**PCN Nursing Associate**

**Job summary**

The post holder will work with the qualified nurses to deliver individual treatment packages with an emphasis on collaborative care. The post holder will work with other members of the MDT to both organise and facilitate care appropriate to the individual needs of the patient.

The role of the Nursing Associate is to work with the multi professional teams and the Registered Nurses contributing to the ongoing assessment, providing and monitoring care as agreed with supervising clinician(s). The post holder will monitor the condition and health needs of people within their care on a continual basis in partnership with the multi-professional team.

**Main duties of the job**

Nursing Associates are equipped with the knowledge, understanding, skills, attitudes and behaviours relevant to employment; and will act in accordance with the NMC Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates.

Work as part of the PCNs MDT to provide and monitor care, under direct or indirect supervision. Improve safety and quality of care at every opportunity. Support registered nurses to enable them to be able to focus on the more complex clinical care. Contribute to the administration of Covid vaccine to patients under guidance and clinical supervision.

Perform and record clinical observations such as blood pressure, temperature, respirations, and pulse.

To formulate care plans under the supervision of registered staff.

To communicate risk issues as they arise to ensure safe care.

Full details on the role and the required skills are in the attached job description and personal specification.

**About us**

Are you looking for a new challenge with the opportunity to apply your existing knowledge and skills whilst also developing a new skillset? If so, an exciting opportunity has arisen for a Nursing Associate to join our PCN. You will be an integral part of the team helping to provide an effective service to our patients as well as developing a forward thinking primary care network in a stimulating environment .

You will be working across the 3 practices in a new role for the PCN . You will be based at: Roslea Surgery, Riverside Medical Centre and the Ryan Medical Centre.

We aim to be an equal opportunities employer and we are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. We are committed to meeting and upholding the principles of the GDPR.

**Job description**

**Job responsibilities**

Work as part of the PCNs MDT to provide and monitor care, under direct or indirect supervision.

Participate in training and as part of a wider workforce, contribute to the administration of Covid vaccine to patients under guidance and clinical supervision.

Improve safety and quality of care at every opportunity.

Contribute to the delivery of integrated care.

Work with the PCN MDT to ensure delivery of nursing associate duties complement existing workforce.

Provide support and supervision to training nursing associates, healthcare assistants, apprentices, and those on learning assignments/placements as required.

Support registered nurses to enable them to be able to focus on the more complex clinical care.

Develop relationships across the MDT to support integration of the role across health and social care including primary care, secondary care, and mental health.

Perform and record clinical observations such as blood pressure, temperature, respirations, and pulse.

To engage in positive relationships with patients/carers/families and other staff based on respect and within appropriate boundaries.

To act in a professional capacity at all times.

To be able to set therapeutic limits with patients, carers or relatives.

To be able to communicate with the patient about care planning risk assessment needs.

Communicate complex and sensitive information verbally and in writing.

Actively contribute to staff meetings .

To be able to confidently and accurately convene patient information in the role of an associate nurse for MDT meetings.

To be able to articulate an understanding of MDT structures and members roles.

To formulate care plans under the supervision of registered staff.

To communicate risk issues as they arise to ensure safe care.

To communicate concerns relating to patient behaviour or mental state to other members of the multidisciplinary team.

Under the supervision and working in partnership with a registered nurse provide and deliver a high standard of nursing care contributing to the ongoing assessment, providing and monitoring care based on evidence and working in partnership with the multidisciplinary team.

Provide compassionate, safe and effective care and support to patients in a range of care settings.

Monitor the condition and health needs of patients within their care on a continual basis in partnership with patients, families and carers, ensuring appropriate escalation to a registered nurse when required.

Support patients to improve and maintain their mental, physical, behavioural health and well-being.

Promote comfort and well-being by ensuring that patients personal and social needs are met and be able to care for a patients nursing needs.

To safely undertake the following procedures to meet the patients nursing needs to include; undertaking routine procedures including venepuncture, ECG recording, measuring and interpreting blood glucose levels, recording and interpreting vital signs, continence care, wound care, nutrition, hydration, foot care, skin integrity, mood identification (as outlined in the NMC Nursing Associate Skills Annex). Identify and report changes in a patients condition to a registered nurse.

**Person Specification**

**Attributes and Behaviour**

**Essential**

* Ability to work flexibly across shift patterns including evenings, weekends and bank holidays across the 3 practices.
* Self-motivated, enthusiastic
* Adaptable, innovative and forward looking
* Trustworthy, reliable and shows steadiness in approach to work
* Positive approach to work
* Open minded, treats colleagues and the general public with dignity and respect.
* Compassionate and Caring
* Full driving licence.

**Knowledge**

**Essential**

* An ability to understand how research and audits effect and best practice.
* Ability to use IT systems and Microsoft office
* Understanding of the scope of the role of the nursing associate in context of the nursing and interdisciplinary team and the organisation and how the role may contribute to service development.
* Understands and acts in line with NMC professional standards for practice contained with the code.
* Knowledge of when to seek advice and escalate to the appropriate professional for expert help and advice.
* Understand requirements for NMC professional Revalidation.
* Understanding of the importance of following procedures and treatment plans.

**Skills**

**Essential**

* Ability to take part in reflective practice and clinical supervision activities.
* Ability to organise and priorities own delegated workload.
* Ability to deal with non-routine and unpredictable nature of workload and individual patient contact.
* Ability to communicate effectively (written, verbal and non-verbal communication) with patients/carers
* With the ability to adjust communication style and content to suit the audience.
* Ability to develop effective and appropriate relationships with people, their families carers and colleagues.
* Ability to support, supervise, assess and act as a role model to nursing associate students, other learners and health care support workers as required with in the clinical setting.
* Have effective time management skills and the ability to prioritise
* Maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date
* Listening, decision-making and problem solving skills.
* Has a planned and organised approach with an ability to prioritise their own workload to meet strict deadlines.
* Able to work under pressure and to meet deadlines
* Produce timely and informative reports
* Demonstrate diplomacy, professionalism and accountability.

**Experience**

**Essential**

* Experience of working in teams under appropriate supervision as part of a multidisciplinary team.
* Insight into how to evaluate own strength and development needs, seeking advice where appropriate.
* Experience of providing and receiving complex sensitive information.
* Developed clinical skills with a clear ability to understand new concepts and ideas in clinical practice.

**Qualifications**

**Essential**

* Registered Nursing Associate on the NMC Register with a Foundation Degree.
* A qualification or equivalent to enable registration to the NMC.
* Evidence of Continued Professional Development that supports clinical practice.