

## **Parish Nurse**

### **Job Description and Personal Specification**

- Job title:** Parish Nurse
- Hours:** 22.5 – 30.0 hours/week (negotiable)
- Responsible to:** Lead Parish Nurse
- Accountable to:** Nursing and Midwifery Council (NMC)  
Spiritual supervisor  
Torch Trustees
- Linked with:** Parish Nursing Ministries UK (PNMUK)
- Job purpose:** To provide a parish nursing service that integrates spiritual, physical, psychological, emotional and social health to individuals and the local community, regardless of faith position, across two areas of deprivation in West Reading.

### **MAIN DUTIES AND RESPONSIBILITIES**

#### **Support Wholistic 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 health advice, support and spiritual care
- To deliver, or facilitate the delivery of, planned health support in clients' home, 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 or facilitate health screening opportunities for the local community in partnership with local churches and local agencies

- Where appropriate to attend local meetings of the health and social care professionals to ensure continuity of care
- To ensure parish 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 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 individuals' health needs
- To refer to health, social care, faith organisations and voluntary sector services as appropriate, to access the most suitable resources for holistic care
- Coordinate referrals with the activities of Torch

### **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 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 the volunteer recruitment process is carried out in line with the organisational Safeguarding Policy
- To lead health team meetings
- To provide supervision, support and annual reviews to the volunteer team

### **Integration of Faith and Health**

- To integrate faith and health in all activities and contacts, aiming to promote the understanding of the relationship between faith and health
- To pray with or for clients if requested and appropriate or, if preferred, to refer them to a faith group/leader of their choice
- To facilitate or assist with a service of home communion, as appropriate

### **Professional Management**

- To attend staff team meetings and regular one to one meeting with line manager
- To work as an autonomous and lone practitioner, ensuring adherence to the Torch systems for lone workers
- 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 Torch, any funders and PNMUK
- To manage the resources of the parish nursing service, including any financial resources, in line with professional standards
- To participate in annual development review with direct line manager
- To adhere to church and organisation policies and NMC requirements
- To promote safeguarding of children, young people and adults at risk in all parish nursing activities
- To ensure confidentiality and data protection processes are in place, and policies are always adhered to
- To maintain the Parish Nurse Accreditation Standards, annually reviewing these with the Regional Nurse Coordinator and line manager
- To take appropriate action in regard to any accident or incident occurring to a volunteer, client, staff member or visitor

### **Personal Development**

- To be aware of, and always act in accordance with, the Nursing and Midwifery Council Code of Professional Conduct
- To maintain current NMC registration
- To work only within the scope of knowledge and competence

- To maintain up-to-date knowledge and skills and undertake education in accordance with individual parish nurse and organisational needs
- To ensure own spiritual care needs are met
- To participate in regular spiritual supervision
- To attend a PNMUK Community of Practice for professional supervision and support

The Equality Act 2010 Schedule 9 part 1(1-3) applies to this post. The post is restricted to practicing 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 postholder and line manager.*

## PERSON SPECIFICATION

### Job Title: Parish Nurse

Factors	Criteria	Assessment*
<b>Education/Qualification</b>		
<b>Essential</b>	Registered Nurse (Adult/Child/Mental Health/Learning Disability)	A/C
	Nursing and Midwifery Council Registration	A/C
	Evidence of post registration education and training	A/I A/I
	Completion of the PNMUK Preparation for Parish Nursing Practice Course or willingness to undertake this	A/I
	Regular member of a church of any Christian denomination	A/I
<b>Desirable</b>	Community Nursing/Specialist Practitioner Qualification	A/C A/I
	Some theological or discipleship training	A/I
<b>Experience</b>		
<b>Essential</b>	Experience of relevant specialty of nursing	A/I
	Experience of working with students	A/I
<b>Desirable</b>	Experience of working within Community Nursing	A/I
	Previous management experience	A/I
	Experience of teaching	A/I
	Experience in delivering health education	A/I
<b>Skills and Knowledge</b>		
<b>Essential</b>	High level of nursing expertise	A/I
	Leadership skills and the ability to motivate staff	A/I
	Ability to work independently and within a team	A/I
	Decision making skills	A/I
	Good communication skills	A/I/P
	IT skills	A
	Commitment to work within the Nursing and Midwifery Council Code of Professional Conduct	A/I
	Commitment to personal development	A/I
	Knowledge of safeguarding and its implementations	A/I

	Knowledge of Clinical Governance and its implementations	A/I
	Knowledge of the purpose and value of professional supervision and support of staff	A/I
	Understanding of, and commitment to, equal opportunities	A/I
<b>Desirable</b>		
<b>Other</b>		
<b>Essential</b>	Able to carry out the duties of the post with or without adaptations	I
	Full driving licence and access to a vehicle for work related travel	A/I
<b>Desirable</b>		
* Assessment will take place with reference to the following A – Application, I – Interview, P – Presentation, C Certificate		