



JOB DESCRIPTION

Job Title	Nurse (RGN)
Accountable to	Support Manager
Location	Belong

KEY OBJECTIVES

- Ensure that nursing services provided meet with national and organisational standards and uphold the core values of Belong.
- Provide assessment for NVQ's in Health & Social Care Awards.
- Provide leadership, supervision and coaching to support worker team.
- Provide physical, emotional and social support for residents in a way which maintains and respects the privacy, dignity and lifestyle of the person receiving care and support.

SUPPORTING OBJECTIVES

Service Delivery

- Have an active role in the planning, developing and reviewing of services in partnership with the resident, enabling them to make choices whilst ensuring as much independence as possible to do things for themselves.
- Work closely with the Support Manager investigating and responding to complaints.
- Work to the principles identified in the Belong Nursing Strategy.
- Actively encourage customer feedback to evaluate and make recommendations to service provision.
- Record and evaluate health related risk assessments in partnership with residents, ensuring care and support packages are developed and reviewed with the individual.
- Help to develop and maintain friendships and relationships between the residents and others (including relatives) internal and external to the home, ensuring professionalism and confidentiality.
- Support and enable residents to understand and meet their emotional, racial, cultural, and religious needs and preferences whilst maintaining privacy, dignity, and respect at all times.
- Support residents to participate in looking after their household.
- Ensure that residents are enabled to express their choices and independence as a valued member of the household.
- Support residents in accessing a variety of educational and leisure activities in accordance with identified need.
- Assist in the management of medication systems and practices in accordance with NMC guidelines and Belong policies and procedures.
- Act as a key worker ensuring that individual residents have a care and support package which reflects their lifestyle and choices.
- Participate in review meetings in role as key worker.

Team participation

- Contribute positively as the lead nurse on shift to the effectiveness and efficiency of the household team as a visible and competent role model.
- Develop good working relationships with staff in the village and outside agencies.
- Ensure that the village is a safe place to live, work and visit following health & safety procedures.
- Inform the General Manager or Support Manager of any 'out of hours' problems.
- Participate in a flexible working team ensuring that household rotas reflect minimum staffing levels at all times.
- Carry out any other reasonable task as directed by the line manager.

Learning & Development

- Undertake learning and development opportunities that have a legal or organisational requirement.
- Keep up to date with best practice as part of an ongoing personal development plan.
- Act as an assessor for NVQ awards.
- Act as a mentor for any new staff as requested by the Support Manager.

PERSON SPECIFICATION

JOB TITLE Nurse (RGN)

FACTORS	ESSENTIAL	DESIRABLE
Skills & Abilities	<ul style="list-style-type: none">• Committed to the values of person centred care and a sound understanding of the needs of older people.• Active listening and verbal communication skills for effective interaction with residents, staff and external agencies.• The ability to effectively assess, plan and evaluate the care needs of older people.• Able to complete work tasks to deadlines and to a specified standard.• Ability to prioritise work.	<ul style="list-style-type: none">• Basic IT skills including e-mail; Internet and Microsoft Office applications.
Previous experience	<ul style="list-style-type: none">• Minimum of 2 years experience of working in a care setting.• Administration of medication.	<ul style="list-style-type: none">• Staff supervision.
Qualifications/ knowledge	<ul style="list-style-type: none">• Good nursing practice knowledge in relation to older people and evidence of continuous personal development.• Registered General Nurse	<ul style="list-style-type: none">• First Aid - 4 day.• Basic Food Hygiene.• Coaching award e.g. C25.• A1 Award.
Personal Qualities	<ul style="list-style-type: none">• Committed to the values of Person Centred Care.• A collaborative, participative team working style.• Flexible.• Demonstrate a caring manner and empathy towards older people.	
Special Requirements	<ul style="list-style-type: none">• Willing to travel to other CLS/BCS homes	<ul style="list-style-type: none">• Access to transport