

EMPLOYMENT SPECIFICATION
REGISTERED NURSE
RESPONSIBLE TO : HOME MANAGER

The role of the Registered Nurse is associated with several qualities, including:-

1. The assessment, planning, implementation and evaluation of individual residents, to ensure residents receive the personal and nursing care they require.
2. At all times to operate within the standards encompassed within the NMC Code of Conduct.
3. Effect the role of facilitator/educator, demonstrating leadership qualities, to maintain standards throughout his/her care team.
4. Promote the use of innovative care practice and be responsive to the needs of a changing environment, and demonstrate a commitment to develop the care practices of self and others.
5. Demonstrate an understanding of the need to implement and evaluate research-based care practice, and ensure all staff they are responsible for performing their roles.
6. Offer a genuine affinity towards vulnerable service users and demonstrate an understanding of their needs, ensuring that care is delivered professionally throughout the shift.
7. Maintain the Identity, Autonomy and Self-Esteem of service users by relating theoretical knowledge to care practice, and accepting the core principles of the Dignity Challenge (SCIE).
8. Providing an atmosphere conducive to maintaining residents individuality throughout both his/her team of staff and residents, and preventing institutionalisation and task based care delivery.
9. Be aware of and utilise, policy and procedure documentation to maintain both staff and service users individual rights and dignity including:-
 - i) Health and Safety Policy
 - ii) Accident/Incident Policy
 - iii) Complaints/Grievance Procedure
 - iv) Confidentiality Policy
 - v) Storage and Administration of Drugs Policy

- vi) Fire Policy and Procedure
 - vii) CQC Essential Standards of Quality and Safety
 - viii) Safeguarding
 - ix) Infection Control
 - x) Mental Capacity Act & Mental Health Act, where appropriate
10. Supervise all grades of staff throughout each shift to ascertain the quality and performance of those staff. In addition to ensure that acceptable practice in all aspects of care is monitored and enforced. Any deviation from this must always be reported to the home manager or senior nurse.
 11. Be aware of the requirements for personal and professional development, incorporating a problem solving approach with the Nurse Manager, to procedural demands.
 12. Facilitate the communication networks between service users, their relatives and friends and the home.
 13. Manage support services (e.g. domestic, kitchen, maintenance) to ensure high standards of service delivery.

It is intrinsic to the role to be on your feet for the majority of your shifts and you should therefore be healthy enough to do this. We actively embrace equality throughout the organisation and would be happy to discuss the suitability of this role with any applicant with a disability.

This specification does not form part of the Contract of Employment and does not reflect all responsibilities but does provide a framework of information regarding the post.

Specifications are periodically reviewed to incorporate research and development opportunities. Participation throughout the review process, by the post holder, is positively encouraged.

Risedale Estates Limited operates a Restricted Smoking Policy.

Risedale Estates Limited is an Equal Opportunities Employer.

RISEDALE ESTATES LIMITED

PERSON SPECIFICATION: REGISTERED NURSE

Risedale undertake to recruit, select and develop trained staff who can demonstrate the following qualities:-

1. Offer current, relevant registration with the N.M.C.
2. Produce two references relevant to the vacancy. One to be from a previous/current employer.
3. Demonstrate an awareness of nursing reality, pertinent to care of the service user.
4. Offer innovation, and a positive attitude to change.
5. Relate theoretical knowledge to care practice to enable maintenance of quality of care.
6. Have the ability to adapt and develop the role of the Registered Nurse.
7. Accept and maintain Risedale Estates Limited policies and procedures.
8. Demonstrate a genuine affinity towards vulnerable clients, and an understanding of their needs.
9. Develop the role of facilitator/educator within their team to maintain care standards.
10. Be aware of the relevance of implementing research-based care practice.
11. Be willing to undergo a Criminal Records Disclosure by the Criminal Records Bureau.
12. Be able to manage a group of staff to ensure acceptable and professional standards of care are delivered to residents throughout their shift.