



RUTLAND COUNTY COUNCIL

JOB DESCRIPTION

Position Title: Micare Nurse

Grade: Band 5/G06-SO2

Directorate: Adults & Health

Department: Community Care Services

Responsible to: Assistant Team Manager
For Clinical Supervision – Care Manager, Integrated Care
Coordinator (Registered Nurse)

Purpose of the Job:

Under the direction of the Assistant Team Manager, enhance the health and social care support for Micare service users and related duties in accordance with Rutland County Council and Service area policies, objectives and standard requirements.

To support the ongoing development and work with the neighbourhood and prevention agenda through building an MDT approach, where there is a strong emphasis on promoting individual's independence, enabling choice and control and preventing unnecessary hospital/care home admissions.

Provide clinical advice and support to The Micare Team where required and will deliver training around delegated healthcare tasks.

Build links with GP surgeries and the community nursing team to enable a holistic approach for individuals who use the service.

Main Responsibilities:

1. To provide clinical expertise to the MiCare social care team, and to be the lead responsibility for assessment, implementation and evaluation of programmes of nursing care, including prescriptions of treatment according to local and national nurse prescribing policy, for individuals that use the Micare service.
2. To maximise opportunities to work in integrated clinically effective ways and provide operational and clinical management to the skill mix within the Micare team. Specifically, training, delegation of health care tasks and the timely completion of CHC DST and fast track applications
3. To work in partnership with the Rutland primary care team and multi-agency partners to meet the integrated care needs of patients that fall within the parameters of the community nurse service. This involves liaising and communicating closely with



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other Community Nursing Services, the Micare team, patients/ carers / relatives, residential and nursing homes, other clinical services, social care services.

4. To manage assessment, planning, implementing and evaluating of nursing care given to individuals, groups of patient and their families, delegating responsibility to the Micare integrated care team when it is judged clinically appropriate.
5. To undertake continuing assessment, planning, implementing and evaluating of care given to individuals, groups of patients and their families. This may include injections, phlebotomy, IVs, catheters, dressings and prescribing for individual patients.
6. To be instrumental in the continued development and success of the new end of life pathway under the HCC dying well agenda
7. To be able to recognise safeguarding concerns and ensure an appropriate response is made following the multi-agency guidelines.
8. To attend staff meetings and training as required.
9. To respect the confidential nature of the work and protect personal information in accordance with data protection regulations and policies in place

Standard clauses:

To act in accordance with the principles set out in the Employee Code of Conduct and the Council's Values, recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.

Take reasonable care for your health and safety and that of other persons who may be affected by the performance of your duties. Where appropriate you will safeguard the health and safety of all persons and premises under your control and guidance in accordance with the provisions of Health and Safety legislation and Rutland County Council's and Directorate codes of practice and procedures. You will exercise proper care in handling, operating and safeguarding any equipment, vehicle or appliance provided, used or issued by the Council or provided or issued by a third party for individual or collective use in the performance of your duties.

This job description indicates the main areas of activity of this post. From time to time, however, other tasks/duties may be required but these will fall within the general areas of responsibility and grade of the post. Any changes which are of a permanent nature will, following consultation with you, be included in the job description in specific terms and will be formally issued to you.



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Behaviours and outcomes:

Work collaboratively across The Community Care Services to ensure a joined up, consistent service that adds value to people we support.

To be a role model for the One Council ethos and values.

Respond to pressure and change – flexible and adaptable to sustain performance.

Build and manage relationships, share knowledge and skills to deliver shared goals.

Actively support new initiatives and try different ways of doing things.

Working with the wider multidisciplinary team.

Supporting patients to remain at home and avoid hospital admission.

Promoting self-care and independence.

Dimensions:

Team Managed



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JOB REQUIREMENTS

QUALIFICATIONS/TRAINING/EDUCATION

| Essential | Method of Assessment * |
|--|------------------------|
| Registered Nurse Level 1 (Adult) or Student Nurse due to qualify in the next 4 months | A/I |
| Hold/be working towards an 'NMC approved' qualification or have a planned start date for this. | A/I |

| Desirable | Method of Assessment * |
|--|------------------------|
| Experience of working in the community | A/I |

EXPERIENCE/KNOWLEDGE

| Essential | Method of Assessment * |
|---|------------------------|
| Experience of working within a nursing team - either as a nursing student or qualified nurse. | A/I |
| Demonstrates effective communication and interpersonal skills | A/I |
| Demonstrates adaptability and flexibility dependent on work priorities. | A/I |
| Demonstrates a strong interest in providing patient centred care and patient education. | A/I |

| Desirable | Method of Assessment * |
|--|------------------------|
| Understanding of confidentiality and data protection. | A/I |
| Understanding of the service and the different pathways – Reablement, SafetyNet End of Life, Crisis Response, Discharge to Assess, Community to Assess Complex | A/I |

SKILLS



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| Essential | Method of Assessment * |
|---|------------------------|
| Good oral and written communication | A/I |
| Ability to deal with the public | A/I |
| Good interpersonal skills | A/I |
| Committed team member | A/I |
| Relate well with people at all levels | A/I |
| Tact and diplomacy | A/I |
| Flexible approach to work | A/I |
| Ability to work under pressure | A/I |
| Accurate data entry | A/I |
| Confidence to deliver delegated health care task training | A/I |

| Desirable | Method of Assessment * |
|---------------------------|------------------------|
| Ability to use initiative | A/I |
| Highly organised | A/I |
| Logical and adaptable | A/I |

EQUALITY AND DIVERSITY

| Essential | Method of Assessment * |
|--|------------------------|
| Able to recognise discrimination and be proactive in ensuring the Council's policy is put into practice. | A/I |

OTHER

| Essential | Method of Assessment * |
|--|------------------------|
| Flexible in working patterns to fulfil commitments of the role and team. | A/I |



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| Willingness and ability to visit other sites as and when required. | A/I |
| Hold a full UK driving licence and have access to a vehicle during working hours | A/D |

* **A = Application Form** **D = Documentary evidence** **I = Interview** **T = Test**

STRUCTURE

NOTE: These requirements must be reviewed each time this post becomes vacant. The reviewing manager must sign below. If changed, please submit both the original job description and amended job description to the Human Resources Department.

| DATE | CHANGE - YES/NO | PREPARED BY (Name & Position Title) |
|-----------|-----------------|---|
| July 2025 | New JD | Tammy Thurley – Community Care Services Senior Manager |
| | | |
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