

JOB DESCRIPTION

POST: Registered Nurse

ACCOUNTABLE TO: Home Manager

JOB PURPOSE

The Registered Nurse is responsible for managing the delivery of care and nursing services through high standards of professional practice and staff management. The RN will provide strong clinical knowledge and leadership to ensure the highest standards are achieved in the delivery of care within the home including clinical care and dementia care.

KEY RESPONSIBILITIES

1. Provide direction, support and supervision to care, catering, and domestic staff (including agency staff) and ensure allocated tasks are performed by the designated member of staff in accordance with policies and procedures.
2. Ensure the care needs of residents are met in line with individual care plans, assessed need, and the policies of Care South.
3. Administer medication as prescribed by the GP/Consultant and in line with Company policies and procedures and NMC and NICE guidelines.
4. Ensure storage of medications are in line with company policies and procedures.
5. Ensure risk assessments are completed within the home and safe working practices are being followed.
6. Ensure equipment and environment is safe within the home.
7. Ensure that all care given is within the NMC codes of practice.
8. Ensure confidentiality in respect of residents.
9. Liaise with GPs, social workers, district nurses, and other professionals as required to ensure outstanding care for the residents is maintained..
10. Ensure appropriate records are maintained in line with CQC requirements and agreed procedures.
11. Provide encouragement and support to enable residents to remain as independent as possible, and inspiring other members of staff to do the same.
12. To actively engage with residents in conversation and meaningful occupation related to their lifestyle choices at a level and pace that values the individual and respects their dignity and communication differences.

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13. To respond in a timely way to residents who are distressed (calling out, calling for help, knocking or making noises that suggest the need for support) or seek assistance if you feel unable to respond appropriately.
 14. Ensure arrangements are made for the reception of residents, relatives and visitors.
 15. Contribute to the assessment of individual residents' needs and the preparation and review of care plans and ensure these individual needs are met by care staff.
 16. Ensure that fire precautions, infection control and health and safety procedures, including moving and handling are adhered to by all staff.
 17. Provide induction, appraisals and supervisions to nominated members of staff, reviewing work performance and identifying individual training needs.
 18. When working as the Duty Manager, hold responsibility for the safety and security of residents, staff and the home, including preparing reports on accidents or incidents.
 19. Attend induction, appraisals and supervisions, staff meetings and undertake staff training as required, together with continued professional development and have a willingness to learn.
 20. Attend Head of Department meetings.
 21. Work as a team player to create and maintain a co-operative friendly and welcoming atmosphere in the home, ensuring the home runs smoothly.
 22. Be familiar and comply with all of Care South's policies, procedures, practices, standards and NMC Code of Conduct/Practice.
 23. Ensure that annual PIN is maintained and three yearly revalidation.
 24. To undertake any other comparable duties as may be required by the Home Manager, Deputy Manager or Regional Operations Manager.

To undertake to live by our Care South **HEART Values** of **H**onesty, **E**xcellence, **A**pproach, **R**espect and **T**eamwork, and to make them fundamental to the way you work and the way in which you treat your colleagues.

Person Specification

Competency	Essential	Desirable
Qualifications	- Registered General or Mental Health Nurse with a valid PIN - Safe Handling of Medicines Certificate - Maintain registration with the Nursing and Midwifery Council.	Dementia Qualification
Knowledge of	- MCA, DoLS, Safeguarding & Whistleblowing - Confidentiality and Data Protection - Dementia	Awareness of fire precautions, infection control, health and safety, security and moving and handling procedures
Experience of	- At least 1 years' experience in a similar role caring for older people - Supervision of staff - Accurate record keeping	- Experience of assessing and reviewing the care needs of older people - Experience of inducting new staff
Skills , Characteristics and Attributes	- Excellent written and verbal communication skills - Confident in using a digital care platform - Organised, methodical, honest and committed approach to ensure the required standards are met - Patient and calm demeanour in the face of obstacles or crises - Enthusiastic with a positive attitude to work - Resilient and able to cope with change - Able to work on own initiative and as part of a team, motivating that team to meet common goals. - Contributes to a working environment which respects and values the individual and is free from bullying & harassment and all forms of discrimination	An awareness of the core values of Care South to provide high quality compassionate care and treat people as individuals