

# Role Profile for Nurse

Job Title	<b>Nurse</b>
Reports to	Home Manager / Head of Care
General scope of post	To be responsible to the Home Manager for leading and managing the care team on the shift, work with the team to provide and ensure that a high standard of nursing, personal care and attention to individual resident. Adhering to the Trust Clinical Governance Policies and Guidance, promoting the philosophy of privacy, dignity, independence, choice, rights and fulfilment for all residents, within a policy of managed risk taking.
Key Accountabilities	<ul style="list-style-type: none"> <li>• To deliver and supervise the team to ensure effective delivery of personal care and well-being of the residents</li> <li>• Undertake all aspects of nursing care, including advanced clinical skills where the appropriate training and supervision have been obtained</li> <li>• The day to day management of the team during the course of a shift</li> <li>• Ensure that all medications, including controlled drugs, are ordered, stored, administered and disposed of in accordance with the Trust's Medicines Policy, NMC and CQC guidance on drug administration</li> <li>• Ensure that all care and nursing employees maintain written and electronic care records and Trust records in accordance with record keeping standards</li> <li>• Ensuring effective collaboration with GPs and the wider multidisciplinary team, including hospitals and outside agencies</li> <li>• Take responsibility and authority for identifying and resolving non-compliance or possible improvements including health and safety and other legislative and procedural requirements if found in consultation with the Home Manager</li> <li>• Understand responsibilities in relation to providing outstanding care, adhering to health and safety, food hygiene, fire precautions, emergency procedures, infection control and emergency aid and other Trust policies</li> <li>• Safeguard all people within the Home</li> <li>• Active participation in training to ensure personal development and to build knowledge and competence relative to the role</li> <li>• Work effectively in a team</li> <li>• To deliver and supervise the team to ensure effective delivery of personal care and well-being of the residents. Promote resident well-being by delivering, monitoring and re-evaluation of care needs in partnership with the resident, their key-carers and significant others</li> <li>• Rota management including the effective teaming of Carers, clear delegation and subsequent monitoring of tasks</li> <li>• Identifying training needs and participating in the planning and implementation of in-house training, including induction training for new employees</li> <li>• Accepting the need to take more senior responsibility up to and including the running of the Home when required.</li> <li>• Ensure residents are supported to make their own decisions in accordance with the mental Capacity Act. This will include ongoing assessment of capacity, gaining resident consent and supporting positive risk taking</li> </ul>

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Number of Direct Report	To have responsibility for the management and allocation of duties to care and support staff in the Home during the course of shift
Financial Responsibility	This role holds no financial responsibility
Knowledge, skills & Abilities	<p>RGN / RMN and currently registered with NMC</p> <p>Post Registration experience</p> <p>Evidence of Continuing Professional Development</p> <p>Educated to Diploma / Degree level (or working towards this)</p> <p>Must be able to demonstrate literacy and numeracy skills in the English language</p> <p>Good time management skills</p> <p>Good report writing and keyboard skills</p> <p>Experience of change management</p> <p>Knowledge of motivation skills.</p> <p>Ability to use initiative and lead a team.</p> <p>Problem solving ability</p> <p>Able to effectively manage personal and work related pressures.</p> <p>Able to work outside the normal established work pattern, when required at short notice.</p>

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## Person Specification

ESSENTIAL	DESIRABLE
<u>Qualifications</u> RGN / RMN and currently registered with NMC Post Registration experience Evidence of Continuing Professional Development Willing to work towards Facilitated Learning and Application in Practice Experience of working in an elderly care setting Teaching experience Must be able to demonstrate literacy and numeracy skills	Evidence of continuing professional development Educated to Diploma / Degree level or working towards this Managed a team of Nurses, Carers and home employees
<u>Experience &amp; Knowledge</u> Post registration experience Rigorous approach to care and planning Looks and pays attention to the emotional needs of residents	Experience of working in an elderly care setting Knowledge of regulatory framework relating to Care Homes Knowledge of care of the elderly, including an understanding of chronic disease management Previous teaching experience
<u>Skills</u> Good interpersonal and communication skills, both verbal and written Good time management skills Good report writing and keyboard skills	Experience of change management  Knowledge of motivation skills.
<u>Abilities</u> Ability to use initiative and lead a team Problem solving ability Able to effectively manage personal and work related pressures	Able to work outside the normal established work pattern, when required at short notice
<u>Other</u> Evidence of adherence to NMC Code of Conduct by undertaking continuing personal and professional development	Interest in research