

Job description and person specification

Position			
Job title	Registered Health Care Professional – Immunisations Roving Model and PCN sites	Responsible to	Site/Service Manager
Pay band	Other		
Salary	£27,000	Accountable to	Site/Service Responsible Clinician
Tenure	Zero Hours	Base	PCN and community
Service and team		About the role	
<p><i>This role forms an integral part of Primary Care Network COVID-19 Immunisation delivery across Herefordshire. For PCNs, Housebound and care home residents.</i></p>		<p>As a Registered Health Care Professional working in immunisations, the post holder will work as part of a dynamic team in delivering a safe and effective service for the mass delivery of vaccinations for both influenza and the COVID-19 vaccine(s). The post holder will undertake activities such as: clinical assessment, dilution and drawing up of the vaccine from multi-dose vials and post vaccine observations support.</p> <p>In particular, the post holder will be responsible for:</p> <ul style="list-style-type: none"> • The assessment of vaccination environment in patients' home environment and establishing an appropriate and safe vaccine reconstitution area. • Conducting clinical assessments. • The review of complex medical histories and potential adverse reactions. • Preparation of the vaccine prior to administration to vaccinate patients or for an immuniser to undertake the vaccination process. 	

Key Job specifics and responsibilities	Key accountabilities	
<p>Responsibilities for direct/indirect patient care</p> <ul style="list-style-type: none"> Responsible for providing specialist advice and technical services in relation to the care of patients Required to work independently, under supervision/SOPs/PGDs Plan, advise and recommend treatment when necessary Handle difficult conversations (sensitive, language barriers, hostile atmosphere) and convert complex technical information into easily to understand communication <p>Responsibilities for policy and service development implementation</p> <ul style="list-style-type: none"> Observe infection control procedures Adheres to Professional Code of conduct, and maintains own professional development ensuring fit for practice Ensures that all NHS statutory & mandatory training is kept up to date. Attends all mandatory training as needed. This includes essential BLS, Anaphylaxis and Immunisation training. Follow local and national policy making comments on proposals for change Respond to queries or escalate to the clinical supervisor Support more junior staff in the provision of care including training in the use of protocols as needed. <p>Responsibilities for financial and physical resources</p> <ul style="list-style-type: none"> Responsible for the safe and effective use of equipment and other resources, ensuring equipment is maintained in good working order, escalating and reporting any concerns or detected faults 	<ul style="list-style-type: none"> Ensuring the best possible clinical outcomes by using up-to-date skills and adhering to evidence-based policies and procedures. 	<p>Role specific</p> <ul style="list-style-type: none"> Deliver vaccinations to all eligible patients and assist with the overall coordination of the daily activity either via site specific PCN vaccination sites, care homes or a planned individual patients' home visits – via diary planning system and day to day delivery of the vaccination programme Ensure equipment and clear plans are available at the start of each day/session. Conduct pre-vaccination clinical assessments to confirm the correct vaccination, obtain consent agreement and provide advice on any contra indications Address any concerns that may arise regarding the vaccine and contra-indications with patients. Review medical histories and address any potential adverse reaction risks; provide patients/carers/advocates (as appropriate and with agreed consent of the patient either in the form of legal power of attorney or direct patient consent to share) with information on what to do in the event of adverse reactions Assist with the planning processes for the day's activities: <ol style="list-style-type: none"> Confirmation and recording of required vaccine stocks, PPE and vaccine consumables Confirmation of availability for sanitisation materials and waste/clinical waste receptacles Confirm individual clinicians have the required equipment for their diary commitments Ensure risk assessments are completed for each home environment for vaccine preparation and delivery.

- Ensure vaccine, stationery and health promotion resources are available in immediate work area and monitored appropriately

Responsibilities for human resources (including training)

- Improve and maintain personal and professional development by participating in continuing professional development activities.
- Attend statutory and mandatory training in compliance with PHT requirements
- Have an awareness of Taurus/PCN policies and procedures that affect the management of staff
- Involved in the induction and supervision of new and existing staff.
- Ensure Covid-19 specific training matrix is completed and additional modules are completed as they are released.

Responsibilities for information resources (including systems access)

- Effectively use IT support systems to enhance direct and indirect care delivery
- Use of an electronic patient record system
- Submit accurate and timely activity data as required
- Taurus Healthcare requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the company and its service users and employees.
- All Taurus Healthcare staff are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.
- Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

- Assist with the reconstitution and delivery of the vaccine in line with Green Book requirements: vaccine, vaccine batch, staff member administering vaccination, date and site confirmation
- Ensure vaccine preparation (drawing-up, ensuring correct storage and providing pre-prepared syringes to immuniser)
- Assist and support the vaccination delivery (ensure national guidelines are respected regarding PPE, clinical and non-clinical waste, sanitisation)
- Ensure that the latest PPE guidance is followed.
- Work in partnership with patients and carers, gaining consent, and treating all with reassurance, empathy, professionalism and handling difficult conversations
- Coordinate the infection control and waste disposal, ensuring that all activities are adhered to the highest health & safety standards
- Ensure the correct observation of the patient's post-vaccination and offer any support they may need in case of adverse reactions

Behaviour / Ways of working / Work approach

- Manage and prioritise own workload
- Work as an effective team member, demonstrate good personal communication skills and actively promote excellent team and interdisciplinary relationships
- Demonstrate appropriate assertiveness and ability to challenge others when the rights of patients may be affected.
- Display good analytical ability and sound decision making in changing clinical situations.
- Demonstrate concise, accurate, timely record keeping and ensure that all work carried out is recorded accurately
- Provide skilled, evidence-based care which adheres to agreed policies and procedures

Patient Safety and Clinical Governance

- All Information obtained or held during the post-holder's period of employment that relates to the business of the company and its service users and employees will remain the property of the Taurus Healthcare. Information may be subject to disclosure under legislation at the Company's discretion and in line with national rules on exemption.
- Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Company taking legal action against them.
- description

Freedom to act

- To make judgements and decisions within the confines of own professional code of conduct boundaries and within national and trust guidelines/policies for self and report to the Roving Vaccination Service Lead
- Work independently with some supervision

Physical effort

- Manual handling of equipment (e.g. records, vaccination equipment)
- Frequent requirement to exert moderate physical effort (walking, standing up)
- Sit moderate periods in the office when using visual Display Units / writing records / correspondence
- Lift and carry patient records and equipment daily

Mental effort

- Frequent requirement for intense concentration (drawing-up, patient assessment and observation)
- Work pattern altering to meet service need and prioritising work issues accordingly with changes faced

- Use clinical judgement and risk assessments to keep the patients as safe as possible
- Follow the centre and national policies including Patient Group Directions (PGD's) and national protocols or standard operating procedures (SOPs) are followed. These include SOPs on the safe storage, administration and disposal of the vaccine.
- Assist in the monitoring and maintenance of the health, safety and security of self and others in work area. Assist in the identification and assessment risks in work activities.
- Practise in accordance with the professional, ethical and legal codes of the site and its protocols and guidelines
- Work with team to maintain high standards of infection control in the clinical area and a well-maintained department environment
- Actively promote diversity and sustain relationships that promote dignity, rights and responsibilities. Identify and take action to address discrimination and oppression
- Ensure that the practice complies with Data Protection/ Confidentiality/ Caldicott principles in addition to Statutory and Regulatory guidelines of the Professional Bodies (NMC, GPhC, HCPC and others)
- Safeguard people by recognising and responding when an adult or child might be at risk from abuse but also recognising their own limits and asking for help and escalate concerns when necessary
- Reflect on everyday practice to identify areas where improvements in safety or quality can be made
- Maintain compliance with staff mandatory training requirements and additional Covid-19 training packages as directed by the Service Lead which will require vigilance to ensure all changes are complied with e.g. vaccine specific training for new vaccines.

Emotional effort

- Occasional need to cope with difficult emotional situations
- Occasional exposure to aggressive patients and/family members

Person specification

Criteria		Essential	Desirable	Evidence*
Qualifications	Educated to degree level (level 5) in relevant subject or equivalent level of experience of working at a similar level in specialist area Registered Health Care Professional e.g. NMC for nurses, GPhC for pharmacists Current immunisation training / update or willingness to undertake	√ √ √		A/I
Knowledge and experience	Specialist knowledge in a relevant subject to post graduate level Previous experience in similar clinical role Knowledge of immunisation schedules in accordance with national recommendations Experience of working as part of a multi-disciplinary team Practical skills and knowledge of cold chain procedures and medicines management Working knowledge and literate with computer skills to use of word document, internet access and email correspondence and electronic record keeping. Evidence of continuous personal and professional development and willingness to commit to ongoing CPD	√ √ √ √ √	√	A/I
Skills Capabilities & Attributes	Clear communicator with excellent oral, writing, and presentation skills. Effective skills in communicating complex and sensitive information and in difficult situations, requiring empathy, reassurance, persuasion and influence	√ √		A/I

	<p>Skills for nurturing key relationships and maintaining networks</p> <p>Problem solving skills and ability to respond to sudden unexpected demands</p> <p>Independent thinker with demonstrated good judgement, problem-solving and analytical skills</p> <p>Able to work on own initiative, organising and prioritising own workloads to changing and often tight deadlines</p> <p>An ability to maintain confidentiality and trust</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p>	
Values and Behaviours	<p>Commitment to and focused on quality, promotes high standards in all they do</p> <p>Flexible approach to work and ability to cope with uncertainty and change</p> <p>Values diversity and difference, operates with integrity and openness</p> <p>Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others</p> <p>Actively develops themselves and supports others to do the same</p> <p>Ability to work in a variety of settings</p> <p>Understanding of and commitment to equality of opportunity and good working relationships</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		A/I

* Evidence will take place with reference to the following information:

A	Application form
I	Interview
T	Test or Assessment
C	Certificate