

JOB DESCRIPTION

Job Description for	Registered Nurse
Reporting to	Clinical Lead
Location	Various
Date	March 2020

General Information

Salutem Healthcare are committed to ensuring that the individuals who use our services receive great enabling support from a team of highly trained and engaged staff in environments that are homely and comfortable. We are innovative, solution focused and committed to doing the best we possibly can.

- We are **Supportive** by promoting opportunities for everyone so they can reach their full potential
- We are very **Ambitious** to provide the best possible outcomes for the people who use our services
- We are **Loyal** because we put the people that we support and our staff at the centre of everything we do and we deliver on our promises. We also are committed to ensuring that our services are meeting the needs of all stakeholders
- We are **Unique** because we are ambitious and innovative about the diversity of the services that we provide without compromising quality
- We are **Transparent** by being open, honest and fostering a culture of mutual respect. We promote a culture where we learn by our experiences and we are committed to doing things better and setting the highest standards in what we do
- We are **Engaging** because we work in partnership with the people that we support, our staff and all our stakeholders
- We encourage everyone to experience a **Meaningful** life by being aspirational and by offering opportunities

Job Scope

- To work as part of an interdisciplinary team to provide nursing and general care to students and to contribute to the effective delivery of all aspects of health and social care provision across the 24 hours, within current legislation and Ambito Care's policies and procedures

- To provide care in all facets and promote independence, general good health and wellbeing, ensuring that high professional standards are maintained at all times
- Act in accordance with NMC Code of Conduct and guiding documents, maintain active status on NMC register and ensure compliance with revalidation

Key Responsibilities

General

- To work seamlessly across department or team boundaries in a collaborative and constructive manner to implement Ambito Care's strategic direction
- To demonstrate a commitment to customer service excellence and deliver against the requirements of Ambito Care's quality framework
- To work within Ambito Care's policies and procedures at all times

Role specific

- Maintain own professional and personal development in accordance with the Nursing and Midwifery Council (NMC) code, standards, and guidelines
- Adhere to the code of conduct for staff as detailed by NMC, social care, and organisational requirements
- Ensure safe and effective practice by adhering to statutory guidance for practice requirements and standards. For example: safe handling, administration, storage, and custody of medicinal products
- Where appropriate contribute to the development of Ambito Care's policies, procedures, protocols, and strategies
- Ensure evidence-based practice is provided to agreed standards within the organisation and service area
- Maintain skills and competences regarding safeguarding of children and adults, and act in the best interests to alert and inform appropriate personnel if it is suspected that a child / young adult / adult is at risk or has been abused
- Maintain effective records management, ensuring all documentation (written or electronic) is managed as per organisational and NMC guidelines
- Adhere to the Data Protection Act (1998)
- Assist the service manager to ensure that systems and processes are in place to support effective supervision and mentoring of support staff

- Assist the service manager to maintain a safe and clean environment for customers, staff, and visitors, by ensuring compliance with legislation, policies, procedures, and protocols regarding: infection prevention and control; health and safety; risk assessment and management; and incident reporting
- Assist the service manager with the analysis, assessment, and management of actual and potential risks to health and well-being
- Provide skilled nursing care and undertake clinical procedures as required. For example: catheterisation; naso-gastric tubes; management of PEG and tracheostomy
- Ensure the safe and effective use of equipment in line with policy
- Assist the service manager to establish systems and processes to ensure effective communication and continuity of customer care, liaising with multi-disciplinary, multi-agency, and community teams as required. Establish and maintain therapeutic relationships based on mutual respect, communicating on a regular basis with customers, relatives, and care staff in the provision of care and services
- Assist the service manager to develop and maintain a culture of person-centred care
- Assist the service manager to ensure the quality and safety of the customer experience by effective planning and co-ordination of care – including: health surveillance; health promotion; safe and smooth transfer to other settings
- Assist the service manager to ensure robust admission or discharge planning with appropriate multi-disciplinary or multi-agency teams
- Assist the service manager to ensure that compliments and complaints are managed in line with Ambito Care policy – including the dissemination of shared learning
- Assist the service manager by providing visible leadership that enables professional decision making and effective team working to ensure the delivery of high quality, evidence-based, person-centred care
- Assist the service manager to promote, develop, and facilitate a culture of life-long learning and reflective practice for all staff
- Participate in clinical supervision in line with Ambito Care's policy
- Assist the service manager to support and develop support staff within the service area
- Assist the service manager by participating in annual development review (PDP)
- Assist the service manager by participating with induction and teaching programmes for staff. NB: if nurses are to teach First Aid they must be a qualified First Aid at Work instructor

- Ensure appropriate delegation to nurses and support staff, and monitoring of outcomes for safe and effective care and service delivery
- Challenge appropriately and confidently where standards of care fall below expectation. Assist the service manager to manage poor performance in line with Ambito Care policy
- Assist the service manager by contributing to budget management by ensuring the effective and efficient use of allocated resources
- As required participate in multi-professional procurement processes to ensure appropriate selection of products, which meet customer needs and quality and safety standards
- Promote and adopt a culture of continuous quality improvement through the use of audit, customer feedback, and reflection on practice by self and other members of the team
- Attend all mandatory and essential training, and ensure that clinical practice remains evidence-based and up-to-date
- As required, participate in the recruitment and selection of staff
- To proactively participate in and contribute to staff meetings

This is not an exhaustive list of duties, and not fully encompassing of the role. You may be required to complete other duties, as deemed appropriate by the organisation.

Knowledge, Skills and Experience

Area	Essential	Desirable	Evidence
Professional Qualifications	Professional qualification or degree in nursing Active status on NMC Register		Application Form Interview Certificates
Knowledge	Knowledge of NMC Code of Conduct Knowledge of legislation pertaining to people with disabilities, care leavers and people living with learning disabilities/mental health issues/physical disabilities		Application Form Interview
Skills			Application Form Interview
Experience	Demonstrable experience working with vulnerable adults in a fieldwork, residential, day care or youth work background.	Life and/or work experience of issues faced by vulnerable adults.	Application Interview References
Personal Qualities	Ability to relate well to and liaise with; colleagues, service providers, service users and all relevant professionals. Ability to work in a team setting and reflect on your own practice.		Interview
Other	Flexibility for working within shift work rota system which includes weekends, Bank Holidays and sleep-in duties. Car driver.		Application Interview