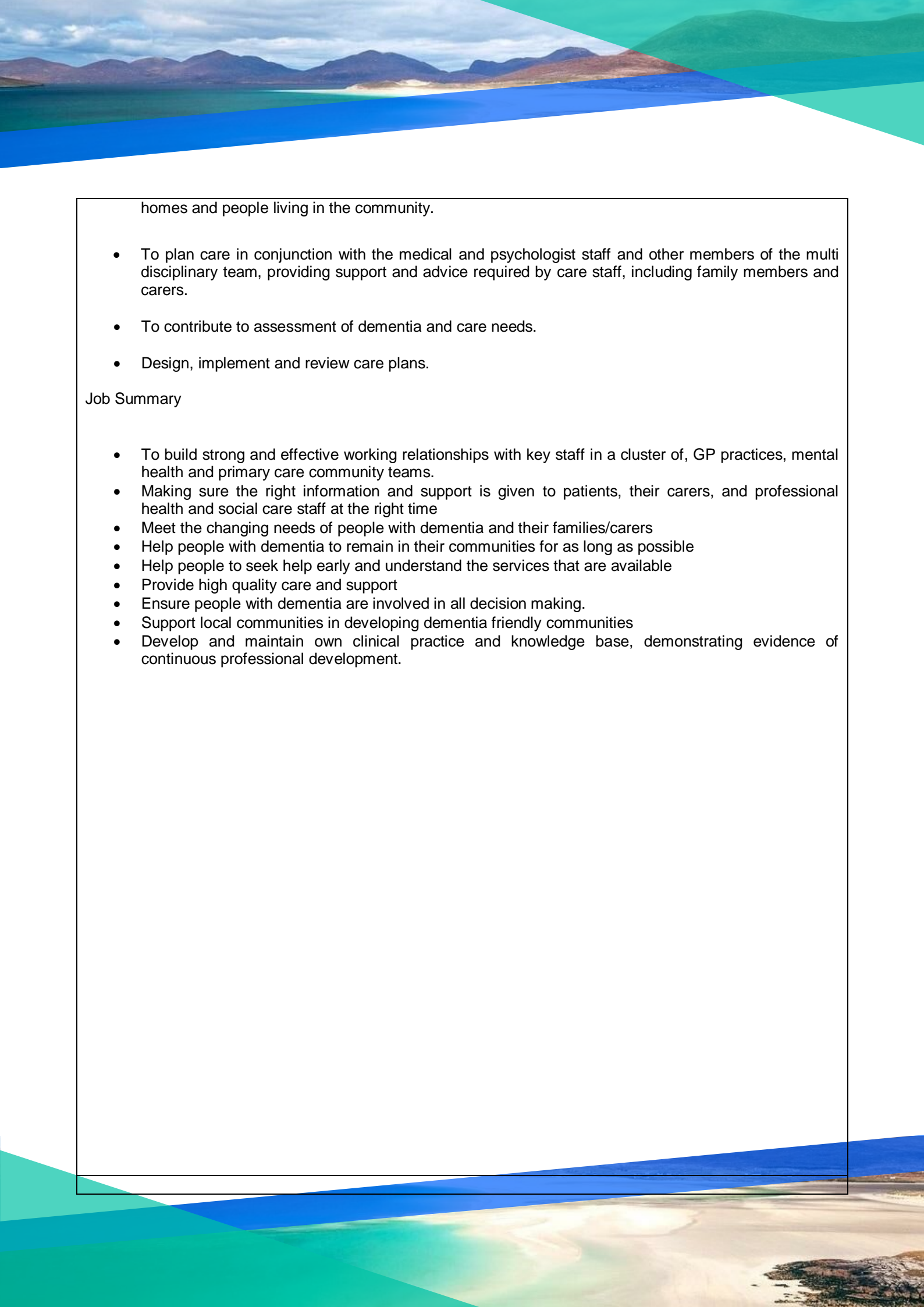
Location: Community Mental Health and Learning Disability Nursing Service

Job Holder Reference: 891

No of Job Holders:

2. PURPOSE

- To work as a healthcare professional, contributing to nursing assessments and the provision of programmes of care.
- Increase access to cognitive screening and dementia assessment in primary care and community settings
- Facilitate access to services for service users, carers, other professionals and volunteers within their localities.
- Support Standards of Care for Dementia in Scotland.
- Provides first and ongoing contact for people, their families and carers who have been newly diagnosed with dementia
- Ensures Post Diagnostic Support is available for the individuals for a minimum of 12 months even if they choose to become an 'inactive' case
- By working to the elements of the Alzheimer Scotland 5 and 8 Pillars of Community Support the post holder will provide nursing interventions and offer advice and support to people with dementia, their carers and staff
- Provide person centred holistic assessment, advice, health care interventions and service coordination, and work to prevent unnecessary admissions to hospital and care homes, and ensure the appropriate timely discharge of patients to their own home or alternative intermediate care placement.
- To encourage timely and appropriate interventions in relation to early identification of dementia, with older people in care homes and general hospital settings.
- Contribute to occasional guidance and training in the care of people with dementia to other health and social care team members, and to other professionals and informal carers to enhance their understanding of how to address the needs of the person with dementia. To assist carers in developing individualised strategies to prevent or reduce the behavioural and psychological manifestations of the effects of stress and distress in the person with dementia.
- To support improvements to dementia care practice.
- The post holder provides clinical advice informal education and support assisting acute wards, care



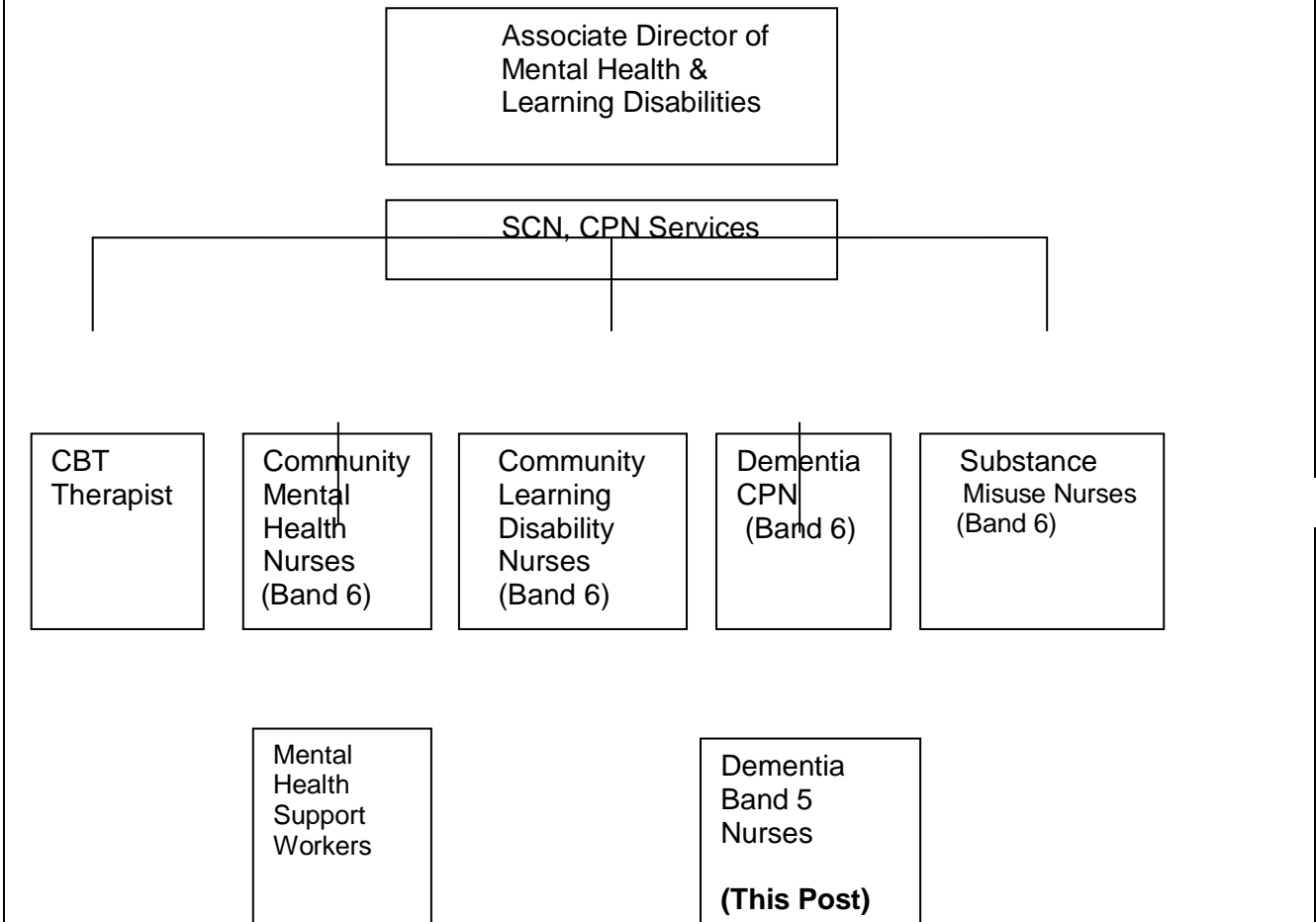
homes and people living in the community.

- To plan care in conjunction with the medical and psychologist staff and other members of the multi disciplinary team, providing support and advice required by care staff, including family members and carers.
- To contribute to assessment of dementia and care needs.
- Design, implement and review care plans.

Job Summary

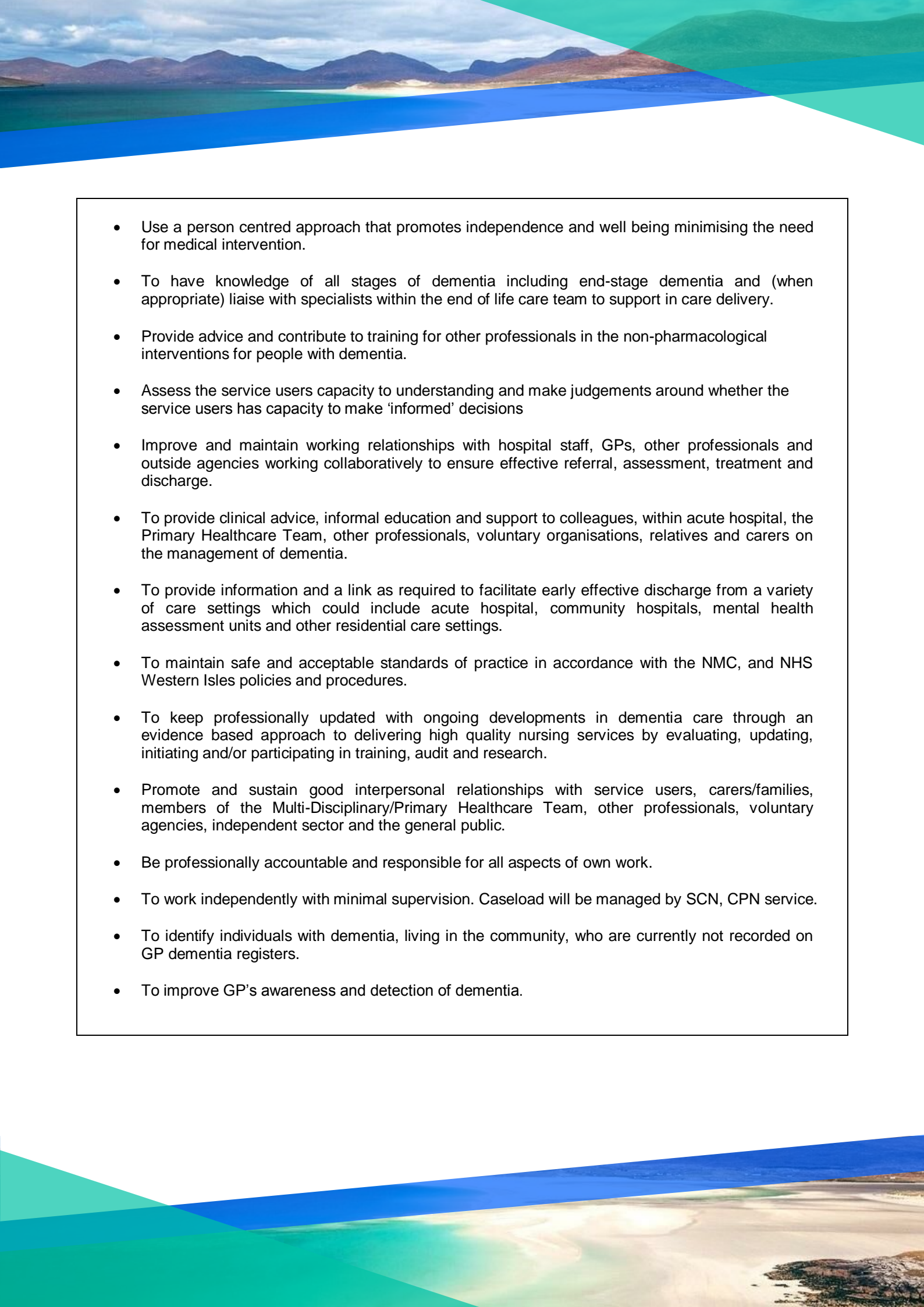
- To build strong and effective working relationships with key staff in a cluster of, GP practices, mental health and primary care community teams.
- Making sure the right information and support is given to patients, their carers, and professional health and social care staff at the right time
- Meet the changing needs of people with dementia and their families/carers
- Help people with dementia to remain in their communities for as long as possible
- Help people to seek help early and understand the services that are available
- Provide high quality care and support
- Ensure people with dementia are involved in all decision making.
- Support local communities in developing dementia friendly communities
- Develop and maintain own clinical practice and knowledge base, demonstrating evidence of continuous professional development.

3. ORGANISATIONAL CHART



4. MAIN DUTIES AND RESPONSIBILITIES OF THE POST

- To provide individualised support to individuals who have a diagnosis of dementia or a suspected dementia
- To contribute to assessment of dementia, sub type and stages of disease and care needs, and to agree, implement and review care plans that help facilitate their care needs and wishes including advanced planning.
- To advise on supportive measures such as cognitive enhancers and review periods.
- To initiate care and treatment interventions for people with complex needs to maintain them in the community.
- Develop and maintain expertise in non-pharmacological interventions to relieve symptoms of stress and distress.
- To promote health, well-being and independence, prevent ill health as long as is appropriate.

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- Use a person centred approach that promotes independence and well being minimising the need for medical intervention.
 - To have knowledge of all stages of dementia including end-stage dementia and (when appropriate) liaise with specialists within the end of life care team to support in care delivery.
 - Provide advice and contribute to training for other professionals in the non-pharmacological interventions for people with dementia.
 - Assess the service users capacity to understanding and make judgements around whether the service users has capacity to make 'informed' decisions
 - Improve and maintain working relationships with hospital staff, GPs, other professionals and outside agencies working collaboratively to ensure effective referral, assessment, treatment and discharge.
 - To provide clinical advice, informal education and support to colleagues, within acute hospital, the Primary Healthcare Team, other professionals, voluntary organisations, relatives and carers on the management of dementia.
 - To provide information and a link as required to facilitate early effective discharge from a variety of care settings which could include acute hospital, community hospitals, mental health assessment units and other residential care settings.
 - To maintain safe and acceptable standards of practice in accordance with the NMC, and NHS Western Isles policies and procedures.
 - To keep professionally updated with ongoing developments in dementia care through an evidence based approach to delivering high quality nursing services by evaluating, updating, initiating and/or participating in training, audit and research.
 - Promote and sustain good interpersonal relationships with service users, carers/families, members of the Multi-Disciplinary/Primary Healthcare Team, other professionals, voluntary agencies, independent sector and the general public.
 - Be professionally accountable and responsible for all aspects of own work.
 - To work independently with minimal supervision. Caseload will be managed by SCN, CPN service.
 - To identify individuals with dementia, living in the community, who are currently not recorded on GP dementia registers.
 - To improve GP's awareness and detection of dementia.

- To increase the identification of other mental health issues including anxiety and depression and initiating referrals via GPs, psychological therapy services and local bereavement counselling services.
- To provide signposting, advice, education, support to people with dementia and the families.
- Have responsibility for own caseload and will be delegated to make referrals for support to relevant service providers, following completion of assessment, using their own judgement. They will request input from Senior Staff, and where required, advice from the Nurse Consultant.
- The post holder will use his/her judgement and know when to consult other team members, social work, for advice and or support..
- Remain objective and supportive at all times.
- The communication of difficult and often distressing information and advice to patients, their families and other professionals in the process of assessment and treatment.
- Regularly review ongoing cases within case load within the multi disciplinary context i.e. Alzheimer Scotland Dementia Nurse Consultant/Consultant Psychiatrist/GP and key others.
- To communicate effectively with junior staff, people with dementia, carers and other professionals to share assessment findings, agree treatment plans, progress rehabilitation and to give advice, gaining agreement and co-operation and empathising and re-assuring patients/carers.
- To liaise with health and social care professionals including statutory and non-statutory agencies, inside and outside the area, regarding patient care, treatment progress and discharge planning, attending meetings where relevant and increasing other disciplines' awareness of the role in order to establish a service for relevant A&E, hospital and community patients, being proactive in identifying these patients.
- To adopt a flexible approach to working with GPs, community nurses and AHPs, Social Care staff, Third Sector organisations, and the hospital A&E and ward base multi-disciplinary teams to ensure an integrated service for the patient.

5. SUPPORTING EVIDENCE

Physical Demands of the Job

- Undertake driving as part of the role, to and from various venues and service users' homes, including transporting service users.
- Driving for prolonged periods of times.
- I.T. skills required obtaining information and disseminating information to relevant individuals timeously.
- Transport equipment required to support service users.
- Daily use of a computer for communication, assessments, record keeping and devising reports.
- There may be a requirement for high levels of concentration within unpredictable environments and circumstances
- To provide skilled nursing care. This may include direct physical care, and medication guidance and administration.
- To be skilled in manoeuvring and handling service users in their home or place of residence,

including the use of a wheelchair or hoist.

Mental Effort

- Administrative duties can be interrupted or postponed due to crises arising in the community which demand immediate action.
- Concentration required when driving and for ongoing assessment of patients who have complex needs and for the accurate recording of patient centred notes.
- Effectively dealing with the differences of opinion in a multi-disciplinary setting with the patients' best interests as the focus.
- Introducing new approaches to the management of people with dementia to professional groups with established and entrenched cultures and ways of working.
- Effectively dealing with the differences of opinion in a multi-disciplinary setting with the patients' best interests as the focus.

Emotional Effort

- There may be times when the post holder will work within environments which have a risk of violence and aggression from service users
- Having to cope with emotional upsetting transactions such as counselling patients and family members on the diagnosis of dementia.

Working Conditions

- Lone worker dealing with a client group that has the potential for violence and aggression. Requirement to provide escort for acutely ill clients sectioned under Mental Health Act to a place of safety where there may be a need for the use of restraint.
- This position entails regular travel and periods away from home due to the geography of the islands
- There is an expectation that the post holder will occasionally come into contact with highly unpleasant conditions e.g. odours, bodily fluids.
- The post holder will have to make quick decisions when a patient is in crisis e.g. provide advice and support to inexperienced/untrained staff.

6. STANDARD ELEMENTS

Confidentiality

Comply with all approved NHS WI Policies and Procedures.
Comply with NHS WI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and the need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS Staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their

employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- (a) Acting in ways consistent with the Board's policies and procedures.
- (b) Treating those you come into contact with equitably and with respect.
- (c) Recognising the need for aids or adaptations.

JOB DESCRIPTION AGREEMENT

I, (Print Name)..... confirm that the job description(s) /person specification(s) attached have been discussed with me and are an accurate and up-to-date account of the duties and responsibilities and skills/qualifications required to undertake the post.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:17.03.21

HS WESTERN ISLES
PERSON SPECIFICATION

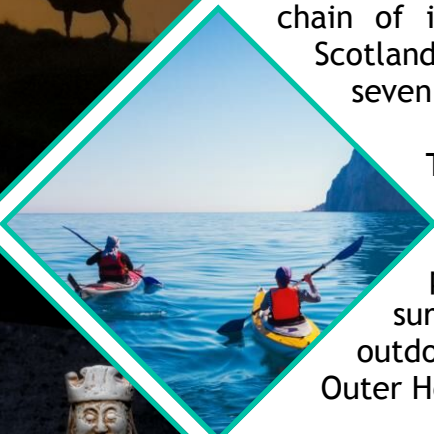
Job Title: Dementia Nurse
 Department: Mental Health & Learning Disability Services
 Location: Community Psychiatric Nursing Service

FACTOR	ESSENTIAL	DESIRABLE
Experience		<p>Experience of working with people with dementia</p> <p>Experience in undertaking cognitive assessments.</p>
Qualifications	<p>Level 1, Registered Nurse</p> <p>Non medical prescriber (or willing to undertake training)</p>	<p>Dementia qualification or evidence of further post registration study in Dementia care.</p>
Knowledge and Skills	<p>Knowledge of physical of physical aetiology and how this impacts on mental health and well being.</p> <p>Sound understanding of the concept of person centred care, assessment, care planning and subsequently making appropriate referrals or signposting depending on outcomes</p> <p>Knowledge of approaches that promote the well-being of people living with dementia</p> <p>Ability to communicate with clarity both verbal and written and IT skills.</p> <p>Proven organisational, prioritising and team working skills.</p>	

	<p>Ability to be flexible and adapt to different working environments.</p> <p>Previous experience of working in health environment</p> <p>Develop and maintain good professional relationships with health, social work and independent sector staff.</p> <p>Effective time management.</p> <p>Ability to manage conflict/hostility/clash of interests appropriately.</p> <p>Acknowledge of assessing holistic needs of older people.</p>	
Disposition	<p>Good interpersonal skills. Non-judgemental.</p> <p>Able to work autonomously and also as an effective team member.</p> <p>Pleasant disposition.</p> <p>Effective leadership skills. Ability to reflect analytically on ones own practice.</p>	
Other	<p>Car owner/driver with Full driving licence.</p>	




The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.



Those who enjoy outdoor activities will find that the islands have a lot to offer. Outdoor pursuits such as horse riding, hiking, and fishing are popular, as are water sports such as canoeing, surfing, and kayaking. Further information about outdoor and sporting activities can be found on the Outer Hebrides Tourism Information website.



The local Council website provides information regarding



schools, jobs, bus timetables, and opening times of the leisure centre.

The Board works in partnership with Hebridean Housing Partnership (HHP), which means that Key Worker Status will form part of their Housing Allocation Policy. For more information, please visit the HHP website.

If you have any specific queries regarding your move, please do not hesitate to contact your Line Manager, who will do their best to answer them.

Links

visitouterhebrides.co.uk
welovestornoway.com
hebrides-news.com
hebrideanhousing.co.uk
cne-siar.gov.uk



About NHS Western Isles

The Western Isles Health Board employs over one thousand members of staff, excluding GPs and Dentists. There are three main hospitals situated in the Western Isles:

Stornoway—Western Isles Hospital (Ospadal nan Eilean Siar)

Benbecula—Uist and Barra Hospital (Ospadal Uibhist agus Bharraigh)

Barra—St Brendan’s Hospital

There are a number of GP and Dental Practices across the Western Isles. Community nursing services operate out of general practice premises and at community offices in key locations.

There are only two medical practices in Stornoway: the Broadbay Medical Practice on Francis Street (tel 01851 703588) and the Group Practice on Springfield Road (tel 01851 703145). Both have a pharmacy attached to the practice for the dispensing of prescriptions.

Web

wihb.scot.nhs.uk

The latest information about the Board’s response to the COVID-19 pandemic can be found on the Board’s dedicated website.

Web

coronavirus.wi.nhs.scot



Transport Information

The islands are accessible from mainland Scotland by ferry or by plane (please note that both services can be affected in the winter).

There are three airports on the Western Isles: Stornoway Airport, Benbecula Airport, and Barra Airport. The following destinations can be reached from these airports:

Stornoway Airport—Benbecula, Edinburgh, Glasgow, Inverness, Manchester

Benbecula Airport—Glasgow, Inverness, Stornoway

Barra Airport—Glasgow

All flights to and from the Western Isles are operated by Loganair.

If you live in the Highlands and Islands region of Scotland, you can apply for cheaper air travel through the Air Discount Scheme. Further information on the discounts available can be obtained via the Air Discount Scheme website.

There are nine ferry ports operating in the Western Isles. Routes run between the islands, as well as to and from the mainland. All routes are operated by Calmac. Further information on the individual routes, including timetables and prices, can be obtained via the Calmac website.



Links

Ferry Travel:
calmac.co.uk

Air Travel:
loganair.co.uk

Car Hire:
carhire-hebrides.co.uk
lewis-car-rental.com

Air Discount Scheme:
airdiscountscheme.com