



# Trainee District Nurse Specialist Practitioner

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Western Isles Health Board  
**The best at what we do**



## Job Advert



### **Trainee District Nurse/Specialist Practitioner Annex U Development Post Eastside Team**

**Band 5 Trainee - £25,351 to £31,966 per annum**  
**Band 6 on completion of training - £32,118 to £39,560 per annum**  
**Plus £1,074 Distant Islands Allowance per annum**  
**Permanent Post, 37.5 Hours per Week based at the Health Centre, Stornoway**

For more information on living and working in the Western Isles visit the website:  
<http://www.wihb.scot.nhs.uk/wihrr.pdf>

An opportunity has arisen for a Trainee District Nurse Specialist Practitioner. This post is advertised as a trainee position under the ANNEX U paragraph 2(i). Whilst studying you will be paid within the band 5 salary range and upon confirmation of successful completion of the required competencies you will move to the band 6 role of District Nurse Specialist Practitioner. Training is over a two year period and will be a combination of distance learning with several compulsory taught sessions within an academic environment.

This excellent development opportunity is for registered nurses who already have a first degree or have completed academic modules for CPD at degree level within the last 5 years. Preference will be given to candidates with a proven clinical and academic record who can demonstrate their ability to meet the course needs and challenging timescales. Some study time will be allocated but the applicant must be self motivated in relation to studying in their own time and completing the course.

The post holder will be required to work an evening on-call and a weekend service on a rotational basis within the Eastside team. A flexible working approach is required. You will be a car owner/driver with a full UK driving licence.

The successful applicant will be required to register with the Disclosure Scotland PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

Informal enquiries to **Sonya Street**, [Sonya.Street@nhs.scot](mailto:Sonya.Street@nhs.scot) **07824343160**

## 1. JOB IDENTIFICATION

**Job Title:** Community Nurse

**Department(s):** Community Nursing NHS Western Isles

**Band** 5

**Hours**

**Reports to:** District Nurse Specialist Practitioner

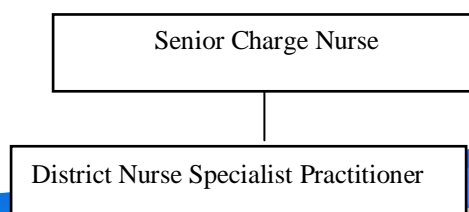
**Job Reference:**

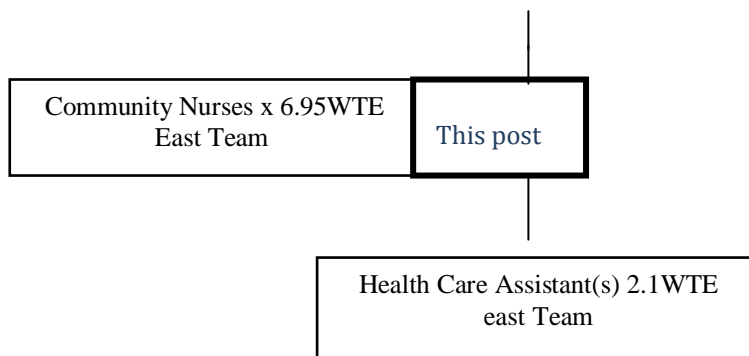
**No of Job Holders:**

## 2. JOB PURPOSE

- To carry out all relevant forms of care for allocated patients and to take charge of the delegated caseload in the absence of the District Nurse Specialist Practitioner who holds continuing responsibility for the caseload.
- To work as part of the Multi Disciplinary / Integrated Team
- To mentor junior staff and students
- Is responsible for the assessment of individual care needs and the development, implementation and evaluation of programmes of care.
- To actively participate in a flexible and responsive out of hours on call service as required and according to needs of the service.
- To deliver treatment room services within a primary care setting

## 3 ORGANISATIONAL CHART





#### 4 MAIN DUTIES AND RESPONSIBILITIES OF THE POST

The Community Nurse operates within the 4 Pillars of Nursing Practice while delivering and managing care and support to people in their local community.

The Four Pillars and their level descriptors are:

- Clinical Practice: Uses clinical assessment skills; care skills; condition monitoring/ management skills and e health and technology skills
- Facilitation Of Learning: Contributes to a learning environment in which individuals are coached , supported, mentored and supervised while learning
- Leadership
- Evidence, Research & Development: Utilise information or data to measure the effectiveness of care and improved care

Care and support includes:

1. Anticipatory Care Planning Provision
2. Assessment
3. Out of hours/Unscheduled Care
4. Complexity/Frailty assessment and management.
5. Intermediate care: Care provided during an acute or unexpected episode.
6. Care/ management
7. Palliative and end of life care
8. Public Health/ Health improvement/ Reducing inequalities work

#### Clinical Practice

The post holder requires the ability to:

- Assess, plan, implement and evaluate scheduled patient care, negotiating care plans that are person centred and focused on self care with clear objectives, using a range of clinical assessment tools pertinent to the patients needs to reduce clinical risk. Eg MUST and ensure all information is recorded appropriately
- Interpret patient care plans, patient observations as well as recognise anomalies in patients' conditions and refer where appropriate, in response to clinical assessment and patient needs

- Deliver anticipatory and preventative care, as well as managing symptoms associated with palliative or end of life, planning ahead as necessary.
- Utilise knowledge of a broad range of long term conditions eg diabetes, hypertension, dementia frailty to support assessment, monitoring care planning and treatment.
- Collaborate effectively with other members of the multi-disciplinary /integrated team who are involved in maintaining patients in their own homes or prior to hospital admission or discharge to ensure needs are met.
- Work within NMC Guidelines for Drug administration, Western Isles Patient Group Directives and prescriptions for the administration of medicines. .
- Know the therapeutic uses of the medicine to be administered to patients, its normal dosage, side effects, precautions and contra-indications and be able to give information to patients and / or carers
- Give clinical advice (for example on stoma care) to patients, and where appropriate to relatives/carers, which includes aspects of health promotion.
- Work flexibly across Community Nursing and treatment room care setting as required by service need.
- Administer vaccines including those in childhood.
- Ensure appropriate delivery of nursing interventions are carried out in accordance with the patient's expressed needs within the care plan
- Encourage patient participation in appropriate aspects of care encouraging independence and self care as appropriate.
- Act as patient advocate and to act in accordance with the NMC's Code of Professional Practice that ensures the integrity of the nurse patient relationship and that patients are empowered to exercise informed consent.
- Use enhanced communication skills adapting when necessary eg when dealing sensitive information
- Establish and maintain relationships based on mutual respect with patients families and the wider team communicating on a regular basis and using a wide range of technology and recognised systems eg phone, verbal, MORSE meetings.

#### Facilitation of Learning


The post holder requires the ability to:

- Supervise other less experienced staff and students in order to support their development and learning
- Reflect on practice and utilises supervision to support others after difficult situations and to improve learning
- Engage with appraisal and continuously update his/her knowledge of nursing developments, medical techniques and treatments providing evidence of Continuing Professional Development to meet the NMC requirements in order to maintain Registration.

#### Leadership

The post holder requires the ability to

- Act as the responsible person for the District Nurse Specialist Practitioner when absent or requested.
- Co ordinate the management of a defined workload as delegated including the re-organise prioritising and deploying staff according to competencies and workload variations in order to meet patient and service needs.
- Recognise own accountability in monitoring and evaluating care to ensure it is safe and effective
- Recognise poor performance and take appropriate measures
- Assist DN by undertaking profiling or data collection in community nursing and general practice and consider the health issues of the local population
- Follow related policies to own clinical area and be aware of all NHS Western Isles Board policies highlighting them to colleagues where appropriate.
- Demonstrate financial and physical resources are used efficiently and effectively eg continence products, equipment



### Evidence Research and Development;

The post holder requires the ability to

- Source and articulate evidence that underpins practice
- Contribute to quality improvements by participating in audit and review
- Suggest / introduce initiatives that will improve patient care or experience
- Actively engage in local audit relating to good practice guidelines

### SUPPORTING EVIDENCE

#### 5. SUPPORTING EVIDENCE


The post holder will be:

- Responsible for the safe use and maintenance of clinical and non-clinical equipment used in the area.
- Car Driver
- Basic car maintenance to ensure safe driving during working day.

### Physical Demands of the Job

- The post holder is required to use mechanical hoists and other equipment safely and effectively, often in confined areas within the home or care setting.
- The post-holder is expected to have a high degree of dexterity, hand to eye co-ordination, in order to accurately perform nursing tasks, for example intra-venous therapy, male/female/supra-pubic catheterisation, wound management, moving and handling patients, calculating and preparing drug dosages and operating medical devices.
- The post-holder is required to be competent in the use of specialised equipment for patient care and to be able to provide instruction and demonstration to other staff, patients and relatives/carers, for example hoists, pressure relieving mattresses, suction machines, syringe drivers etc
- The post holder is required to have IT skills to enable the use of for example various electronic systems eg EMIS MORSE and for remote consultation purpose including technology related to e health

### FREEDOM TO ACT

- Accountable for own professional practice without direct supervision. Advice is available should it be required.
  - Able to act within established parameters e.g. acknowledgement of personal competencies, extended scope of practice which are clearly defined by the NMC's code of conduct, and the Western Isles NHS Board's operational policies and protocols.
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## MENTAL EFFORT

The post-holder will be required, during every working day, to prioritise caseload and work demands in the face of:

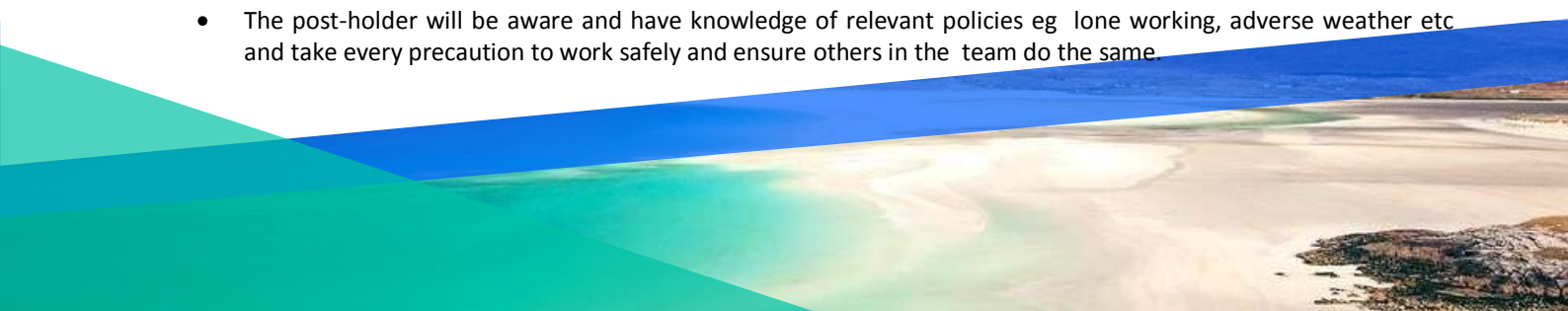
- unpredictable work patterns
- changing patient dependency levels
- frequent interruptions such as telephone enquiries, demands of other patients and relatives/carers, demands from other staff such as doctors, peers etc, and
- concentration may be intense if the patient and or family is distressed and experiencing difficulties eg co-operating with instructions and having difficulties communicating, for example post stroke, head injury, toxic confused states associated with endocrine disorders, infection etc.
- manage the unpredictability associated with individuals who have complex health and care needs

## EMOTIONAL EFFORT

The post-holder will be expected to manage the following situations:-

- Exposure to emotional and distressing situations such as imparting distressing and upsetting information to patients, relatives/carers, junior staff and learners on a daily basis.
- To support distressed patients and relatives on coming to terms with their illness/disability as and when required.
- Nursing and caring for the patient who is palliative and nearing end of life

## WORKING CONDITIONS

- Exposure to changing atmospheric conditions e.g. moving between homes/hospital with differing temperatures and often adverse weather conditions.
  - Contact and exposure to bodily fluids
  - Organize the decontamination of infected equipment.
  - The post-holder may be expected to manage occasional exposure to aggressive and abusive patients, relatives/carers, members of the public and members of staff
  - The post-holder will be aware and have knowledge of relevant policies eg lone working, adverse weather etc and take every precaution to work safely and ensure others in the team do the same.
- 

### Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and 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: 13.10.20

## Confidentiality

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## Health and Safety:

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

This involves:

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

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Supporting 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.

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Job Holder's Signature:

Date

Head of Department Signature:

Date

PERSON SPECIFICATION FOR:

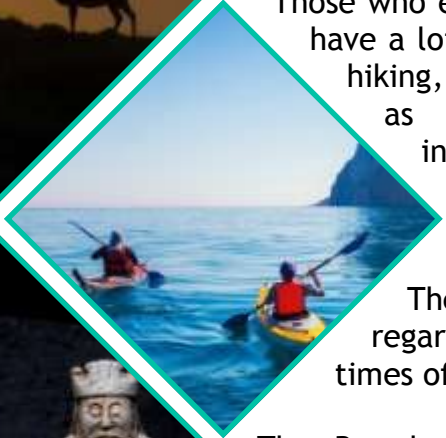
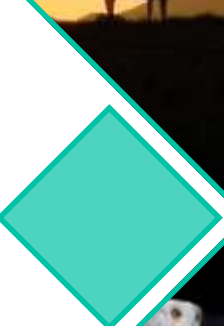


Job Title: Registered Nurse Community  
 Location: NHS Western Isles - Community Health & Social Care Partnership

KEY FACTORS	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
EXPERIENCE	<p>Multidisciplinary / multi agency working.            Providing care treatment and support for people with long term conditions and end of life.</p> <p>Experience of working unsupervised.</p>	<p>Participation in audit.</p> <p>Experience of working in a community nursing setting with a good understanding of the specific requirements of nursing people in their own homes and in treatment room settings.</p>
QUALIFICATIONS, TRAINING, RESEARCH PUBLICATIONS	<p>Current NMC registration            RN Adult</p> <p>Evidence of ongoing Continuing Professional development.</p>	<p>Degree in a related field of nursing. Eg palliative care.</p>
KNOWLEDGE AND SKILLS	<p>Ability to undertake Clinical skills e.g Ear Care, Wound management , male and female catheterization</p> <p>Excellent communication skills</p> <p>Ability to teach junior staff and learners.</p> <p>IT skills</p>	<p>Ability to assess others eg. Nurse Mentor, Nurse Preceptor and SVQ Assessor</p> <p>Non medical prescriber.</p> <p>Immunizations including childhood</p> <p>Knowledge of Infection Control, Health and Safety and Moving and Handling.</p> <p>Ability to undertake intravenous cannulation and administer Intravenous medication.</p>
DISPOSITION	<p>Displays positive attributes eg motivation, non judgemental, integrity</p> <p>Intuitive worker</p> <p>Ability to work autonomously and also as an effective team member.</p>	<p>Leadership skills</p>



	<p>Ability to work under pressure.</p> <p>Reflective practitioner</p> <p>Ability to embrace and initiate change in</p>	
OTHER	<p>Will work in other work areas as demand dictates</p> <p>Flexible and adaptable.</p> <p>Car owner/driver with clean current driving licence</p> <p>Participates in the Community Nursing on-call rota if required</p>	

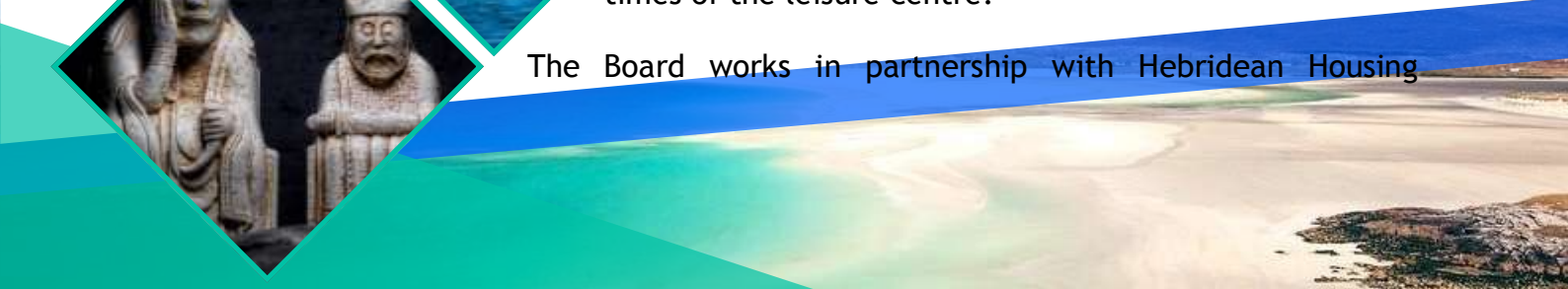



The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.

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](http://visitouterhebrides.co.uk)  
[welovestornoway.com](http://welovestornoway.com)  
[hebrides-news.com](http://hebrides-news.com)  
[hebrideanhousing.co.uk](http://hebrideanhousing.co.uk)  
[cne-siar.gov.uk](http://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](http://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](http://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](http://calmac.co.uk)

**Air Travel:**  
[loganair.co.uk](http://loganair.co.uk)

**Car Hire:**  
[carhire-hebrides.co.uk](http://carhire-hebrides.co.uk)  
[lewis-car-rental.com](http://lewis-car-rental.com)

**Air Discount Scheme:**  
[airdiscountscheme.com](http://airdiscountscheme.com)