

JOB DESCRIPTION

JOB TITLE: Registered Nurse

RESPONSIBLE TO: Clinical Nurse Manager

LOCATION: Applicable home

Exemplar Health Care Values:

- Our enthusiasm
- Our perseverance
- Our willingness to challenge
- Our desire to improve the lives of others

We provide specialist nurse-led care for adults with complex needs arising from enduring mental ill-health, neuro-disability, profound learning disability and autism, brain injury and stroke.

Our mission is to make every day better for every one we care for and work with. At Exemplar, we enhance the lives of our services users, families and staff by providing everyone with the opportunity to develop, grow and reach their potential - irrespective of health or ability.

Key Objectives

- To monitor, plan and deliver skilled and compassionate nursing care of the highest quality
- To identify and address the health and social care needs of our service users
- To lead a staff team and delegate appropriately ensuring the highest standards of care delivery
- Adhere to the Registered Nurse Charter

Key Skills

- Registered Nursing Qualification with current registration
- Excellent interpersonal skills
- Excellent communication skills verbal and written
- Good leadership skills
- Good command of Word, Excel and Outlook

KEY RESPONSIBILITIES

Clinical Practice & Leadership

- Carry out the assessment of care needs of the service user and plan and implement appropriate care in consultation with the service user, their relatives (where appropriate) and the wider care team

- Continuously evaluate the quality of care delivery and regularly update support plans where required, including recreational activity
- Provide care for service users on a daily basis, undertaking direct nursing and general care, as required.
- Administer and order medicines in accordance with the service users' needs and the company's policies and procedures.
- Take clinical lead with regard to service user issues.
- Liaise with service users GPs and other healthcare professionals such as occupational therapists, physiotherapists, dietician, SALT etc.
- Work within the NMC Code.
- Enable service users to receive appropriate religious, cultural, emotional and psychological support.
- Be aware of, and work within the CQC fundamental standards.

Communication

- Initiate important conversations with service users and their families.
- Facilitate meetings with service users and their families.
- Demonstrate the use of pacing, appropriate language, summarising, reflecting back, clarifying and challenging.
- Demonstrate effective communication skills.
- Demonstrate concise, non-judgemental written skills.

Learning and Development

- Mentor new nursing staff and oversee clinical placements.
- Utilise both formal and informal methods to team both nursing and non-nursing staff
- Enable others through support and supervision to develop and apply their knowledge and skills in practice.
- Continually review own nursing practice to develop new skills and knowledge through relevant professional development training.

Management

- Co-ordinate the day to day management of the unit of responsibility including the deployment and delegation of duties to more junior staff, taking account of service user needs and staff expertise.
- Use time effectively, according to priority and need
- In the absence of senior staff, take responsibility for covering of staff absences and redeploying the workforce effectively.
- Act appropriately in the event of a fire or serious incident, assuming the lead role where required, in the absence of senior staff.
- Take responsibility for building good team relationships and managing any conflict.
- Report poor performance to the relevant person for appropriate action to be taken.
- Demonstrate an awareness of the home as a whole service, and the wider company, in particular the needs of other units.
- Share resources for the benefit of the home and the wider organisation.
- Assume responsibility for the nursing services provided by the home as required/directed (e.g. if appointed to role of duty nurse).

- Demonstrate appropriate management of resources.

Quality

- Support the introduction and maintenance of the company Quality Assurance Programme in own work area.
- Provide the required data and information to complete the Quality Assurance Programme.

Health and Safety

- Staff are required to take responsibility in all areas of work for safeguarding people at risk (both adults and children) from any form of abuse or neglect. When delivering care and support, staff are required to comply with the requirements of legislation relating to care in the UK, including the Care Act (2014) and Mental Capacity Act 2005, which incorporates the Deprivation of Liberty Safeguards (DoLS). In order to achieve this, all staff are required to read the company Safeguarding Policy and to participate in regular training updates and to incorporate preventative strategies into their work, as applicable.

Health and Safety

As an employee of Exemplar Health Care, the post holder has a duty under the Health and Safety at Work Act 1974, to:-

- Take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work.
- Co-operate with their employer to ensure compliance with Health and Safety legislation and the Health and Safety policies and procedures of the service, not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety, or welfare, in pursuance of any of the relevant statutory provisions.
- Recognise the personal right of the service user to positive risk taking in promoting their own recovery, working within identified guidelines.
- Have a general duty to take reasonable care for the health and safety of self and others who may be affected by their acts or omissions at work. All safety rules, regulations and codes of practice relating to the work area should be observed.
- Report all accidents, dangerous occurrences, incidents and hazards in line with company policy.
- Respect confidentiality relating to information gained through employment with the organisation and to ensure information is not disclosed to any unauthorised person/agency.

Conduct and Competency

- maintain confidentiality and a high professional standard in service user care at all times.
- act in accordance with the NMC Code of Conduct and other professional or legal frameworks
- follow company policies and procedures and maintain up-to-date skills and knowledge through participation in continuing practice development.

- respect the individuality, values, cultural and religious diversity of service users ensuring one's own practice is sensitive to these factors, and contributes to the provision of a culturally competent service.
- be alert to potential ethical dilemmas and sensitive situations, discussing these with colleagues, seeking guidance as necessary, and recognizing limits of own experience knowledge and competence.
- review and reflect on own practice and performance through effective use of supervision.
- keep a record of training and development activities for own revalidation.

This job description is not exhaustive and is subject to regular review and appropriate modification. The post holder may be required to undertake other relevant and appropriate duties as reasonably required.

I confirm I have read and understand this Job Description

Name of Post holder:

Signature:

Date:

* Exemplar Health Care is offering a £1500 welcome bonus to all new registered nurses and clinical professionals. The £1500 payment will be split over two instalments. £500 will be paid after induction training. £1000 will be paid after completion of a successful probation period. To qualify for the bonus applicants must apply directly to Exemplar.

* Also included in your employment package is FREE access to an account with RCNi, the online nursing resource designed specifically to meet the NMC's requirements. RCNi Learning is a valuable online training resource which has been designed to help you enhance your skills and meet personal CPD requirements for revalidation. This can be accessed on any device including smart phones and tablets allowing flexible learning. It is simple to use and incorporates multimedia to deepen your understanding. Modules include case studies, pre and post-tests and time-out exercises to create a rich learning environment.