



JOB Description

Job title:	Parish Nurse
Hours:	16 hours
Responsible to:	Minister
Accountable to:	Minister Nursing and Midwifery Council Spiritual and Professional Mentor
Linked with	Parish Nursing Ministries UK

JOB PURPOSE To provide a nursing service that integrates spiritual, physical, psychological, emotional and social health to the local community, regardless of faith position, and to the congregation as required.

MAIN DUTIES AND RESPONSIBILITIES

Support Holistic Health

- To integrate faith and health through providing a holistic assessment of needs
- To support individuals in dealing with health issues and concerns, through collaboratively planned care provision
- To deliver, or facilitate the delivery, of planned health support in the church and/or community locations
- To monitor and evaluate the effectiveness of the care provision, adjusting the care plans as required
- Where appropriate to support risk assessment to ensure that health needs are being met
- Where appropriate to develop screening opportunities in the church and for the local community
- Where appropriate to attend Network Meetings of the Health and Social Care Professionals to ensure continuity in care
- To ensure clinical / nursing activities and advice are evidence based and supported by current research

Health Education

- To monitor the health education priorities through assessment of health needs of the local community

- To provide health education to individuals and groups, aiming to increase understanding of health concerns and to empower people to make changes to minimise the impact of their health concern
- To focus on a variety of educational activities for all ages that explore the relationship between values, attitudes, lifestyle, faith and health.
- To promote Health Education as an integrated aspect of care delivery
- To develop opportunities for health education activities in church and community events
- To create packages and / or displays of health education materials relevant for the use of congregation, individual or groups, and the general public, as needed

Health Advocacy

- To provide an advocacy role that supports people in their access of health services
- To initiate and support referrals to other health professionals and support agencies in order to support the range of need of a person requesting support
- To work with Health, Social Care, Faith Organisations and Voluntary Sector services to support the best solution for holistic care

Referrals

- To liaise with appropriate agencies and authorities in support of individual's health needs
- To appropriately refer to Health, Social Care, Faith Organisations and Voluntary Sector service to access the most suitable resources for holistic care

Support Groups

- To develop appropriate Support Groups, following assessment of needs of individuals and the local community needs
- To source appropriate resources for support groups that enhance holistic care
- To refer to external Support Groups that exist within the community where appropriate

Management of Volunteer Team

- To recruit a team of volunteers to work with and support Parish Nursing in the Church and local Community
- To define the role of the volunteers, ensuring this is available in the form of a written role description
- To provide training for volunteers to equip them to fulfil the role
- To ensure volunteer agreements are in place
- To ensure necessary volunteer recruitment process is carried out, and that Disclosure and Barring Checks are in place
- To lead Health Team meetings
- To provide supervision, support and annual reviews to the volunteer team

Integration of Faith and Health

- In all provision of holistic health care, to integrate faith and health in all activities and contacts, aiming to promote the understanding of the relationship between faith and health
- Where appropriate to pray with or for clients, or if preferred, refer them to a faith group of their choice.
- Where appropriate to facilitate or assist with a service of home communion.

Professional Management

- To attend Church team meetings and regular one to one meetings with line manager
- To work as an autonomous and lone practitioner, ensuring systems for lone workers are established within the church
- To maintain accurate, systematic and timely record keeping of health interventions in keeping with NMC Record Keeping guidance, ensuring safe storage of documentation
- To keep statistical information required by the Church, any Funders and PNM UK
- To manage the resources of the Parish Nurse project, including any financial resources, in line with professional standards and quality of care
- To participate in annual development review with direct line manager
- To adhere to Church policies and NMC requirements
- To promote Safeguarding of Children, Young People and Vulnerable Adults in all Parish Nurse activities
- To ensure confidentiality and data protection processes are in place, and policies are adhered to at all times
- To maintain the Parish Nurse Quality Standards, annually reviewing these with the Regional Coordinator
- To take appropriate action in regard to any accident or incident occurring to a volunteer, client, staff member or visitor
- To take opportunities to promote Parish Nursing in the local area

Personal Development

- To be aware and act in accordance with the Nursing and Midwifery Council Code of Professional Conduct at all times
- To ensure NMC Registration and membership of Professional Organisation is current
- To always work within scope of knowledge and competence
- To ensure own spiritual care needs are met
- To participate in regular spiritual and professional supervision
- To maintain up-to-date knowledge and skills and undertake education in accordance with individual Parish Nurse and Church needs
- To attend local Parish Nurse Cluster Meetings and annual meetings with Regional Coordinator

The Equality Act 2010 Schedule 9 part 1(1-3) applies to this post. The post is restricted to practising Christians.

The above list of roles is not intended to be exhaustive and may be subject to change, which will be done in discussion with the post holder and line manager.

PERSON SPECIFICATION

Job Title: Parish Nurse

Factors Essential/Desirable	Criteria	Assessment*
Education/Qualification		
Essential	- RGN / RN / RN(Child) / RN (Mental Health) / (Learning Disability) / HV	CL/C
	- Community Nursing /Specialist Practitioner Experience	CL/C
	- Nursing and Midwifery Council Registration	CL/C
	- Evidence of post registration education and training	CL/IV
	- Completion of the Parish Nurse Introductory Course and Portfolio	CL/IV
	- Regular member of a church of any Christian denomination	CL/IV
Desirable	Some theological or discipleship training	CL/IV
Experience		
Essential	- Experience of relevant speciality of nursing	CL/IV
	- Previous management experience	CL/IV
Desirable	- Experience of working within Community Nursing	CL/IV
	- Previous management experience	CL/IV
Skills and Knowledge		

Essential	<ul style="list-style-type: none"> - High standard of clinical expertise - Leadership skills and the ability to motivate staff - Ability to work independently and within a team - Decision making skills - Good communication skills - I.T. skills - High level knowledge of the Nursing and Midwifery Council Code of Professional Conduct - Knowledge of Personal Development Planning - Knowledge of Clinical Governance and its implementations - Knowledge of the purpose and value of Clinical Supervision and support of staff - Understanding of and commitment to equal opportunities 	<p>CL/IV CL/IV CL/IV CL/IV IV CL CL/IV CL/IV CL/IV CL/IV IV</p>
Desirable		
Other		
Essential	<ul style="list-style-type: none"> - Able to carry out the duties of the post with or without adaptations - Own car and ability to drive 	
Desirable		
<p>* Assessment will take place with reference to the following CL - Covering Letter, IV – Interview, P – Presentation, T - test, C - Certificate</p>		

Terms & Conditions of Service

Post Title: Parish Nurse
Base: Mosaic Church
Contract Type: 18 months permanent
Hours: 16 hours
Salary: £13 p/hr
Pensions: Details upon request
Annual Leave: Details upon request

Sick Pay:

Continuous Employment Period	Period of Full Pay	Period of half pay
Up to 12 months	1 month	2 months
Over 1 year and up to 2 years	2 months	2 months
Over 2 years and up to 3 years	4 months	4 months
Over 3 years and up to 5 years	5 months	5 months
Over 5 years	6 months	6 months

Nationality:

This post is open to UK nationals, EU and certain non-EU citizens. Other nationals must be free from any restriction to reside or take up employment in the UK, in order to be considered for this post.

Notice Period:

12 weeks.

Method of Payment:

Monthly direct credit transfer into bank or building society