

Lincolnshire Admiral Nurse Service

Key Messages and Frequently Asked Questions

Key Messages

In 2019 a countywide Admiral Nurse Service is being launched in Lincolnshire. The new service will provide specialist dementia support for families when times are difficult and challenging by providing expert guidance and practical solutions.

The new service is creating exciting job opportunities for nurses who would like professional development in dementia care and to work with neighbourhood teams, in the community and hospices.

The service is a two year pilot that is being jointly commissioned by LCC, Dementia UK and St Barnabas. The partnership will work together with key stakeholders to develop the service and support its implementation across the county.

FAQs

The Role

What is an Admiral Nurse?

Admiral Nurses are all qualified nurses with a professional specialism in dementia. Admiral Nurses provide specialist dementia support for families when times are challenging or difficult. By adopting a whole family approach Admiral Nurses work alongside people with dementia, families and carers to provide expert guidance and practical solutions that can be difficult to find elsewhere. They also provide education, leadership, development and support to other colleagues and service providers. The upskilling of colleagues allows the expertise of Admiral Nurses to reach beyond the families on their direct caseload.

What type of support does an Admiral Nurse provide?

Admiral Nurses can support families from the point of diagnosis through to post bereavement. Their clinical knowledge and skills help prevent crisis and build carers resilience which in turn supports families to maintain quality of life and a sense of control.

Admiral Nurses start with a comprehensive assessment of each family they work with, to get a full picture of where they need help. They then offer tailored and flexible support, from advising families on the medical aspects of dementia, such as psychosis, incontinence and sleep disturbance, to giving advice on improving family relationships that may be under stress. If someone with dementia has other physical health problems, Admiral Nurses can help manage these too.

Admiral Nurses can help co-ordinate a person's care, due to their understanding of the health and social care systems. They can advocate for families who might not know the best questions to ask, or who to ask them of, and can help families prepare for complicated processes such as continuing healthcare assessments or finding suitable long term care.

Key interventions include:

- ✓ Specialist holistic assessment and needs identification of families living with dementia. Both the person with dementia and carer will be assessed using the Dementia UK assessment framework
- ✓ Psychological support to help people with dementia and their families understand and deal with their feelings, thoughts and emotions
- ✓ Provide appropriate level of information at the right time and in a way that can be easily understood
- ✓ Practical advice and strategies aimed at preventing and managing situations that can arise after a dementia diagnosis
- ✓ Therapeutic and educational interventions to help empower families and support them to live more positively with the person with dementia
- ✓ Collaboration with professionals and organisations to ensure families receive coordinated support
- ✓ Care management and navigation
- ✓ Where an admission is clinically unavoidable the Admiral Nurse will ensure a smooth transfer of care, laying the foundations for personalised care and support planning

What sets Admiral Nurses apart from other professionals?

Admiral Nurses fulfil a specific, and unique, role in the dementia pathway. They specialise in the case management of families who are dealing with the complexities of caring for a person with dementia, working alongside other professionals who provide bespoke guidance and generic information and advice to families.

Admiral Nurses go beyond advice, offering the most comprehensive, specialist, expert service in the UK for families living with the complexities of dementia.

Admiral Nurses focus on the family as a whole, including making sure carers have the support and skills they need. They equip carers with stress management techniques and coping strategies, and can help them to make contact with local respite services. They also provide specialist carer education and training.

Admiral Nurses offer specialist one-to-one support, expert guidance and practical solutions to support the entire family. Admiral Nurses work together with families and other health and social care services, using their experience and expertise to foresee and avoid crises. They also work alongside other professionals in the dementia care pathway, sharing best practice. Their way of working is proven to deliver vital cost savings to health services and better outcomes for people living with dementia.

What are the key duties for the role?

Admiral Nurses have the expertise to:

- Conduct a specialist assessment with families who have complex needs, and devise a plan to address these
- Provide psychological support to help people with dementia and their families cope
- Give families practical advice and strategies for preventing and managing difficult situations
- Manage and coordinate care, when required
- Work together with families using therapeutic and educational interventions

- Work in liaison with other professionals and organisations to make sure that families obtain co-ordinated support

Who can access the service?

The service will be available to people with dementia and their family carers with complex needs who are registered with a GP practice in the following CCGs:

- Lincolnshire West CCG
- Lincolnshire East CCG
- South West Lincolnshire CCG
- South Lincolnshire CCG

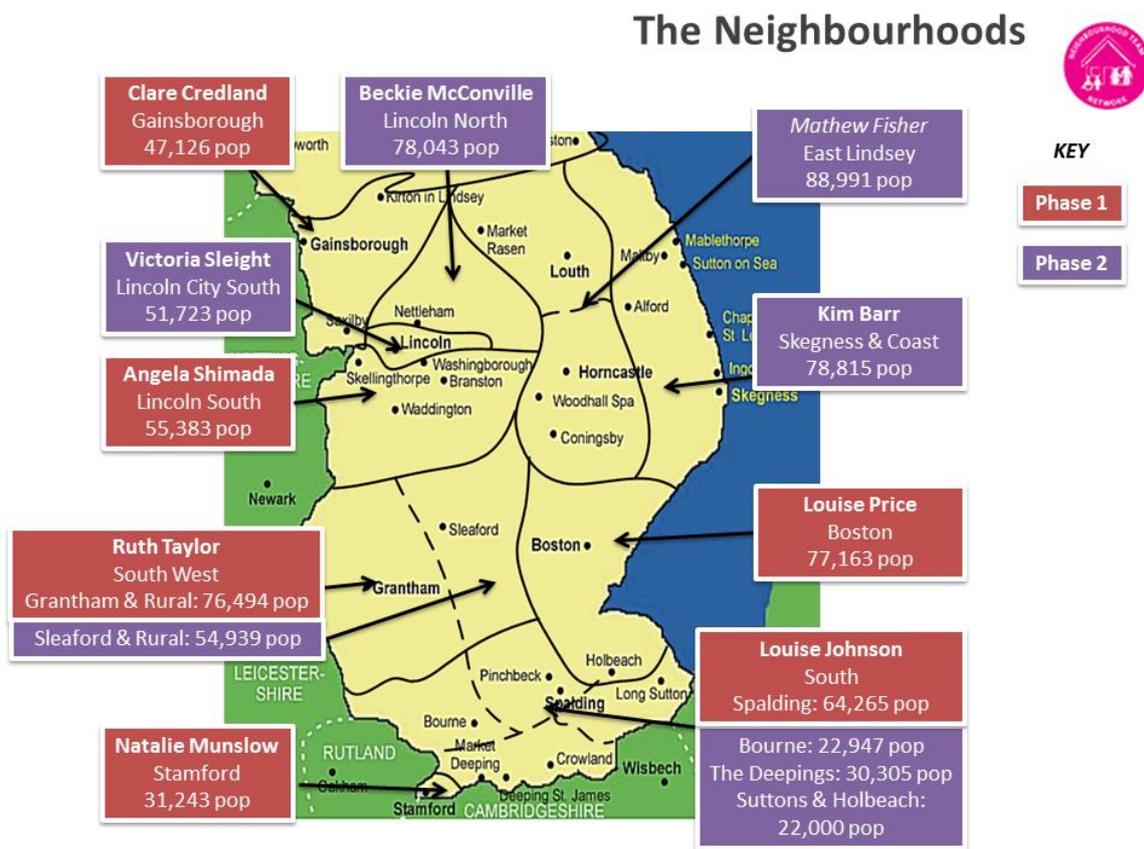
Family carers of people with dementia will be able to access support if they are out of the county as long as the PWD has ordinary residence in Lincolnshire.

How can people access the service?

Health or social care professionals within the Neighbourhood Team will be able to refer to the Admiral Nurse service; hospice staff will also be able to refer to the team. Referrals will be accepted based on clinical judgment of the Admiral Nurse Team Lead.

Referral pathways will also be established with the Lincolnshire Carers Service and Dementia Family Support Service.

Lincolnshire's Neighbourhood Teams



How much travel will I have to do as part of the role?

The Admiral Nurses will work across the community through the Neighbourhood teams, hot-desking from St Barnabas premises and other community healthcare premises as appropriate. Care and support will be delivered locally in the most appropriate care setting.

The Band 7 will lead the team and will be based primarily within the hospice (outreach as appropriate) and lead on clinical triage. Although the Admiral Nurses will work with the locality structure for the neighbourhood team's caseloads will need to be managed across the patch based upon needs and demand.

Recruitment

How many vacancies are there?

There are six Admiral Nurse vacancies. We hope to recruit to the following posts, this also includes an administrator to support the team.

Role	WTE
Band 7 Admiral Nurse Clinical Lead	1.0
Band 6 Admiral Nurse	0.5 WTE
Band 3 Administrator	0.5 WTE

What salary are you recruiting to?

The Admiral Nurse posts will be offered at pay bands equivalent to NHS Agenda for Change as above.

When will the jobs go out to advert?

We hope to place the adverts w/c 7th Jan for 3 weeks.

Where will they be advertised?

The adverts will be placed on NHS jobs

How do I apply?

Please apply through the NHS jobs website

Have you set the interview dates? If yes, when are they?

We hope to interview week commencing 4th February 2019

Who will be on the interview panel?

The panel will include representatives from the partner organisations involved in this project. This will be up to 4 panel members and will be confirmed by letter if you are invited to interview.

What skills and knowledge does the role require?

We are seeking registered nurses who have clinical experience of working with people with dementia and their families in a range of settings including the community.

How much experience are you looking for?

For the Team Leader role we are seeking a practitioner has experience of service development and managing staff.

All roles require experience of working collaboratively with multidisciplinary teams.

Employment

Who will be my employer?

St Barnabas Hospice

What terms and conditions will I have?

These are comparable with Agenda for change.

St Barnabas Hospice is able to support NHS Pension Payments – however St Barnabas does also have an alternative occupational pension provision if required.

Band 7 equivalent D8 (£33,549) - F4 (£43,459)

Band 6 equivalent C9 (£27,933) – E3 (£36,378)

Band 3 equivalent B2 (£17,810) – B8 (£20,306)

Annual Leave = 28 days + Bank Holidays.

Please see attached sheet for other Benefits associated with working for St Barnabas Hospice.

Where will I be based?

St Barnabas Hospice has sites all across the county including Bourne, Stamford, Sleaford, Grantham, Spalding, Boston, Louth and Lincoln. A base will be allocated for the purposes of expenses.

However, there is an expectation that Admiral Nurses have the ability to work flexibly according to the needs of the caseload.

What happens after the two years?

The project partners are already working on plans to make this sustainable after two years. We can't offer a commitment at this stage but there is a will and ambition to extend the project beyond the pilot period.

Can I work part time?

There may be some room for negotiation on hours for suitable candidates, however please bear in mind that overall we do need to reach the full staffing establishment.

What will my hours be?

The Admiral Nurse service will be operational; Monday to Friday 9-5pm. However, there will need to be an element of flexible working to meet the needs of carers and therefore nurses may need to arrange to meet carers outside these hours and management support will be available to enable them to do this safely.

Professional Development

What training will I receive?

St Barnabas Hospice will provide a local induction to all new staff members. In addition you will benefit from regular clinical supervision, professional and practice development and links with other Admiral Nurses both regionally and nationally. This is provided by Dementia UK to enable you to be at the forefront of dementia care.

This will include:

- Three day induction covering the Admiral Nurse role and introducing the Admiral Nurse Assessment Framework and Competency Framework
- Monthly clinical supervision with other Admiral Nurses from across the region with a clinical supervisor
- Monthly professional development on topics such as anticipatory grief, atypical dementias and advance care planning
- Regular master classes
- Membership of Community of Practice
- A yearly Admiral Nurse Forum, bringing together Admiral Nurses from throughout the UK
- Masters module in Admiral Nurse competency, offered in partnership with the University of Worcester
- Use of 'PebblePad' – a bespoke Admiral Nursing tool to demonstrate competencies and capture evidence to inform the revalidation process
- Support with service development, evaluation and monitoring, as well as the opportunity to work with Dementia UK on producing and publishing research, reports and papers