Bone Health Nurse

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| Job title: | Bone Health Nurse |
| Department: | Bone Health |
| Location: | Oldham Integrated Care Centre |
| Reporting to: (job title only) | Fracture Liaison Nurse and Infection Control Lead |
| Direct reports: (job title only) | None |
| Accountable to: (where applicable) | Lead Nurse |
| Responsible to:(where applicable) |  |
| Job purpose: | This is a challenging, stimulating and rewarding post working as part of a dynamic multidisciplinary team within the bone health service. The post holder will assess patients for bone health treatments, completing drug education and screening for these treatments and referring for necessary examinations such as DEXA scans. Patients will be assessed in face to face and telephone clinics, as well as home visits when required. In addition, you will be involved in data collection for the National Fracture Liaison Service Database. Pennine MSK Partnership is commissioned by Oldham Integrated Care Systems (ICS) to provide rheumatology care (including FLS and bone health), orthopaedics to the point of listing and persistent pain services to the people of Oldham. The post holder will be based at the Integrated Care Centre in Oldham and work within the bone health service.  |
| Role and Responsibilities: | **Knowledge, Skills & Experience*** Be a registered general nurse.
* Work within all Pennine MSK clinical pathways and adhere to all Pennine MSK’s clinical policies, PGD’s and procedures.
* Practice as an autonomous practitioner, demonstrating clinical competence and utilizing specialized knowledge and skills to plan, deliver and evaluate programs of care for patients within the bone health service.
* Have the ability to make clinical decisions within guidelines on the management, treatment and care of patients with the bone health service.
* Be responsible for a caseload of complex patients, with the aim of delivering the best possible outcome.
* Work with patients and voluntary organisations to promote self-management.
* Employ advanced communication skills to communicate complex, sensitive, and challenging information to patients and their families in ways that convey empathy and facilitate shared clinical decision making and motivational interviewing.

**Clinical**The post holder will:* Develop their practice demonstrating clinical competence and utilize knowledge and skills in the assessment and management of patients within the bone health service.
* Safely administer prescribed drugs for the treatment of osteoporosis.
* Make appropriate referrals to other health care professionals and outside agencies when required including liaising with home care companies.
* Order and interpret investigations as and when appropriate, including DEXA scans and blood tests.
* Provide outpatient nurse led telephone and face to face clinics and home visits when required.
* Provide drug education and assess concordance of medications.
* Provide support and guidance for patients and other health care professionals via the bone health advice line.
* Input and update patient data onto the national FLS database.

**Professional Role**The post holder will:* Ensure evidence-based protocols and guidelines are in place, understood and are regularly updated to reflect developing practice.
* Promote and encourage innovative nursing practice to improve patient centred care.
* Provide information and advice to health care professionals demonstrating clinical knowledge, judgment, and decision-making.

**Education**The post holder will:* Be responsible for maintaining a personal professional profile and pursuing own professional development.
* Identify and respond to the learning needs of patients, health care professionals and teams across the organisation.
* Provide opportunity for observation of therapeutic interaction within the clinical setting for medical students and AHP students.
* Provide individual and group education sessions for patients with Osteoporosis and their carers.

**Practice, Research and Service Development*** Participate in policy developments for the bone health service within Pennine MSK Partnership.
* Play a role in audit programmes and participate in research, including implementing change as part of the audit cycle.

**Team Working**The post holder will:* Promote multidisciplinary working and ensure good working relationships with all disciplines and grades of staff.
* Ensure personal performance and development reviewed at least annually by the utilisation of performance development plan.
* Ensure that the cohesive working of the team reflects evidence-based practice.

**Management**The post holder will:* Effectively use financial resources within area of responsibility.
* Contribute to the business planning process.
* Ensure there is effective communication and information within sphere of responsibility, across Pennine MSK Partnership and with other agencies.

**Equality Diversity & Inclusion (EDI)**We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do.  Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal with all internal and external stakeholders. * Be aware of the impact of your behaviour on others.
* Ensure that others are treated with fairness, dignity, and respect.
* Maintain and develop your knowledge about what EDI is and why it is important.
* Be prepared to challenge bias, discrimination, and prejudice when possible, and raise with your manager, the EDI & Sustainability team, or the Freedom to Speak Up Guardians.
* Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination, or prejudice.
* Be prepared to speak up for others if you witness bias, discrimination, or prejudice.
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| Role and Responsibilities: | **Safeguarding**Pennine MSK is committed to safeguarding and promoting the welfare of adults at risk and children; enabling them to live free from harm, abuse and neglect.  * All our employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with and adherence to our Safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.

 * You must be aware of your responsibilities and adhere to Local Safeguarding Children’s Board and Local Safeguarding Adult Board Procedures for Safeguarding and Protecting Children which are available on our shared drive. It is the responsibility of all staff to report any concerns and who to contact within the service for further help and guidance (Andy Swan is the service Safeguarding and Prevent Lead).
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## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * First level registered nurse
* Evidence of continuing professional development
 | * Relevant degree
* Evidence of relevant experience
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| **Experience** | * At least 2 years post registration
* Awareness of clinical governance issues and initiatives
* Is aware of the ethical and legal issues involved in enhanced nursing roles
* Detailed knowledge of Nursing & Midwifery code of conduct and profession practice and scope of practice
 | * Has experience of writing policies, protocols and guidelines
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| **Skills/knowledge** | * Good written and oral communication skills
* Computer literacy
* Knowledge of disease assessment tools and evaluation skills
* Manage own time effectively
* Use information effectively in decision-making
* Good motivator of people
* Problem solving ability
* Good organisational skills
* Ability to undertake audit and research effectively and apply to practice
 | * Understanding of drugs used in the management of patients with Osteoporosis.
* Speaks another language
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| **Personal competencies and qualities** | * Diplomatic – sensitive to the needs of colleagues and employers.
* Ability to manage own workload and work independently when needed.
* Ability to work under pressure
* Proactive, team orientated but is also able to work well on own
* Should demonstrate self-confidence and be self -motivated
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# Version Control

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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