

- Develop good working relationships with staff in the village, outside agencies and professionals.
- 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)/Clinical lead

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



JOB DESCRIPTION

Job Title:	Registered Nurse (RMN)
Accountable to:	Support Manager
Responsible for:	Providing clinical leadership to the RGN and Support Worker Teams.
Aim and focus:	To lead on the development of innovative dementia care practice in line with Belongs Values and Dementia Care Strategy

Main Duties and Responsibilities

Leadership and consultancy

- Provide hands on support to individuals and teams to role model best practice and innovate.
- Educate and empower staff to make sound clinical decisions which are well documented, recorded and communicated
- Lead on the development of person centred practice, act as a resource and provide specialist advice and support to nursing and support staff on all aspects of caring for the person with dementia
- Work closely with the Belong and local Area ELC Co-ordinator's to develop and implement good end of life care practice in accordance with the Gold Standards Framework
- Contribute to the Belong objectives by leading on initiatives to develop dementia practice by planning, implementing and evaluating developments in practice
- Develop and maintain contacts and collaborative working with relevant agencies such as GP's mental health teams, Memory Clinics, Psycho geriatricians, Alzheimer's Society etc
- Take responsibility for the day to day management of the registered service provision in the absence of the Support Manager and undertake any other reasonable task as directed
- Assist in the management of medication systems and practices in accordance with NMC guidance and Belong Policies and Procedures and ensure that residents receive their medication as prescribed
- Provide a range of psychosocial interventions to promote health and assist with the alleviation, prevention and management of stress, depression, anxiety and other mental health needs of residents
- Assist individuals and teams to develop strategies for responding in a person centred way to behaviours that they find challenging.

Service Design and Delivery

- Provide clinical judgment to plan, implement and evaluate care for residents with cognitive impairment as a consequence of dementia or acquired brain injury, acute mental health needs and those with enduring mental health problems who have complex physical, psychological, spiritual and social needs requiring skilled intervention strategies
- Liaise with residents and relatives to both access and provide information, and to assist them and the support teams in the formulation of life plans that seek to maximise the individual's capacity to function independently
- Facilitate and participate in formal and informal resident's life plan reviews and reflective evaluation and review of practice to ensure the desired Life Plan outcomes for residents are achieved
- Promote the rights, interests, needs and choices of service users and other interest groups in the planning, delivery and evaluation of care and services.

Learning and Development

- Take responsibility to ensure that supervisory and clinical skills are maintained and training/development undertaken that is relevant to the role and advances practice
- Maintain a Professional Personal Portfolio in keeping with PREP requirements
- Ensure NMC PIN/Registration is maintained
- Identify with the Support Manager areas for professional and managerial development and liaise with the Practice Development Facilitator suitable programmes of development activities for self and team development

- Be accountable for care delivered and act in accordance with the NMC Code of Professional Conduct for Nurses
- Actively participate in the process of clinical supervision and act as a clinical supervisor to support staff and as a mentor to new members of the nursing team
- Contribute to the review and updating of clinical procedures and policies and assist in the development of service standard and relevant competencies
- Be aware of own development needs and facilitate them to be met, thereby maintaining and developing clinical expertise and competency
- Recognise the limits of own competency and professional boundaries and make appropriate and timely referrals to other specialists, professionals and agencies both internally and externally to ensure the residents health and social care needs are met.

Research and Practice Development

- Contribute to an evidence based service, through regular review of the literature and application of new evidence to practice as agreed appropriate with the Practice Development Facilitator and Organisation Development Manager
- Integrate into practice current knowledge of dementia and caring, informed by research and other forms of evidence and help colleagues to implement this into their own practice
- Participate in/lead appropriate practice based evaluation, audit and research and disseminate findings.
- Participate in and/or lead formal training events such as in-house workshops and external conferences, seminars and workshops in dementia care to disseminate best practice and promoting Belong
- Facilitate consultation with residents and relatives about care and service delivery; to evaluate and provide feedback
- Act as a change agent and lead the implementation of new theory and practice in dementia care.
- Maintain up to date knowledge base of resources, service provision, policy context, new approaches, interventions and treatments in dementia care to influence the development of practice and the new service developments.

Team Participation and Development

- Be an active and encouraging member of the Belong Village Management Team, contributing to and/or leading team and household meetings to ensuring good communication, effective team working and resident participation.
- Assist in the induction and training of newly appointed members of the nursing and support teams, ensuring that Belong is a friendly, supportive, caring environment
- Take responsibility for ensuring that health and safety policies and procedures are adhered to and report non-compliance.
- Inform the General Manager or Support Manager of any 'out of hours' problems.
- Work flexibly to ensure that the households are appropriately supported and that a safe staffing level and/or skill mix is maintained at all times to meet the needs of residents.



PERSON SPECIFICATION

JOB TITLE **Nurse (RMN)**

FACTORS	ESSENTIAL	DESIRABLE
Education, Qualifications and Training	<ul style="list-style-type: none"> • RMN and active on NMC register. 	<ul style="list-style-type: none"> • Qualification(s) in particular therapeutic approaches. • Qualification in older person’s mental health or qualification in working in community settings.
Knowledge	<ul style="list-style-type: none"> • Up to date knowledge of developments in the field of dementia care. • Knowledge about dementia and how this can affect individual’s day to day life, relationships and family support. • Knowledge of relevant national policy and practice initiatives around older age, dementia and carers. • Understanding of loss and bereavement issues for carers of people with dementia. • Knowledge of a variety of evidence based therapeutic approaches for working with people with dementia. 	<ul style="list-style-type: none"> • Understanding of competency frameworks and systematic practice development within health and social care cultures.
Skills and aptitude	<ul style="list-style-type: none"> • Clearly developed values and beliefs base that underpin person centred practice and support the delivery of the Belong Brand Values.. • 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. • Regards team work as essential but is also able to work alone and manage high caseload. 	<ul style="list-style-type: none"> • Advanced group or individual counselling skills. • Familiarity with computers and some software packages and has experience of literature searching.

	<ul style="list-style-type: none"> • Evidence of adopting a reflective approach to learning through experience. • Evidence of transferring academic learning and development into practice. • Willingness to progress academically and an ability and commitment to developing own practice. • Willingness to fully engage in Admiral Nursing competency development and implementation to support the development of Dementia Care 'At Home' services. • Presentation, coaching and formal teaching skills. • Ability to write reports. • Ability to drive and access to a car. 	
Experience	<ul style="list-style-type: none"> • Experience of working with older people with mental health needs and their carers/supporters and representatives in different settings. • Experience of working with persons with dementia and their supporters and carers. • Experience of working with groups and individuals in different roles and settings. • Experience of facilitating clinical supervision. • Experience of coaching learners and delivering training workshops. 	<ul style="list-style-type: none"> • Previous experience as a Community Mental Health Nurse for Older People. • Experience of working with older people, carers and staff teams to develop practice. • Experience / involvement in developing new service developments.
Other attributes	<ul style="list-style-type: none"> • The job holder must be assessed by Occupational Health as having a level of fitness to carry out duties / tasks after reasonable adjustments under the terms of the Disability Discrimination Act 1995 have been made. 	