

Registered Nurse

Job description and person specification

Your role

As a Registered Nurse, you'll provide the highest standards of nursing care for the people living in the home you work in.

You'll support their needs and maximise their independence and opportunities, empowering them to lead fulfilling lives.

It's an extremely rewarding role.

You'll play a huge part in making *every day better* for adults living with 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.

As a Registered Nurse, you'll assess their care needs and lead a small care team on shift, making sure everyone's safe.

You'll also be the named Nurse for a number of individuals, building great relationships and trust.

The people we support are individuals – and we embrace that – so every day will be different.

That said, there are three key areas you'll be responsible for.

Clinical responsibilities

You'll provide the highest standards of nursing care by:

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

Managing a shift

You'll play a vital role in the multi-disciplinary team of health and care colleagues 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 both your own workload and that of the wider care team, delegating tasks appropriately to make sure the unit runs smoothly
- providing advice and learning to the people we support and colleagues in the home, as required
- recognising when individuals and/or colleagues need additional support or training, identifying suitable learning opportunities and sharing this information with 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 inside and outside the home
- contributing to colleague supervisions and supporting personal development plans.

Maintaining standards of care

You'll make sure your practice meets required standards by:

- attending all planned training at Exemplar Health Care
- identifying your own training needs to keep your skills and knowledge up-to-date
- understanding, and staying up to date with, the fundamental standards of the Health and Social Care Act 2008 and expectations of Care Quality Commission (CQC) for a safe, effective, caring, responsive and well-led service
- making sure your own practice complies with regulatory requirements for quality and safety.

General responsibilities

You'll also be responsible for:

- maintaining the positive reputation of the home
- making positive contributions to all quality and best practice measures/processes
- demonstrating a positive and proactive attitude toward developing new digital knowledge and skills
- ensuring that people's and the home's property is safe at all times, reporting any lost property
- building great relationships with families, friends and visitors, sharing compliments and escalating concerns when required
- reporting all compliments, feedback and complaints
- reporting any defects, damage, theft, breakages and hazards
- complying with company policies and procedures
- undertaking appropriate learning and development
- modelling the company values and expected behaviours
- acting in accordance with workplace legislation and requirements including health and safety, data protection and equality and diversity
- maintaining an awareness of your own wellbeing by recognising its importance, taking proactive steps to support and improve it, and effectively managing stress and anxiety to ensure safe, compassionate, and consistent care delivery
- participating in all employee engagement activities including team meetings and the annual colleague survey.

This job description may be reviewed. You also might need to carry out other appropriate duties as reasonably required.

Who you are

Naturally, you'll need the correct qualifications to work as a Registered Nurse at Exemplar Health Care. But we're looking for people with more than just the right training to be part of our team.

You'll show us that you:

- lead by example and live our values of fun, integrity, responsiveness, success and teamwork on a daily basis
- are a good role model, who can motivate, coach, teach and support colleagues
- treat all the people we support, 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 care outcomes
- have a range of clinical skills
- think on your feet and remain focused and calm in difficult situations
- understand the Mental Capacity Act and the Deprivation of Liberty Safeguards in detail, and work within the Codes of Practice
- understand the Nursing and Midwifery Council's 'The Code' in detail and work within it at all times
- have good knowledge and experience of the assessment, admission and discharge process, including care planning
- have excellent written and verbal communication skills
- have good IT knowledge and digital skills.

Our values – and yours

The values we hold tell you what it's like to work at Exemplar Health Care. It's important every team member makes them part of everything they do.

To be a successful Registered Nurse, you'll need to show us you share our values:



Each of these values is crucial.

Yet no matter your role, we expect you to make life fun for our people and your colleagues.

To understand more about what fun means to us and how we make it happen, take a look at what we're up to on our [Facebook page](#).

Your qualifications and training

You must have a first level nursing qualification with a valid Nursing and Midwifery Council (NMC) PIN to work as a Registered Nurse with Exemplar Health Care.

Beyond this, we'll give you the training and support you need for a successful and happy career with us.

Induction

Our welcome induction covers everything, from mandatory and statutory training to the things you need to know about the home you'll be part of.

You'll have training in key areas such as moving and handling, safeguarding, person-centred care, and infection prevention and control. Our Behaviour Support Team will also provide Exemplar Positive Behaviour Support training.

After that, you'll do a role-specific induction in your home, with the support of a buddy.

Ongoing learning

You'll have regular clinical supervisions and performance development reviews with your manager.

Together, we'll celebrate your achievements, address any issues, and look at your progress and career aspirations.

You'll be given plenty of opportunities to learn more and advance your career, if you wish.

We ask that you:

- attend and complete your induction
- take part in all planned training we offer, both eLearning and face-to-face
- continue to learn on the job, especially during your first few months with us
- go to your supervisions and performance development reviews when your manager invites you
- commit to learning and keep your skills and knowledge up to date.

Who we are

At Exemplar Health Care, we provide nursing care for adults living with a range of complex needs arising from dementia, neuro-disabilities (including brain injuries and Huntington's disease), mental health conditions and physical disabilities.

We also have a number of registered services to support people with a learning disability.

Exemplar Health Care has more than 50 care homes across the UK, where the people we support, their needs and their stories are all different.

Yet in all of our homes, one thing remains the same: our Health Care Assistants empower people to maximise their independence and live life to the fullest.



Our mission

To make *every day better* for the people we support, and our colleagues.



Our vision

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

Person specification

– Registered Nurse

	Essential	Desirable	How assessed
Qualifications			
First level Registered Nurse qualification	Y		Certificates
Training certificate or qualification		Y	Application, certificates
Post-qualification clinical training		Y	Application, certificates, interview
Employability skills			
Works on 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

	Essential	Desirable	How assessed
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 the Deprivation of Liberty Safeguards, and the Codes of Practice	Y		Application, interview
Understanding of own professional and clinical limitations	Y		Application, interview
Values, attitudes and behaviours			
Demonstrates the Exemplar Health Care values	Y		Application, interview
Flexible	Y		Application, interview

	Essential	Desirable	How assessed
Can-do attitude	Y		Application, interview
Willing to learn and develop	Y		Application, interview

If your application is successful, you'll be required to follow our data protection, health and safety, and safeguarding policies. Full training will be provided.

Health and safety

As an employee of Exemplar Health Care, you have a duty under the Health and Safety at Work etc. 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 the people we support 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, the Mental Capacity Act 2005 and the 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 policy and abuse and safeguarding policy, 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 organisations as instructed.

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