



JOB DESCRIPTION

ADMIRAL NURSE BAND 6

General Scope of the Post

To provide specialist nursing assessment, intervention, advice and support to OSJCT to enable the organisation to develop its capacity and skills in providing excellent care to residents with a dementia, whilst optimising their quality of life. This will include support to families, employees and working with external professionals as required.

Principle Duties

Clinical and Consultancy Work

- To provide and promote evidence based best practice for people with a dementia and their relatives within the context of evidence based relationship-centred care.
- To provide specialist consultation and support to Care Homes and enable them to develop their skills in the assessment of complex needs and the development of effective integrated, multi-disciplinary care plans and the evaluation of therapeutic interventions.
- To role model and advise on supporting people both to manage the loss and upheaval associated with going into a Care Home, recognising that the Care Home is a community where the quality of life of residents, families and staff are all crucial to improving practice.
- To advise and work with Activities Co-ordinators and staff teams to promote meaningful therapeutic activity and enable residents to maintain their sense of personal identity.
- To advise on, recommend and where necessary role model a range of effective interventions at the early stages of diagnosis and/or pre-diagnosis and throughout the resident's journey, paying attention to loss, transitions and changing relationships.
- To take responsibility for developing systems to enable employees to acquire skills and competencies in individual and group situations to understand and cope with challenging behaviours when supporting the person with a dementia.
- To advise on the provision of a range of psychological and social interventions to promote health and assist with the alleviation, prevention and management of stress, depression, delirium, anxiety and other mental health needs of residents.
- To rigorously evaluate the effectiveness of interventions, for example the benefits of cognitive stimulation therapy to residents.
- To undertake assessment visits to Care Homes as part of the Dementia and Well-being Accreditation Programme.
- To optimise relationships between and across employees, residents, family, friends and the wider local community, encouraging a sense of security, continuity, belonging, purpose, achievement and significance for all.
- To liaise with Consultants, GPs and primary health care practitioners, statutory and voluntary agencies regarding the best possible care for residents.
- To act as advocates for residents (with permission) to facilitate access to services and influence care provision.
- To ensure that care is delivered in accordance with Admiral Nurse Service standards and other relevant local and national dementia strategies, policies and procedures.

- In accordance with the OSJCT End of Life Care policy, ensure our Care Homes provide residents with opportunities to prepare for their death with the support of their families.

Development

- To work in conjunction with Dementia UK and the OSJCT Learning and Development Team to identify and meet the changing training needs of the care home workforce, particularly relating to quality of life and specialist dementia care.
- To advise on the development of new initiatives and improvements in dementia care within OSJCT, collaborating on professional, practice and service development plans to promote OSJCT and improve the overall quality of life of residents.
- To work with Operational Teams and HR staff to inform the recruitment and selections practices across OSJCT.
- To contribute to development of policies, procedures and protocols relevant to Admiral Nursing and the health and well being of the residents within OSJCT.
- To integrate into practice current knowledge of dementia and caring, informed by research and other forms of evidence.
- To take a lead in practice based evaluation, audit and research and to disseminate findings.
- To participate in and/or lead, conferences, seminars and workshops at all levels, maintaining and contributing to higher level educational programmes in dementia care and disseminating Admiral Nursing work.
- To make effective use of clinical supervision opportunities.
- To recognise the limits of own competency and professional boundaries and to make appropriate and timely referral in respect of residents needs.
- To organise own work effectively and work as part of larger team providing services across a large geographical area.
- To maintain a portfolio demonstrating fitness to practice as an Admiral Nurse.
- To take the lead in integrating Admiral Nurse Competency Framework into own and others practice, underpinning development of Admiral Nursing practice for self and others using personal development plans.
- To support the Admiral Nursing team to link their competency development with relevant nursing policy and registration guidelines for example NMC registration process and higher-level practice.
- To be aware of own development needs and to facilitate them to be met, thereby maintaining and developing clinical expertise and competency.
- To act as a clinical role model and contribute to the learning and development of others practice through mentorship and other evidence based means.
- To undertake relevant academic and professional development as indicated through the individual nurse's appraisal system.
- To ensure that all accidents, complaints untoward incidents and losses are fully recorded and investigated in accordance with OSJCT's policy and procedures and that opportunities for learning and development are optimised.

General Requirements

- Work with other OSJCT employees to implement and monitor quality improvement systems, participate in programmes designed to review, evaluate and improve systems, processes, policies, procedures in meeting quality improvement objectives in the dementia households
- Abide by and ensure all employees adhere to the Trust's Policies and Procedures and act in a professional manner at all times, to uphold the Trust's Code of Conduct.

- To act in a professional manner at all times and to uphold the Trust's Code of Conduct
- To maintain confidentiality at all times

Health and Safety

To be responsible for your own health and safety and that of anybody else who may be affected by your acts or omissions.

Confidentiality

All information relating to residents and staff gained through employment with OSJCT is confidential.

This Job Description will be subject to periodic review and amendment in accordance with the needs of OSJCT and Dementia UK

PERSON SPECIFICATION

ADMIRAL NURSE

ESSENTIAL		DESIRABLE	
<u>Qualifications</u> RMN/RGN and active on NMC register. Evidence of relevant academic and professional development and evidence of changing practice.	E1	Qualification in particular therapeutic approaches. Qualification in older person's mental health.	D1
<u>Experience</u> Experience of working with older people with mental health needs and their carers/supporters and representatives in different settings. Experience of at least two years working with persons with dementia and their supporters and carers. Experience in a variety of therapeutic approaches. Experience of coaching learners and developing learning environments. Experience of evaluation or audit.	E2	Previous experience as an Admiral Nurse or Community Mental Health Nurse for Older Persons. Experience of working with service users to develop practice. Experience of research or evaluation project design and implementation. Experience of project management.	D2
<u>General Aptitude</u> Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach which considers the needs of the whole person. Ability to build constructive relationships with warmth and empathy, using good communication skills.	E3		

<u>Motivation</u> Ability to learn through experience. Willingness to progress academically. Commitment to developing practice in self and others. Willingness to fully engage in Admiral Nursing competency development and implementation. Willingness and ability to travel across the Trust to provide support to Homes/Services.	E4		
<u>Knowledge</u> Up to date knowledge of carer's needs and caring experience. Detailed knowledge about dementia and how this can affect individual's day to day life, relationships and family and support networks. Knowledge of relevant national policy and practice initiatives. Some knowledge of research methods and methodologies.	E5	Knowledge and understanding of how dementia care fits within a palliative care model of practice.	D3
<u>Specific Skills</u> Has developed own facilitation skills. Experience of facilitating clinical supervision or similar. Familiarity with computers and some software packages and has experience of literature searching. Presentation and teaching skills.	E6	Understanding of competency frameworks and systematic practice development within healthcare cultures. Has written for publication or given presentations. Advanced group or individual counselling skills.	D4
<u>Interpersonal Skills</u> Regards team work as essential. Creativity and openness in own practice. Internal resilience.	E7		