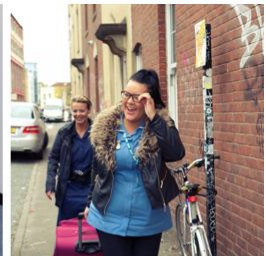
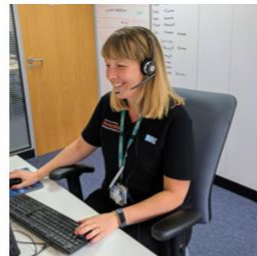


BrisDoc

Patient care by people who care



Practice Nurse – Long Term Conditions

Ideally an individual who is qualified and experienced in diabetes, CVD, asthma and COPD management, although we would welcome applications from nurses who may only have qualifications/experience in one of the specialities.

Hours: Hours: 30 hours per week, over 3-4 days, Mon-Fri, plus fair share of Saturday and enhanced access

Location: Charlotte Keel Medical Practice (CKMP)

Salary: £33,410 - £39,694 PA pro rata, subject to qualifications and experience, plus enhanced rates of pay for enhanced access

Interested: Get in touch with via angela.pym@nhs.net or workwithus@brisdock.org.



About Charlotte Keel Medical Practice:

Charlotte Keel Medical Practice has a patient population of approximately 19,500 patients. The Practice is at the vibrant & colourful heart of Bristol's inner city, serving a population from all corners of the world and from all walks of life, and passionately believes in responding to all of our patients' cultural & social agendas. The team is enthusiastic, friendly and place a strong emphasis on a supportive environment.

About BrisDoc:

BrisDoc is a proud provider of NHS Healthcare. We have been delivering 'patient care, by people who care' for over twenty years. We run an exciting range of Primary Care Services, including an **Urgent Care Service**, **GP Practices**, and the **Homeless Health Service**. This enables BrisDoc to offer excellent healthcare 24 hours a day, 365 days a year to over one million people across Bristol, North Somerset & South Glos.

We're a **Social Enterprise** and an **Employee-Owned Business**. This means the decisions we make are for the good of our patients, workforce, and wider community. This involves prioritising the health of our patients, protecting our environment, and improving the social and economic status of our population. Our 'Community Fund' is a staff lead team who work closely with health-based charitable causes, both local and international, to invest time and money in improving the lives of people in disadvantaged communities.

By joining BrisDoc, you will be part of an innovative organisation that prides ourselves on being a fantastic place to work; somewhere that you will feel valued, supported, developed and part of a family. We strive to make sure every member of the team feels proud of the work they do and the service that we offer.

Meet Rhys Hancock Director of Nursing, AHPs & Governance

"Our Practice Nurses are expert in caring for patients with long term conditions. Your knowledge and experience supports patients and colleagues to provide exceptional care to our population, considering their complex needs and improving outcomes."

Core Benefits:

- Annual performance bonus scheme
- Annual training bonus scheme
- Co-owners bonus scheme
- NHS Pension
- Flexible working options
- Supervision, CPD and Development opportunities supported for all staff
- 25 days' annual leave + Bank Holidays (pro rata) rising to 27 with length of service

Job Summary

This autonomous, evidence based, and patient focused role will see the post holder cover clinical sessions for specific patient groups with long-term conditions. Forming part of a small, supportive, and established team, the post holder will play a crucial role in all aspects of nursing practice and can take lead responsibilities in areas of competency or interest.

The Practice Nurse will be responsible for the management, monitoring, and clinical decision making and critical thinking required to run long-term condition clinics such as diabetes, asthma, Chronic Obstructive Pulmonary Disease (COPD), and cardiovascular disease (CVD).

Although we ideally would like an experienced Practice Nurse who is qualified and experienced in all the long-term conditions above, we would welcome applications from nurses who may only have qualifications/experience in one of the specialities. A qualification in non-medical prescribing would be advantageous.

The focus of the role is both the delivery of evidence-based practice for patients, sometimes with complex needs, presenting with long-term conditions and acute problems that occur because of their chronic disease. Meanwhile, ensuring the provision of preventative health care to the practice population. Together with patients and their carers, the postholder will diagnose, provide specialist intervention, treatment, management, and referral to meet their needs.

The post holder will also be enabled to deliver training and peers support to other members of the team as required.

While working autonomously and potentially in isolation, the post holder will work collaboratively with the wider clinical team (Nurses, Pharmacists, Paramedics, GPs, Consultants, Mental Health Practitioners, Operational Colleagues, and others) to support individual patients and the delivery of the right care first time.

BrisDoc are passionate about inclusion and diversity, welcoming applications from individuals of diverse background, as well as personal and career development and so all colleagues are encouraged and fully supported to work towards clinical development aspirations such as prescribing (where not already held), CPD to safely increase their professional boundaries or even ACP status. Supervision and development time is offered flexibly to all clinical staff.

Main duties and responsibilities:

Clinical

- Provide nursing care in a variety of settings by holistic assessment, implementation, and evaluation of programmes of care
- Provide information, advice and support to patients face to face and via the telephone
- Assess, plan, develop, implement, and evaluate treatment programmes that promote health and well-being
- Assess, plan, implement and evaluate individual treatment plans for patients with a known long-term condition and who may have complex needs
- Work with other health care professionals to diagnose, monitor, manage and treat long-term conditions, including non-drug-based treatment methods using a management plan, and in line with national and local policies and practice needs
- Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care
- Support patients to adopt health promotion strategies that promote patients to live healthily, and apply principles of self-care
- Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly

- Diagnose and manage both acute and long-term conditions, integrating both drug- and non-drug-based treatment methods
- To provide clinical support to the range of other Health Care Professionals and operational colleagues within the team
- To undertake visits to patient's homes as required
- Compose and ensure robust safety netting and risk management for patients presenting to the service
- Make effective referrals to system partners and other care providers to ensure a holistic provision of care for patient's needs
- To participate in outreach clinics providing healthcare and lifestyle advice to hard-to-reach groups
- Promote & participate in maintaining a safe, comfortable, and therapeutic environment
- Facilitate and support clinics such as for screening or immunisation
- Be responsible for the safe storage and administration of drugs and equipment
- Participate in setting and monitoring standards to ensure effective care and the delivery of evidence-based practice
- Participate in team discussions to ensure and drive best practice, using the best available evidence to provide exemplary world class care to every patient

Prescribers Only

- *Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice and national and practice protocols, and within scope of practice*

Communication

- Utilise and demonstrate sensitive communication styles, to ensure patients are fully informed and consent to treatment
- Communicate with and support patients who are receiving 'bad news'
- Communicate effectively with patients and carers, recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background, languages, and preferred ways of communicating
- Anticipate barriers to communication and take action to improve communication
- Maintain effective communication with all multi-disciplinary team members, as well as with external stakeholders
- Act as an advocate for patients and carers
- Ensure awareness of sources of support and guidance (e.g., PALS) and provide information in an acceptable format to all patients, recognising any difficulties and referring where appropriate
- To be able to maintain accurate electronic written patient records for users of services provided
- To be aware of responsibilities under the Data Protection Act

Other responsibilities

The primary focus of this role is to provide clinical services to patients, however there are a wealth of opportunities to engage with and drive initiatives, take leadership development roles and contribute to service improvement.

- Ability to adhere to organisational policies
- Maintain active NMC or HCPC registration
- Continue to develop and expand own personal clinical expertise
- Understand own role and scope and identify how this may develop over time
- In partnership with others, challenge and critically evaluate the boundaries of autonomous practice, such that patient access, choice and outcomes will improve
- Help in the development and evaluation of clinical guidelines, policy, competency tools and continuous improvement opportunities to support in the expansion of Health care professional roles in the delivery of optimal care
- Identify and perform audit relevant to clinical area in order understand current practice, review evidence-based research and drive improvement

- Participate in research programmes as appropriate
- Manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients
- Maintain and ensure the effective use of clinical stock levels
- Supervise and support other members of staff in their practice where appropriate
- Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures, and guidelines
- Attend all mandatory training courses and the updates and any study days as appropriate to the post
- Attend performance and development reviews with the line manager

General Duties

You can read the full list of general duties and expectations via the link below:

www.brisdoc.co.uk/workwithus/general-duties

Person Specification

| Criteria | Essential | Desirable |
|------------------------------------|---|--|
| Qualifications and training | <ul style="list-style-type: none"> • Current NMC registration • Evidence of continuing professional development • Long Term Condition management qualification or workplace experience and willing to work towards | <ul style="list-style-type: none"> • Training in sexual health and contraception to diploma level • Independent nurse prescribing qualification • Leadership capability, either through a formal management qualification or previous experience • Advanced Level (3) Clinical Assessment, Reasoning and Clinical Decision Making (PACR) or equivalent workplace experience and willing to work towards |
| Knowledge and Experience | <ul style="list-style-type: none"> • Experience of treating patients of all ages (from neonatal to geriatric) • Experience of autonomous clinical decision making • Knowledge and understanding in meeting the needs of diverse groups • Experience of working in a multidisciplinary environment with a wide range of individuals at different levels • Knowledge in the delivery of Health Care Advice and Health Promotion • Knowledge of equal opportunities and its significance for health care • Understanding of legal and ethical issues / responsibilities relating to clinical practice • Understanding of the key legislative frameworks relating to health service delivery including data protection, | <ul style="list-style-type: none"> • Knowledge and understanding of diversity and patients with gender dysphoria • Experience working with people with a forensic history • Experience in working with people who don't have English as a first language • Experience in working with people experiencing domestic violence • Experience of using EMIS computer software • Experience of working with hard-to-reach groups • Experience working in General practice |

| | | |
|---|---|--|
| | <p>information governance, consent, and capacity.</p> <ul style="list-style-type: none"> • Understanding of Quality Outcomes Framework (QOFs) • Experience of developing relationships with external agencies and organisations | <ul style="list-style-type: none"> • Understanding of the new evolving NHS structure • Understanding of the Care Quality Commission and its role in Primary Care |
| Skills, Abilities and Attributes | <ul style="list-style-type: none"> • Motivated by the provision of high-quality patient care • Good clinical judgment and decision-making skills • Ability to maintain accurate records • Ongoing commitment to personal development • Able to use own initiative and achieve measurable improvement against stated objectives • Able to work under pressure and to deal with emergency situations and/or difficult clients and stressful situations professionally • Organised, systematic, and flexible. Good time management being able to prioritise work and work under pressure • Able to achieve objectives through influence and partnership • Willingness to learn new skills and to problem solve • Computer literate and good keyboard skills • Excellent written, verbal, and interpersonal communication skills • Able to listen carefully to understand the needs of others • Able to work within a team and give and take instruction as required. Able to quickly establish rapport and credibility with others in the team • Tactful and diplomatic • Able to always maintain confidentiality with regards to staff and patients • Can reflect on own work and performance • Positive attitude towards innovations and change • Ability to recognise own limitations and act upon them appropriately • Able to manage sensitive and emotive situations • Able to remain impartial and non-judgmental during times of sensitivity, stress, and potential conflict | |
| Other | <ul style="list-style-type: none"> • Ability to work flexibly in relation to the operational times of all our services (this may include some unsocial hours) • Ability to travel to other BrisDoc and external sites for meetings | |

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www.brisdoc.co.uk/work-with-us



Inspected and rated

Outstanding ☆



Inspected and rated

Good



Inspected and rated

Good



Inspected and rated

Good

