



## Parish Nurse Vacancy – Part time

### **Nursing in the community Connecting with the health needs of local people**

The Granta Vale group of parishes in the Diocese of Ely, are looking to employ a **Registered Nurse** to work with their Ministry team and in partnership with the local NHS Medical Practice covering the area as well as community voluntary groups.

- Provide a nursing service that integrates spiritual, physical, psychological, emotional and social health to the local community, regardless of their faith.
- 15 hours over two days per week. Based on NHS Band 5 pay scale.
- The applicant must be a registered nurse preferably with community and psychiatric experience.
- Applicants must be willing to undertake the Parish Nursing Ministries UK training.

Role does not duplicate existing NHS services but includes:

- Personal Health Advice, General Health Education
- Acting as a Referral Agent and a Health Advocate
- Developing Support Groups
- Training and Co-ordinating Volunteers
- Liaising with other local services particularly local voluntary support groups.

This post requires the person to offer spiritual support and prayer when requested and it is therefore a Genuine Occupational Requirement for the applicant to be a practising Christian.

If you require any further information please contact our Parish Administrator,  
Mrs Caroline Walshe – Email: [7churches.seven@gmail.com](mailto:7churches.seven@gmail.com) 01223 891443

**Closing date for applications 31<sup>st</sup> January 2021**

**Interview tbc**

**Parish Nurse Training 26<sup>th</sup> – 29<sup>th</sup> April 2021**

## Job description

<b>Job title:</b>	Parish Nurse
<b>Employer:</b>	The Parochial Church Council (PCC) of the Ecclesiastical Parish of Holy Trinity, Hildersham
<b>Hours:</b>	2 days (15 hours) per week (Job share considered)
<b>Grade</b>	Equivalent to NHS Band 5 Nurse
<b>Responsible to:</b>	Designated Member, Hildersham PCC Parish Nurse Management Group
<b>Accountable to:</b>	<b>Hildersham PCC Parish Nurse Management Group</b> Nursing and Midwifery Council or appropriate professional body
<b>Based at;</b>	Linton Health Centre but working flexibly across all six parishes of the Granta Vale Group.

## Job Purpose

The Parish Nurse will work to integrate faith and health as part of the ministry team serving the parishes of Balsham, Great and Little Abington, Hildersham, West Wrattling, Weston Colville and West Wickham, which form the Granta Vale Group in the Diocese of Ely. The aim is to demonstrate God's love and care for individuals of all faiths and none within these parishes.

**S/he will** provide a nursing service that integrates spiritual, physical, psychological, emotional and social health to the local community, regardless of their faith. The nurse will understand how each village community works and look for opportunities to promote health, prevent disease, and assess and consider the care and needs of the **whole** person. At times s/he will be a health educator, personal health counsellor, referral agent, trainer of volunteers, developer of support groups, a health advocate. S/he will work with local services and the local community and where and when necessary, identify and highlight unmet needs.

The nurse will hold an honorary contract with the local Granta NHS Medical Practice but will not be duplicating existing NHS services.

## **Main Duties and Responsibilities**

### **Support Whole Person Care**

- Integrate faith and health through providing a holistic assessment of needs and care provision including spiritual care
- Support individuals and their families in dealing with health issues and concerns, and work with them to collaboratively plan care provision
- Monitor and evaluate the effectiveness of the care provision, working with individuals and their families to adjust care plans as required
- Facilitate the delivery, of planned health support in the community
- Where appropriate develop screening opportunities for the local communities and provide health care advice for colleagues in the ministry team and in leadership within the churches.
- Attend appropriate Network Meetings of the Health and Social Care Professionals to ensure continuity in care
- Ensure clinical / nursing activities and advice are evidence based and supported by current research

### **Health Education**

- Promote Health Education as an integrated aspect of care delivery
- Monitor health education priorities through assessment of health needs of the local communities
- Develop opportunities for health education activities in church and community events
- Provide health education to individuals and groups (including carers), to increase understanding and knowledge and empower people to take steps to improve their own health or caring ability.
- Focus on a variety of educational activities for all ages that explore the relationship between values, attitudes, lifestyle, faith and health.
- 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**

- Be an advocate to support access to health and other services.
- Initiate and support referrals to other health professionals and support agencies in order to support the range of need of a person requesting support
- Work with Health, Social Care, Education, Faith Organizations and Voluntary Sector and community groups to support the best solution for holistic care
- Highlight areas of unmet need.
- Accompany individuals to appointments where appropriate and requested.

### **Networking and Referrals**

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

### **Support Groups**

- Refer to Support Groups that exist within the community where appropriate
- Where necessary, develop additional support following assessment of needs of individuals and local community needs.
- Source appropriate resources for support groups that enhance holistic care

### **Leadership and Encouragement of Volunteer Team**

- Identify the people, (and their knowledge, skills, resources, strengths), who already provide considerable support in the different villages and communities
- Define the role of the volunteers, and where appropriate, make available a written role description.
- Where necessary, provide training for volunteers to equip them to fulfil the role
- Ensure volunteer agreements are in place
- Ensure necessary volunteer recruitment process is carried out, and that Disclosure and Barring Checks are in place
- Provide supervision, support and annual reviews to the volunteer team as appropriate

## **Professional Management**

### **The Parish Nurse will be expected to...**

- Attend Church team meetings and regular one to one meetings with line manager
- Work as an autonomous and lone practitioner, ensuring systems for lone workers are established within the church
- Maintain accurate, systematic and timely record keeping of activities in keeping with NMC or other Record Keeping guidance, ensuring safe storage of documentation
- Keep statistical information required by the project for evaluation, the Church, all Funders and PNMUK, with support from the evaluation team.
- Participate in annual development review with direct line manager
- Adhere to Church policies and NMC or other relevant requirements
- Promote Safeguarding of Children, Young People and Vulnerable Adults in all Parish Nurse activities in accordance with Parish and Diocesan policies
- Ensure confidentiality and data protection processes are in place, and policies are adhered to at all times
- Maintain the Parish Nurse Quality Standards, annually reviewing these with the Regional Coordinator
- Fulfil professional registration requirements with regard to continuing professional development and other governance issues.
- Take appropriate action in regard to any accident or incident occurring to a volunteer, client, staff member or visitor
- Be aware and act in accordance with the Nursing and Midwifery Council Code of Professional Conduct at all times
- Ensure NMC Statutory Registration and membership of Professional Organisation is current together with an appropriate level of Professional Indemnity Insurance as agreed with line manager.

## Personal Development

The Parish Nurse will ...

- Identify knowledge, skills and resources needed to ensure delivery within scope of contract
- Ensure own spiritual care needs are met
- Participate in regular spiritual and professional supervision
- Maintain up-to-date knowledge and skills and undertake education in accordance with individual Parish Nurse and Church needs
- Attend local PNMUK Community of Practice Meetings and annual meetings with Regional Coordinator
- Take opportunities to promote Parish Nursing in the local area
- Take all necessary steps to ensure your compliance with the requirements of the Health and Safety at Work Act 1974 and other relevant legislation.
- To only work within the scope of your knowledge and competence

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

The Parish Nursing service here is an “accredited” service The nurse will be required to complete a portfolio, to the satisfaction of Parish Nursing Ministries - UK, and contribute to the satisfactory maintenance by the parish of 'Quality Standards for Parish Nursing Practice'.

This is a permanent post, but is part of an ongoing project to evaluate the effectiveness of a Parish Nurse. The project and the role are subject to a formal evaluation process in which the post holder will play a central part. The above list of roles is not intended to be exhaustive and will almost certainly be subject to change in the light of evaluation but this will only be done in discussion with the post holder and line manager.

**November 2020**

**PERSON SPECIFICATION**

## Job Title: Parish Nurse

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

Factors <i>Essential/Desirable</i>	Criteria	Assessment*
<b>Education/Qualification</b> <i>(Note: detail the level and type of qualification required, indicating where equivalent experience will be considered. If equivalent experience will be considered please detail in the following section under Experience.)</i>		
<b>Essential</b>	- Qualified Nurse e.g RGN / RN / RN(Child) / RN (Mental Health) / (Learning Disability) / HV,	AF/C
	- Community Nursing /Specialist Practitioner Qualification	AF/C
	- Current Nursing and Midwifery Council Registration	AF/IV
	- Evidence of post registration education and training	AF/IV
	- Completion of the Parish Nurse Introductory Course and Portfolio	AF/IV
<b>Desirable</b>		
<b>Experience</b>		
<b>Essential</b>	- Experience of relevant speciality of nursing or other healthcare practice - -	AF/IV
<b>Desirable</b>	Experience of working within in the community /community groups/carers. Experience of teaching - Previous management experience Experience of praying with people	AF/IV AF/IV AF/IV AF/IV
<b>Skills and Knowledge</b>		
<b>Essential</b>	- High standard of clinical expertise/judgement/practice (including good record keeping) Able to define clearly professional and personal boundaries - Leadership skills and the ability to motivate people	AF/IV AF/IV AF/IV AF/IV AF

	<ul style="list-style-type: none"> <li>- Ability to work independently and within a team</li> <li>- Decision making skills and ability to prioritise/time manage</li> <li>- Excellent communication skills: approachable</li> <li>- High level knowledge of the Nursing and Midwifery Council Code of Professional Conduct</li> <li>- Knowledge of Clinical Governance and its implementations</li> <li>- Knowledge of the purpose and value of Clinical Supervision and support of staff</li> <li>- Understanding of and commitment to equal opportunities</li> </ul> <p>Possession of a full UK driving license and</p> <p>A car insured for use on business including transport of patients.</p> <p>Essential: Basic knowledge of and willingness to use IT including email and spreadsheets. Experience of using electronic patient records and clinical systems.</p>	<p>AF/IV</p> <p>AF/IV</p> <p>AF/IV</p> <p>AF/IV</p> <p>AF/IV</p>
<b>Desirable:</b>	<p>Experience of SystmOne clinical system.</p> <p>Microsoft Word and Excel skills.</p> <p>-</p>	
<b>Other</b>		
<b>Essential</b>	<ul style="list-style-type: none"> <li>- Able to carry out the duties of the post with or without adaptations - flexible</li> <li>Respect for all faiths and those with none.</li> </ul>	
<b>Desirable</b>		
<p><b>* Assessment will take place with reference to the following</b>  <b>AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</b></p>		

**Holy Trinity, Hildersham  
Hildersham PCC**

**PCC Equal Opportunities Policy**

**Legal Position**

It is unlawful to discriminate against an individual on the following grounds: age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation

Hildersham PCC recognizes and accepts its legal obligations to comply fully with the law in all aspects of its employment and activities.

The only exemption is for positions where the post-holder is part of the ministry team and therefore needs, for occupational reasons, to be a Christian of a recognized denomination who can work with the Christian ethos of the PCC and Church of England.

All employed and voluntary personnel must understand and express sympathy with the Christian ethos of the PCC and do nothing that would be seen to undermine it.

**Church Activities**

1. All activities that the church promotes are open to everyone regardless of race, gender, disability, religious belief or sexual orientation.
2. Hildersham PCC will proactively promote an environment where people are respected and provide equal opportunities to people whilst expecting employees and volunteers to be sensitive to its Christian basis.
3. While membership of the Church Electoral Roll is only open to lay members of the Church of England and members of other Christian denominations who are baptized, at least 16 years old and either live in the parish or have worshipped at the church for at least six months, the Church Electoral Roll by no means reflects the number of people who participate in church events, use the facilities or even worship at services.

**The use of the Church facilities**

4. With regard to the facilities that the church offers, these are available to all members of the community and no group wishing to use the church facilities would be refused with the possible exception of groups with anti-Christian views or activities.
- 4.5 The only requirement that the church would make of any group using its facilities is that it treats those facilities with respect and pays due regard to the fact that the facilities are situated within an historic Church building.

In summary, Hildersham PCC has an open and inclusive attitude in promoting all its activities and facilities.