

JOB DESCRIPTION

JOB TITLE	Registered Nurse
REPORTING TO	Insert Job Title, not employee name
RESPONSIBLE FOR/JOB PURPOSE	<p>Instrumental in supporting staff teams in the service on integrating the philosophy of enablement and rehabilitation into everyday care routines concentrating on individual strengths.</p> <p>Responsible for the management and promotion of individual and group meaningful activities, whilst promoting person centred with emphasis at all times on independence, individuality, rights, choice, privacy and fulfilment.</p>

DUTIES AND RESPONSIBILITIES

- Maintain and provide a homely environment for the people we support ensuring that the highest standard of person centred support is delivered at all times and that people support achieve their optimum level of independence and personhood.
- Promote self-care and independence, where appropriate and assist the person supported to be as independent as possible.
- Work as a member of the multi-disciplinary team ensuring effective communication with other team members, management and the person supported to promote person centred support.
- Demonstrate an individualised, person centred approach to nursing care and planning the support that a person may require. Assessing the health and nursing care needs of the people supported within the care environment. Developing, implementing and evaluating nursing care plans in partnership with the person supported, family and carers whilst working in close co-operation with other disciplines as required.
- Act as a keyworker to an allocated group of people supported.
- Observe, assess, monitor and evaluate the people we support's physical and mental health, taking action where necessary.
- Report to the service management any changes in the people supported and seek specialist advice where required (E.g. General Practitioner, Community Psychiatric Nurse, Speech and Language Therapy Team, Occupational Therapist, Physio, Tissue Viability Nurse)
- Adhere to both the NMC's and Community Integrated Care's code of practice.
- Carry out nursing procedures and treatments, where competent in accordance with best practice guidelines, clinical procedures and NICE guidelines.
- Supervise the team that directly report to them ensuring that support is delivered to people as planned, to a good standard, in accordance with policy and procedure.
- Maintain and develop professional expertise and knowledge in his or her specific field of nursing.

- Comply with all policies, procedures, clinical protocols, standards and guidelines based upon legislation, evidence based nursing practice and NMC guidelines for conduct and professional practice.
- Provide quality support to the people supported by the service in partnership with families and carers.
- Report to and liaises with the service management team.
- Ensure accurate record keeping in accordance with Community Integrated Care's and the NMC Guidelines
- Adhere to the local and national Safeguarding Vulnerable Adult policies and guidelines.
- Co-operate and work effectively with other professionals in the multi-disciplinary team and community services to ensure continuity of care.
- Adhere to the medicines management procedure and NMC standards for the safe keeping and administration of medication.
- Adhere to procedures and protocols on moving and positioning in line with current national and local legislation
- Contribute to the accuracy of statistical returns, ensuring required statistics are gathered accurately and returned appropriately as required.
- Be cost effective in the use of resources
- Co-operate fully with Community Integrated Care's health & safety arrangements, reporting accidents and incidents using the appropriate systems and initiating and completing all relevant documentation
- Monitors and evaluates standards of support and reports to management team.
- Accept responsibility for own professional development.
- Maintain an awareness of clinical and professional developments in nursing and participate in nursing research to enhance the support delivered.
- Attend staff meetings, training sessions and courses as required.
- Flexibility in working will be required to meet the needs of the service.

KEY REQUIREMENTS

Qualifications

- Currently a Registered Nurse Level 1 Adult (RN1, RNA, RGN) or a Registered Nurse Mental Health Level 1 (RN3, RNMH, RMN)
- Good GCSE standard of education or equivalent
- Degree in health related subject is desirable
- Diploma / Degree in Dementia is desirable
- Social Care / Management Qualifications is desirable

Experience

- Experience in managing small teams of staff is desirable
- Experience in dealing with conflict and or change is desirable

Skills / Abilities

- Demonstrate a commitment to delivering the optimum standard of person centred support
- Skilled in assessing, implementing and evaluating nursing care
- Good interpersonal skills and good, clear verbal communication skills
- Able to work well independently
- Able to keep clear and accurate written records
- Basic IT skills e.g. read and send email, type a word document
- Excellent organisational Skills
- Be willing to learn new things
- Positive and helpful attitude
- Be enthusiastic and have a good sense of humour
- Be honest and reliable
- Prepared to work flexibly to meet service needs
- Careful and diligent
- Adaptable to changing environments and self-motivated
- Committed to personal development and training
- Able to prioritise workload, take ownership through to completion

Knowledge

- Demonstrate an understanding of clinical governance including risk management and Audit
- Have knowledge of the practical and emotional support needs of both the person supported and their families
- Demonstrate an understanding of current professional issues and relevant research
- Knowledge of CQC and its remit within social care
- Knowledge and understanding of the Mental Capacity Act and Deprivation of Liberty Safeguarding protocols
- Knowledge and understanding of research principles is desirable

NB : This job description is not intended to be an exhaustive list of duties and responsibilities, but to give an indication of the main areas of activity and involvement.

This Job Description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Charity and its services, as well as the personal development needs of the post holder.