

JOB DESCRIPTION



JOB TITLE: Village Nurse

RESPONSIBLE TO: Lead Nurse/Support Manager

MAIN RESPONSIBILITIES

- Assist the Lead Nurse in providing leadership to the support worker team, to ensure that care and support is delivered safely, efficiently and effectively
- Provide person-centered nursing care and support to each customer, which meets national and organisational standards and the 'Compassion in Practice' 6C's
- Ensure that the core Belong values are translated into practice and high quality services are developed and maintained
- Provide physical, emotional and social support for customers in a way which encourages choice and independence and respects the privacy, dignity and lifestyle of each individual

SUPPORTING RESPONSIBILITIES

- Provide direction, guidance and support to members of each household team, including providing leadership in the absence of the Senior Support Worker
- Assist in establishing and maintaining a highly skilled and customer focused team
- Deputise for the Lead Nurse and Support Manager in their absence by taking overall responsibility for the registered nursing care provision and for overseeing the health, safety and well-being of residents
- Develop positive working relationships and collaborate with colleagues and external professionals to support the delivery and development of quality services
- Conduct regular i.e. at least three monthly performance reviews and annual appraisals with members of the household Senior Support Worker teams (as delegated by Lead Nurse/Support Manager)
- Contribute to the development, implementation and review of the nursing strategy to ensure that the services provided continue to meet the changing needs and aspirations of customers
- Ensure that each assessment of nursing need promotes independence, choice and positive risk taking
- Ensure each nursing resident has a life plan which accurately reflects their needs and wishes and that their (and/or their advocate) involvement is sought in the developing, monitoring and reviewing process
- Use clinical professional judgement when providing care and support, whilst recognising limits of own competency and professional boundaries
- Assist in the management of medication systems and practices in accordance with NMC guidelines and organisational policies and procedures
- Assist the Lead Nurse and Support Manager to ensure that household rotas are managed effectively to maintain adequate staffing levels and appropriate skill mix

GENERAL

- Identify own learning objectives and undertake development activities to maintain competence and enhance service provided
- Ensure that appropriate records are maintained in accordance with CQC and organisational requirements
- Ensure advice for best practice for nursing care is implemented in accordance with Belong standards, the NMC Code of Conduct and other relevant Department of Health documentation
- Monitor compliance with legislative requirements and organisation policies and procedures and take appropriate action to ensure any areas of non-compliance are addressed in an appropriate and timely manner
- Promote and ensure the good reputation of Belong
- Maintain confidentiality of information
- Ensure that Belong is a safe place to live and work, by following safe practices and responding to all emergencies as required
- Adhere to all policies and procedures
- Undertake any other tasks that may be reasonably assigned to the role

This job description indicates the main responsibilities and duties of the post and isn't an exhaustive list.

PERSON SPECIFICATION –		Essential	Desirable	Method
1	Demonstrates qualities to deliver belong vision and values appropriate to this level	✓		A/I
2	Communicates clearly and concisely using a range of methods to a variety of people with different needs and abilities	✓		A/I
3	Understands person-centred approaches and has a person centred focus at all times	✓		A/I
4	Priorities own work ensuring completed to the required standard and on time with limited supervision	✓		A/I
5	Demonstrates qualities to deliver Belong vision and values appropriate to this level	✓		A/I
6	A collaborative, participative and flexible team working style	✓		A/I
7	High standards for self and work practice and is a role model for best practice	✓		A/I
8	Good nursing practice knowledge in relation to older people and their needs	✓		A/I
9	Knowledge of relevant legislation and of nurses' responsibilities under the NMC Code of Practice	✓		A/I
10	Experience of supporting people in a care setting or clinical context	✓		A/I
11	Experience in care for people with dementia type conditions and/or functional mental health problems and/or end of life care		✓	A/I
12	Experience of compiling care plans, carrying out risk assessments and writing reports	✓		A/I
13	Experience of leading and motivating in any health and social care setting or context		✓	A/I
14	Registered General Nurse (RGN) or Registered Mental Health Nurse (RMN)	✓		A/C
15	Evidence of continuing professional development and willingness to update clinical skills	✓		A/C
16	Ability to work flexibly to oversee a 24 hour, 7 days a week nursing service	✓		A/I
17	Holds a current driving license and access to vehicle	✓		A

Key: Assessment Method – A= Application C = Certificate I = Interview T = Test