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**JOB TITLE: RN(RGN/RNLD) Nurse**

**LOCATION: ST ELIZABETHS CENTRE**

**RESPONSIBLE TO: Clinical Lead**

**ACCOUNTABLE TO: Director of Adult Services**

**Job Summary:**

* To work as a skilled member of the nursing team, to provide a high standard of holistic care to services users.
* Ability to promote person centered care approach within the multidisciplinary team.
* To communicate effectively at all levels within the multidisciplinary team.
* To provide advice and guidance to care staff.
* Responsibility for safeguarding and promoting the welfare of children, vulnerable adults and young people.

**Main Duties and Responsibilities:**

**Nursing**

* To work collaboratively with the Home Care Manager to provide the highest standard of nursing and care to service users.
* To plan, assess, implement and evaluate individual Health Care programmes for service users in their allocated area.
* To assist specialist nurse with the assessment and implementation of epilepsy and behaviour care plans and ensure information concerning that care is fed back to the specialist nursing team.
* To ensure all service users admitted to the service are assessed, care planned, implemented and evaluated.
* To ensure care provided is in accordance with Care Quality Commission.
* Ensure effective communication, including robust handovers, MDT communication and liaison with families and other professionals.
* To communicate complex and sensitive information effectively to service users, care staff and other members of the multidisciplinary team, overcoming any barriers to understanding and providing support during distressing or emotional events.
* Devise nursing care and treatment plans ensuring individuals capacity and health needs are considered, documented and incorporated.
* To develop and maintain clinical skills and knowledge necessary to provide holistic evidence based nursing care. This includes expanded role responsibilities, following appropriate training.
* To be competent in the administration and management of medication in accordance of St Elizabeth’s Centre policy.
* To assist in the ongoing development of staff within St Elizabeth’s Centre in conjunction with the training department.

**Managerial**

* To support members of care staff ensuring service users receive appropriate nursing care.
* To work collaboratively with the Home Care Managers in assessment, planning, implementation and evaluation of nursing care required.
* To work collaboratively with the Home Care Managers within the care review process providing an annual review documentation as required.
* To work collaboratively with the multidisciplinary team to provide information and support to enhance the holistic care of the service user.
* To manage allocated resources effectively and efficiently, utilizing own time effectively.
* To actively participate in clinical audit.
* To undertake clinical risk assessment as required within working practice.
* To report incidents and assist in the investigations of these, ensuring learning from outcomes is dissipated throughout the team.

**Educational**

* To assist in the education and practical training of junior staff at every opportunity.
* To act as a preceptor to junior staff
* To be a resource for junior staff and other member of the multidisciplinary team.
* Develop and promote good practice using research based protocols.
* Participate in surveys, research and audit as required.

**Professional**

* Demonstrate a professional approach to work and act in accordance with NMC Code of professional Conduct at all times.
* To have knowledge of and adhere to St Elizabeth’s Centre policy and professional standards. Ensure that other team members do likewise.
* Maintain confidentiality surrounding the service at all times.
* Ensure documentation is complete and up to date in line with NMC and St Elizabeth’s Centre guidelines.
* Participate in staff appraisal, staff development and in service training activities in line with the knowledge and skills framework.
* To identify own learning needs relevant to role and ensure own professional development is maintained by keeping up to date with practice developments.
* To receive clinical supervision from a member of the Health Agency

**Health and Safety**

In carrying out these duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with St Elizabeth’s Centre Health and Safety policy, which is designed to secure safety in working practices in line with current legislation.

The post holder is expected to carry out the duties within the ethos of the Centre and the spirit of St Elizabeth’s Mission Statement.

**PERSON SPECIFICATION**

**RN (RGN/RNLD) Nurse**

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| **REQUIREMENTS** | **CRITERIA** | **ESSENTIAL/DESIRABLE** | **HOW ASSESSED** |
| 1. **Education/**

 **Qualifications/****Training** | * **First level NMC Registered Nurse (RGN/RNLD)**
* **Evidence of ongoing, dynamic continuing professional development within the specialty, linked to demonstrate clinical competencies**
* **Assessing and mentoring Qualification or willingness to undertake**
 | **E****E****D** | **AF****AF****AF/IV** |
| 1. **Skills/Abilities**
 | * **Ability to plan and prioritise care for services users**
* **Committed to person centered approach**
* **Excellent verbal and written communication skills**
* **Ability to work well both in a team and on own initiative**
* **Ability to undertake clinical risk assessment**
 | **E****E****E****E****E** | **IV****IV****AF/IV****IV****IV** |
| 1. **Experience**
 | * **Experience with having worked in similar client group (including learning disabilities)**
* **Experience of supervising and assessment of student nurses**
* **Experience in epilepsy management**
 | **D****D****D** | **AF/IV****AF****AF/IV** |
| 1. **Knowledge**
 | * **Understanding and knowledge of current issues in mixed client group**
* **Understanding of the importance of research and evidence based practice**
* **Understanding of nursing practices within the community setting**
* **Understanding of epilepsy treatment and management**
* **Understanding of social care/health care interface**
 | **E****E****E****D****E** | **IV****IV****IV****IV****AF/IV** |
| 1. **Other Requirements**
 | * **Good interpersonal skills**
* **A professional approach to work**
* **Enthusiastic, motivated and approachable**
* **Ability to work as part of a multidisciplinary team**
* **Assertive**
* **Willing to support others**
* **Demonstrates the ability to use initiative**
* **Suitability to work with vulnerable young people and adults**

**Accountability** **Takes responsibility for own actions and promotes good team work****Openness****Shares information and good practice appropriately****Mutual respect****Treats others with courtesy and respect at all times** | **E****E****E****E****E****E****E****E****E****E****E** | **IV****IV****IV****AF/IV****IV****AF/IV****IV****IV****AF/IV****IV****IV** |

**Codes AF = Application form IV = Interview T = Test**

Reasonable adjustments will be considered under the Equality Act 2010 where applicable. 