

Registered Nurse

Job description and
person specification

Job title: Registered Nurse
Reports to: Unit Manager

Registered Nurse

Your role: making every day better for adults living with complex needs

As a Registered Nurse with Exemplar Health Care, you'll be at the forefront of supporting us to achieve our mission of making every day better for adults living with complex needs.

This is an extremely rewarding role. In it, you'll provide person-centred nursing care to support our service users to maximise their independence and live their best lives.

Supporting young adults with complex needs to live their best lives

Our service users are living with a range of complex needs arising from brain injuries, mental health conditions, neuro-disabilities, physical disabilities and spinal injuries. Some of our homes also support adults living with learning disabilities and/or autism.

Your role will involve assessing people's care needs, leading a small Care Team, ensuring safety for service users and colleagues and completing care plans.

You'll also be the named Nurse for up to three service users.

High staffing levels

Our homes have higher than average staffing levels compared to other care providers.

Our Nurse/Health Care Assistant ratio is amongst the best in the UK, with an average of six Health Care Assistants to every Nurse, on a ten bed unit. This gives you more time to spend with the people you support.

Small and friendly teams

As a Registered Nurse, you'll be empowered to really make a difference.

In this role, you'll work in the same team and with the same service users, to ensure continuity of care.

Our homes are relatively small in size, and your designated unit will typically support around ten service users.

This means that you'll have sufficient time to make a real difference to the lives of those in your care.

About Exemplar Health Care

Exemplar Health Care is a leading provider of specialist nursing care for adults living with a range of complex needs.

Our homes tend to specialise in supporting people with specific conditions and disabilities such as Huntington's disease, brain injuries, spinal injuries, mental health needs, learning disabilities or dementia.

Across all of our homes, one thing remains the same - our Registered Nurses play a vital role in empowering people to live their best lives!

Exemplar Health Care's mission

Our mission is to make *every day better* for the people we support and our colleagues.

Exemplar Health Care's vision

Our vision is that adults living with complex needs can access outstanding specialist care and support, in a community-based home that's close to their family and friends, and that's focused on their personal goals and outcomes.

Exemplar Health Care's values

Our values express what it's like to work at Exemplar Health Care and our colleagues should make them a part of everything that they do. We're looking for people whose personal values match our values of:

- fun
- integrity
- responsive
- success
- teamwork.

[Read more about our values here.](#)



The key responsibilities of a Registered Nurse

As a Registered Nurse with Exemplar Health Care, you'll provide the highest standards of nursing care for the service users in your home and empower them to live their best lives.

No two days will be the same – our service users are individuals and they deserve to be treated as such.

However, as a general guide, your responsibilities may involve the following.



Clinical responsibilities



Managing a shift



Maintaining standards of care



Clinical responsibilities

In this role, you'll provide the highest standards of nursing care for our service users by:

- providing professional, skilled and effective person-centred, evidence-based nursing care
- demonstrating that your practice is underpinned by clinical theory and based on a mix of therapeutic tools and intervention strategies
- acting as the named Nurse within a multi-disciplinary team
- developing collaborative needs-based care plans, through assessment, planning, implementation and evaluation
- safely administering medication following Exemplar Health Care's policies and procedures
- having a sound understanding of the Exemplar Quality Assurance framework (training provided)
- being actively involved the health and wellbeing of service users and colleagues
- working with service users and their loved ones to ensure efficient and effective
- being the Practice Supervisor/Assessor (Mentor) for clinical colleagues
- providing compassionate nursing care that's based on empathy, kindness, choice, respect and dignity
- managing situations when people may display, or are at risk of displaying, behaviours which challenge, and knowing when to ask for assistance/advice.



Managing a shift

In this role, you'll work as part of a multi-disciplinary team by:

- leading the wider Care Team to deliver high standards of nursing care according to Exemplar Health Care's policies, practices and clinical guidelines
- planning and prioritising your own workload and the workload of the wider Care Team, delegating appropriately to ensure the smooth running of the unit
- providing advice and learning to service users and colleagues in the home, as required
- recognising when service users and/or colleagues need additional support or training, identifying suitable learning opportunities and alerting the home's Management Team
- supporting and mentoring Trainee Nurses, Trainee Nursing Associates and other learners, as required
- promoting and maintaining communication across the multi-disciplinary team, both internal and external to the home
- contributing to colleague supervisions and supporting personal development plans
- ensuring that all equipment is maintained and reporting any faults immediately.



Maintaining standards of care

In this role, you'll ensure that your practice meets the required standards by:

- complying with all planned mandatory and non-mandatory training within Exemplar Health Care
- identifying training needs to keep your skills and knowledge up-to-date
- being familiar with and keeping up-to-date with the Fundamental Standards as set out in the Health and Social Care Act 2008 and Care Quality Commission (CQC) expectations for a safe, effective, caring, responsive and well-led service
- ensuring that your own practice complies with regulatory requirements for quality and safety
- working as an integral part of the team to ensure that the home meets CQC requirements, as well complying with Exemplar Health Care's governance framework.

Please note, you may be expected to work across other Exemplar Health Care homes as needs dictate.

This job description may be subject to review. You may be required to undertake other appropriate duties as reasonably required.

What we look for in our Registered Nurses



Our values

First and foremost, our Registered Nurses live and breathe our values of fun, integrity, responsive, success and teamwork.

Our first value is **fun**, and no matter what role you're in, we expect you to make life fun for our service users and your colleagues. Check out our [Facebook page](#) for all of the fun activities that we get up to!

You can read more about our values and what they mean on our website:

www.exemplarhc.com/careers/our-values.

If your values match ours, then we're off to a great start.

About you

Here are some of the characteristics that we look for in our Registered Nurses.

As a Registered Nurse you'll:

- lead by example and **live our values** on a daily basis
- be a good **role model**, able to motivate, coach, teach and/or support other colleagues within the remit of your role and experience
- treat all service users, colleagues and visitors with **dignity and respect**
- have a thorough understanding of **nursing care best practice** including infection prevention and control, personal hygiene, person-centred care planning and outcomes of care
- demonstrate a range of **clinical skills**
- have a good knowledge and experience of the **assessment, admission and discharge process**, including care planning
- have excellent written and verbal **communication skills**
- have good working **IT knowledge** and digital skills
- have detailed knowledge of the **Mental Capacity Act and Deprivation of Liberty Safeguards**, and work within the Codes of Practice
- have detailed knowledge of the Nursing and Midwifery Council's '**The Code**' and work within it at all times
- adhere to **uniform policy** at all times.

Working in a care home can sometimes be a challenging environment, so the ability to **think on your feet** and **remain focused and calm** in difficult situations is also important in this role.

Please refer to the person specification at the end of this document for a detailed breakdown of the required skills.

Qualifications and training

To apply for this role, you must have a first level nursing registration with a valid Nursing and Midwifery Council (NMC) PIN.

When you start, you'll do a four day welcome induction which covers mandatory and statutory training including moving and handling, safeguarding, person-centred care and infection prevention and control.

The welcome induction also includes Exemplar Positive Behaviour Support training with our Behaviour Support Team.

After that, you'll do our bespoke Registered Nurse induction in your home with the support of a buddy.

Throughout your employment, you'll have regular clinical supervisions and Performance Development Reviews (PDRs) with your Manager. During your PDR, you'll review your progress, celebrate your achievements, address any issues and identify your career aspirations.

There are lots of opportunities to continue your learning and progress in your career if you wish.

We ask that you:

- attend and complete your induction
- attend all planned training that Exemplar Health Care offers, including eLearning and face-to-face training
- continue to learn on-the-job, especially during your first few months with us
- attend your supervisions and Performance Development Reviews (PDRs) when invited by your Manager
- show a commitment to learning and keeping your skills and knowledge up-to-date.

Your career journey with Exemplar Health Care

Our career journey shows you all of the career development and progression opportunities available at Exemplar Health Care, including roles in our care homes and Central Services.

[Visit our career journey here.](#)

Person specification – Registered Nurse

Qualifications	Essential	Desirable	How assessed
First level Registered Nurse qualification	Y		Certificates
Training certificate or qualification		Y	Application, certificates
Post-qualification clinical training		Y	Application, certificates, interview
Skills	Essential	Desirable	How assessed
Employability skills			
Works under own initiative	Y		Application, interview
Excellent interpersonal skills	Y		Application, interview
Excellent written and verbal communication skills	Y		Application, interview
Demonstrates continuous improvement		Y	Application, interview
Team leadership skills, including mentoring and teaching others		Y	Application, interview
Working IT knowledge and digital skills	Y		Application, interview
Time management	Y		Application, interview
Nursing and clinical skills and knowledge			
Understanding of own professional and clinical limitations	Y		Application, interview
Person-centred care and care planning	Y		Application, interview
Assessment, admission and discharge process	Y		Application, interview
Experience of working with adults who display behaviours of concern		Y	Application, interview
Understanding of the NMC 'The Code'	Y		Application, interview
Detailed knowledge of the Mental Capacity Act and Deprivation of Liberty Safeguards, and the Codes of Practice	Y		Application, interview

Values, attitude and behaviours	Essential	Desirable	How assessed
Demonstrates the Exemplar Health Care values	Y		Application, interview
Flexible	Y		Application, interview
Can-do attitude	Y		Application, interview
Willingness to learn and develop	Y		Application, interview

Health and safety

As an employee of Exemplar Health Care, you have a duty under the Health and Safety at Work Act 1974, to:

- take reasonable care of your own health and safety and that of all other persons who may be affected by your acts or omissions at work
- co-operate with your employer to ensure compliance with health and safety legislation, policies and procedures
- observe and follow all health and safety rules, regulations and codes of practice
- recognise the rights of our service users to take risks to promote their own recovery
- 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
- 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 ensure information is not disclosed to any unauthorised person/agency.

Safeguarding

Exemplar Health Care is committed to safeguarding all children and vulnerable adults, and expects all colleagues and volunteers to share this commitment.

As an Exemplar Health Care employee, you have a duty to protect our residents and colleagues from any form of abuse or neglect.

When delivering care and support, colleagues are required to comply with the requirements of legislation relating to care in the UK, including the Care Act (2014), Mental Capacity Act 2005 and Deprivation of Liberty Safeguards (DoLS).

You'll learn more about safeguarding in your induction, but it might be helpful to do some research before you start working with us.

To comply with Exemplar Health Care's safeguarding children and adults policies, all colleagues (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults.

This requires you to:



- familiarise yourself, and comply with, local child protection procedures and protocols for promoting and safeguarding the welfare of children and young people
- familiarise yourself, and comply with, local multi-agency safeguarding vulnerable adults plans and procedures
- familiarise yourself, and comply with, protocols and systems for information sharing
- know how to report safeguarding concerns
- participate in required training and supervision
- comply with required professional boundaries and codes of conduct.

You'll learn more about safeguarding during your induction and will be shown all relevant policies and procedures.

Data protection

At all times, you must respect the confidentiality of information in line with the requirements of the UK Data Protection Act 2018 and the General Data Protection Regulation (GDPR) 2018.

This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisation's as instructed.

You'll learn more about data protection as relevant to your role, during your induction.

every day better



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