



St Monica Trust

Registered Nurse Role Profile

Working as a Registered Nurse within a nursing care or dementia nursing care home is a very rewarding and challenging experience. During a shift you are responsible for the clinical care and well-being of residents within your unit. You have to make quick judgements and decisions, and are constantly using your clinical skills and knowledge to assess residents' conditions, acting at all times as an autonomous practitioner.

Role purpose:

To coordinate and ensure delivery of holistic evidence based person-centred care. Assess residents' needs, plan, implement, deliver and evaluate care maintaining well-being and dignity at all times.

Hours of work:

Required hours will be stated on the job advert and will vary according to our needs and sites.



Duties

1. Deliver and coordinate delivery of high quality, evidence based clinical and holistic care.
2. Act as role model to all care colleagues in the delivery of residents' well-being and care.
3. Practice within the guidance and legal framework of the Health and Social Care Act 2008 (Regulated Activities) Regulations, fundamental standards of quality and safety and NMC's Code and revalidation requirements.
4. Ensure that all Health and Safety legislation and St Monica Trust's policies including Safeguarding Adults, Infection Control, Medication and Confidentiality are adhered to at all times.
5. Performance and line manage appropriate care colleagues.

Main Tasks

Clinical duties and responsibilities:

1. Assess and monitor residents' clinical needs, including referral to medical/multi-disciplinary specialists as require, to enable care to be planned to meet residents needs.
2. Administer drugs and undertake clinical procedures, such as venepuncture, subcutaneous fluids, intravenous medication, catheterisation, wound care and PEG feeds (etc.), within St Monica Trust and legislative guidelines and evidence based practice.
3. Prepare for GP visit, join them on their rounds and document outcomes of visits.
4. Liaise regularly with pharmacists and oversee medication and clinical stock.
5. Make referrals to and liaise with internal specialists such as physiotherapists and external professionals and agencies such as specialist nurses, mental health in-reach teams etc.
6. Lead on complex clinical care needs – referring to colleagues and GP as appropriate.
7. Deliver and direct on end of life care, including liaising with palliative team.
8. Manage and direct during medical emergencies.
9. Support incident investigation and management, including slips, trips and falls.
10. Undertake 'trusted advisor' role in delivering nursing advice and guidance to residents, their family/friends and colleagues.

Well-being and person-centred care:

11. Deliver support and counselling to residents, their family and significant others. De-escalating issues where necessary.
12. Build relationships of trust with residents, family, significant others and care teams.
13. Maintain a positive working environment which supports the holistic care of individuals.
14. Liaise with catering team (and other St Monica Trust departments) to continually enhance residents' diet, health and well-being.
15. Liaise with the Trust's Volunteer Programme, supporting and encouraging volunteer opportunities within the activities programme and community events.
16. Liaise effectively with pastoral care team to address spiritual care needs of residents, particularly at end of life.



Leadership:

17. Lead and direct the care team (as appropriate to the service specification). Hold accountability of care of residents under the direction of the Care Home Manager and senior nurses.
18. Manage and respond to complaints or concerns.
19. Conduct return to work interviews following line reports' sickness absence (as appropriate to the care home's procedures).
20. Support and direct appropriate care colleagues in initiatives, listening to their feedback and ideas.
21. Undertake line reports' employee supervisions and appraisals – manage performance issues.
22. Maintain a full understanding of others' roles to encourage team working across the unit.
23. Refer clinical, care or staffing issues to appropriate channel when necessary.
24. Keep updated on knowledge and best practices.
25. Regularly review and reflect on clinical, administrative and other practices and recommend suggestions for improvement.

Administration and record keeping:

26. Manage the process of admissions and discharges.
27. Make and ensure residents meet appointments and transfers.
28. Undertake and review risk assessments.
29. Co-ordinate the development of care plans in partnership with residents, keep them updated, and ensure they are reviewed and evaluated regularly.
30. Deliver end of life care planning in full collaboration with resident and residents' family and significant others.
31. People management related paperwork and records.
32. Store information confidentially.
33. Ensure care colleagues report all appropriate incidents and near-misses.



Person specification		
The skills, knowledge, qualifications and experience listed here are requirements of the role and are assessed at different stages of our recruitment and selection process. Use this information to help you complete the 'further information' section of the application form.		
Qualifications	Essential	Desirable
Registered Nurse (adult level 2) with current NMC registration	✓	
Registered Nurse (adult level 1) with current NMC registration	✓	
Experience	Essential	Desirable
Ability to attend to personal care needs	✓	
Experience in social care with older people, disabled people, people with dementia, rehabilitation and short term care	✓	
Experience of working in a nursing home/hospital/ community services/ social care setting or working with older people.	✓	
Experience in quality assurance systems		✓
Experience of contributing to development of practice policies and procedures – assessment and review of internal practices		✓
Experience of performance managing team members		✓
Experience in undertaking risk assessments	✓	
Experience of writing or maintaining care plans/other documentation	✓	
Good practice in relation to Health and Safety, First Aid and Moving and Handling	✓	
Good food, safety and infection prevention and control practices	✓	
Knowledge	Essential	Desirable
Excellent working knowledge of relevant professional standards	✓	
Standards of records and record keeping	✓	
In depth understanding of the ageing process	✓	
Safeguarding of vulnerable adults	✓	
Health and Social Care Act 2008 (Regulated activities) regulations and fundamental standards of quality & safety	✓	
Additional information		
<ul style="list-style-type: none"> Duties must be carried out in compliance with St Monica Trust's Equal Opportunities Policy. This role profile contains the principal accountabilities relating to this post and does not describe in detail all the duties required to carry them out. There will from time to time be a variation of duties depending on residents' and units' needs. This post is exempt from the Rehabilitation of Offenders Act 1974 and this means that any criminal conviction, including spent convictions, must be made known at the time of the application. 		



HOW WE DELIVER BALANCED LEADERSHIP:



Inspiring people leader who:

Is positive in expectations of others
Expresses pride in team's achievements
Helps colleagues to feel valued
Spots people doing things well
Steps in promptly when sees others struggling
Give feedback in 'real time' – not after the event
Check that people know what they are doing and how to do it
Allow people to play to their strengths
Stretch people to do new things
Positively reinforce what people are good at



Responsible business person who:

Spends their time as if it was their money
Manages the Trust's money as if it were their own, is commercially minded
Looks for efficient ways to do things
Keeps promises
Is impatient for results but patient with people
Is discreet about confidential issues
Challenges clear ethical breaches
Creatively uses and re-uses resources
Is mindful of others time when working with them
Acts as an advocate for SMT



Entrepreneur in service provision who:

Puts residents and clients at the centre of all decisions
Creatively unblocks barriers to service delivery
Looks for ways to extend existing service provision
Gets the basics right every day
Challenges and questions boundaries to find a new way
Seeks the expert knowledge of others
Involves the right people at the right time in shaping new ideas
Respects different view points
Is honest about what can be achieved
Shows genuine concern for residents and clients