

### Job Description

**Job Title:** Nurse

**Hours:** TBC

**Reporting to:** Deputy Manager

**Base:** Care Home based

### Job Purpose

To be part of an inspirational and pioneering team establishing our care home business and delivering our vision to *“create a world where everyone feels special”*.

| Responsible for: -  | Person Specification  |
|---|---|
| <p>1. Act as Named Nurse for identified residents ensuring all risk assessments, Care Needs Assessments and Personal Care Plans are in place and evaluated monthly, promoting resident involvement and choice in this process. In addition, the post-holder will attend case reviews and, during periods of planned leave, will ensure all documentation is up to date and that a nominated person will assume this role in their absence.</p> <p>2. Provide leadership and guidance for the day-to-day running of a defined area, ensuring resident care is delivered in line with their Care Needs Assessment. This includes being available to offer professional advice and support to Senior Care Assistants co-ordinating residential care areas. The post-holder will respond to clinical emergencies irrespective of the care delivery status of residents.</p> <p>3. Support and, where identified, take the lead in managing monthly routine medication for a defined area. This may include supporting and mentoring Senior Care Assistants to take on this role in residential areas under their supervision.</p> <p>4. Work with the Deputy Manager in developing and completing clinical and environmental audits according to the agreed annual governance programme.</p> <p>5. In the absence of a Deputy Manager, provide on-site cover over a 24- hour period. This will include offering</p> | <p><b>Skills and Knowledge</b></p> <ul style="list-style-type: none"> <li>● Active NMC Registration</li> <li>● Ability to communicate effectively verbally and in writing.</li> <li>● Basic IT literacy</li> <li>● Ability to organise and prioritise tasks and work under pressure.</li> <li>● Previous experience in a Care role.</li> <li>● Recognised Medication administration qualification and experience.</li> <li>● Demonstrable ability in organising, leading, inspiring, and influencing a team.</li> </ul> <p><b>Behaviour</b></p> <ul style="list-style-type: none"> <li>● Kind and compassionate with the ability to build caring and therapeutic relationships.</li> <li>● Able to demonstrate integrity.</li> <li>● Ability to demonstrate a positive and resilient approach to work.</li> </ul> |

advice and support to residential support services and operational support teams.

7. Participate in events held in the home.

8. Ensure efficient stock control of clinical supplies, supporting efficient budget controls.

9. Provide direct care for residents including washing, dressing, and support with nutrition and hydration.

10. Adopt a Link Nurse role and take the lead for evidence-based practice in a defined area across the home, as agreed and supported by the Deputy Manager for example, continence, infection control, tissue viability, nutrition, end-of-life care and so on.

11. Where agreed, extend clinical competencies and nursing practice to offer comprehensive services, for example, venepuncture, IVI therapy, ear syringing and so on.

12. Comply with the HR policies and procedures, providing a role model for departmental staff.

13. Attend initial and updated mandatory training as required, and actively engage in clinical or professional supervision and annual appraisals, ensuring personal professional knowledge and competency is maintained with live NMC registration.

14. Support a learning culture providing skills-based experiential learning to care staff.

15. Work to deliver clinical supervision for care staff.

16. Work flexibly within contracted hours (days, nights, weekends, bank holidays) to ensure resources are used efficiently and, where chosen, sign an opt-out clause under Working Time Directives.

17. Wear the provided staff uniforms in order to reflect a positive Signature image.

18. When required, provide support in the recruitment of staff.

19. The Nurse may be required to undertake other duties according to residents' needs.

- Prepared to take accountability and ownership for duties/role.
- Flexible in approach to working hours/days/times.
- Team player.
- Willingness to participate in training and development in respect of requirements of the role.
- Confident and assertive when handling difficult conversations or dealing with challenging people /issues.

### **Health and Safety**

1. The post-holder will maintain their personal responsibilities under Health and Safety at Work Regulations, and compliance with the company Health and Safety Policy, ensuring safe working practices and the recommended storage of equipment, including but not exclusive to:  
Control of Substances Hazardous to Health, Electricity at Work Lift & Lifting Equipment  
Manual/Object Handling  
Gas Installation & Use  
Provision and Use of Work Equipment  
Fire Precautions  
Personal Protective Equipment  
Legionella/Water Treatment  
Waste Management  
Reporting of Injuries, Diseases & Dangerous Occurrences Regulations.
2. Appraise and assess measures used to prevent infection control hazards, considering the individual nursing, social, physical, and psychological needs of the resident.
3. Follow and report all concerns and incidents in line with the company incident reporting and whistleblowing procedure, including safeguarding adult's procedures.

This job description is not prescriptive; it merely outlines the primary aims and tasks and responsibilities which may evolve and change over time. Any changes will be made in consultation with the job holder and in agreement with the Senior Management Team.