

Job Description

Job Title: Practice Nurse
Reportable to: Clinical Lead
Accountable to: Head of Healthcare

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- we treat patients and each other as we would like to be treated
- we act with integrity
- we embrace diversity
- we strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we're at work.

We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.



The role

In order to meet the needs of patients in this new prison Practice Plus Group has developed an exciting new integrated approach to the provision of care. Teams will work together at each stage of the patient journey, supporting them as they arrive into prison (Early Days in Custody Team), delivering the care they need, promoting good health and supporting resettlement (Planned Care Team) and responding to urgent and emergency needs (Unscheduled Care Team).

As a Practice Nurse you need expert clinical skills and demonstrate judgement in assessing and managing wide ranging and complex patient problems. You will provide clinical leadership for the Primary care team and be a critical leader within the scheduled care Team. This multi-disciplinary team is made up of a variety of registered and non-registered professionals including; nurses, doctors and mental health/substance misuse practitioners. You will act as a role model ensuring professional appearance and maintaining professional standards at all times.

You will deliver face to face care and provide safe and effective health assessments and treatment of patients within the establishment.

You will be accountable for your own practice, including the assessment, diagnosis, treatment and discharge or referral of patients, independent of medical intervention.

To practice as a Practice Nurse within own scope of clinical competence and agreed acceptable limits of practice. This is to include senior leadership in complex wounds, long term conditions and QoF management.

You will work as part of the multi-disciplinary team in providing quality, evidence based health care to meet the immediate needs of the patient.

You will also;

Provide outstanding evidence based care, listening and acting on patient feedback. Ensuring that care is personalised and informed by what matters to them. You will also provide assessment,



diagnostics, treatment and continued management of patients with acute and long term medical conditions.

Deliver non-judgemental care by leading the team to deliver care that is safe, high quality, patient centred whilst meeting CQC requirements following our policies, procedures and always considering safeguarding.

Inspire excellence in your colleagues by pro-actively leading and motivating the team recognising that our workforce is our most valuable asset. You will provide professional leadership to the nursing team to ensure we provide a service that people can trust, feel safe within and feel proud of.

Promote best practice, clinical supervision, evidence based care and continuous quality improvement embedding a culture of reflection and shared learning.

Share knowledge, skills and expertise to ensure safe care and support your clinical and non-clinical colleagues to do a great job

About you

- Registered Nurse: Adult Nursing with current NMC registration
- Experience working autonomously as a clinical practitioner following best practice guidance and identifying risk to patients through sound use of clinical expertise
- Knowledge of clinical audit and its relationship to research
- Knowledge of the statutory requirements for the safeguarding of adults and children
- Willing to be innovative and embrace learning through continued professional development and the practical application of new skills in the workplace
- Excellent communication skills and ability to communicate openly, consistently and clearly
- A non-judgmental, patient centred and compassionate approach
- Good IT skills and IT literacy
- Proactive problem solving skills
- Flexible attitude to working arrangements
- Ability to work within a busy environment



Additional information

Disclosure and Barring Service- a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

Prison Vetting- a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

Education and Training- continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.



CRITERIA	ESSENTIAL
Qualifications	• Registered on Part 1 of the Nursing and Midwifery Council Register. • Evidence of Continuous Professional Development (CPD). • Evidence of qualifications in management of Long term Conditions.
Experience	• Experience of working within a clinical governance framework and delivering high outcomes • Proven post nursing registration experience • Experience of key working and care planning • Evidence of team leadership and supervision of junior staff • Evidence in participating in planning and/or management meetings at a senior level • Experience of working within a multi-disciplinary team
Skills and Knowledge	• Ability to work with minimal supervision. • Ability to work within a multidisciplinary team.. • Ability to lead and develop teams. • Ability to provide and co-ordinate clinical and management supervision • Ability to lead and facilitate decision-making processes • Organisational skills • Assessment skills, including an understanding of risk assessments. • Awareness of health issues relating to substance misuse. • Ability to work in partnership with other agencies. • Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach, which considers the needs of the whole person. • Able to build constructive relationships with warmth and empathy, using good communication skills.
Other Factors	• Friendly and approachable. • Good presentation of self, enthusiastic, flexible, innovative. • Committed to customer care and first class service provision. • Flexible attitude to working arrangements. • Adaptable, friendly, polite, courteous and caring. • Motivated and committed. • Ability to work within a pressurised environment. • Receptive to feedback and the willingness to learn and develop. • Mentally and physically fit to undertake the role.