**Eastleigh Care Homes**

**Job Description: Registered Nurse (RMN/RGN)**

**Reporting to: Lead Nurse / Registered Manager**

**Main Responsibilities**

**Purpose of Role**

* To drive, support and deliver a first-class experience for our residents, by providing them with a clinical and personalise care package that meets their physical, mental and psychological well-being.
* Maintain a professional registration with the NMC and adhere to their code of conduct, as well as all company policies and criteria defined by CQC.
* Administer medications in accordance with NICE guidelines, company policy and accepted clinical standards.
* Monitor, manage and support excellent resident focused care across all areas of the care domain. Drive and lead your team to ensure that care is delivered empathically, personally and with effective outcomes at the root of all decision making.
* Ensure that all communication and documentation is compliant with current data guidelines, contemporaneous, comprehensive and managed sensitively and with respect.
* Deliver evidence-based care and advocate this with your team when working.
* Liaise with third party professionals as indicated in the welfare of the residents, the running of the business and the success of the company.
* Complete reflective practice personally and where required for members of the team to strive for care excellence.

**Care**

* We will ensure that our whole time is dedicated to the welfare of our residents and engage with our team to ensure that this is the focus in all interventions
* We will deliver all care and support considering resident’s preferences and work to deliver these wherever possible, championing this within the team
* We will maintain our knowledge of current practices identified by the NMC and NICE guidelines
* We will ensure that the highest possible level of hygiene is always maintained and assist all colleagues to audit and sustain this. Where required we will ensure we personally record and audit this
* We will be responsible for accurately completing all daily and weekly checks on equipment or care records as specified
* We will ensure our team all report for duty and are correctly attired for their working day
* We will cater to those with varying dietary requirements, whether they are for resident’s preference, their health or of their cultural or spiritual needs. We will ensure that our team deliver all prescribed diets to the specification of each resident
* We are knowledgeable regarding emergency procedures of each resident, including those with rescue medication
* We will ensure that any medications being administered on a PRN basis are only administered once a full clinical and holistic assessment has been completed to warrant their administration, particularly with mood controlling medication
* We will liaise with residents, staff, GPs and other multi-disciplinary team members to promote good care at every opportunity
* We will advocate for our residents in all aspects of our role
* Safeguarding our residents will always be our priority, and we will observe and direct others to achieve the same standard
* We will ensure that full privacy and dignity is maintained for the dying and bereaved, and that the death of a resident is supported in the most appropriate and compassionate way
* We will ensure that our residents remain empowered to make decisions, and where their decision is lacking capacity the least restrictive option is considered and applied. Documenting our decision accordingly
* We will monitor care and re-assess as appropriate highlighting gaps in care provision
* We will assess and manage wound care, accessing support where required for the ongoing welfare of the resident
* We will complete personal medical assessments / interventions where required as specified by the business or third party professionals

**Process**

* We will work efficiently and conscientiously to complete all tasks within the agreed timescale
* Administering any medication as prescribed, ensuring proper monitoring of the drug, dose, time, route and person to whom it is given. To ensure the medication is properly taken, and to monitor for any normal, positive or negative effects of that drug
* We will ensure that all notes are recorded in detail, contemporaneously, conform to data protection legislation and with qualitative data that clearly identifies the health need, action and outcome for each intervention
* We will ensure that all medications we administer, admit to the home or destroy are checked for date and are recorded correctly and to company policy
* We will dispose of waste in line with company policy ensuring it is in the correct areas and will check for signs of pests and report to management if anything of concern is observed
* We will arrange shift cover if needed due to staff absence
* We will take a proactive stance on the maintaining and enhancement of standards across the business
* We will manage staff performance by the reflective practice process with colleagues where identified or appropriate
* We will participate in team meetings with continuous improvement of our service being the focus of our energies
* We will ensure that any concerns regarding the welfare of a resident / staff, or any incident or event that may bring the company into disrepute are shared immediately with the most appropriate senior individual
* Supporting the team by ensuring all consumables and equipment to be used within the current shift and beyond are available
* We will assist third party professionals with assessments required for funding
* We are always knowledgeable regarding the whereabouts of all clients at all times
* We will bring to the attention of the management any repairs and renewals of fitments and fittings
* We will prioritise our workload and uses resources effectively
* We will always communicate effectively with residents, visitors, colleagues and the multidisciplinary team
* We will always ensure that the security of Eastleigh Care Homes is maintained at all times

**Pride**

* We will contribute to a culture where doing the right thing for the resident is the focus, championing this on our shift and in the home at all times
* We will deliver quality, personalised resident interactions at every engagement. Developing our team to deliver the same
* We will assist in the framework of planned and adhoc social activities by organising and helping the team with providing for this
* We will practice maximum integrity in all dealings with resident personal affairs, and avoid abuse of the privileged relationship that exists with our residents
* We will promote equality for all residents, treating everyone fairly and respecting their views & opinions
* We will wear our uniform and present ourselves in a professional manner, adhering to standards of policy. Observing and supporting others in the team to achieve the same
* We will maintain personal standards of hygiene and promote universal precautions to limit cross infection
* We will ensure that all equipment is clean and well maintained, highlighting concerns if present
* We will act with integrity and be committed to the rights of our residents, including those of privacy, dignity and independence
* We will control any unconscious prejudice to anyone we help or work with
* We will remain focused during any periods of change or uncertainty
* We will lead by example in all areas of our work showing a genuine pride for what we do and where we do it
* Where working a night shift we will ensure that our whole time and attention is applied to the role and that this is reflected with the team that we are leading on the shift
* We will share with a manager immediately any concerns that we observe or are aware of that may impact on the health, wellbeing and safeguarding of our residents
* We will monitor our resident’s hygiene and self-care, assisting them to maintain their appearance and presentation to their former norms

**Team**

* We will be self-motivated and keen to learn, participating in all learning identified
* We will assist with the delivery of learning to colleagues on an informal basis where required
* We will be an excellent timekeeper and reliable in all our duties. Assessing colleagues for the same high standards
* We will maintain professional knowledge and competence in all that we do
* We will notify the senior person in charge, as soon as possible of our inability to report for duty, and also on return from all periods of absence
* We will report immediately to the director or registered manager, any illness of an infectious nature or accident either of a resident, colleague, self or another
* We will ensure that all information of a confidential nature gained in the course of duty is not divulged to third parties. Respect confidential information obtained in the course of professional practice, refraining from disclosing such information in any media
* We will support new colleagues into the team and be a mentor if required
* We will maintain a good stamina and level of fitness to meet the demands of the job
* We will demonstrate ability to use own initiative and work alone or as part of a team
* We will ensure the shift team work cohesively and support each other and the wider home / business
* We will treat all colleagues with respect and understanding, sharing any concerns about the welfare or performance of colleagues with a manager as soon as possible
* We will support the management team in all endeavours for the ongoing performance and success of the business
* We will promote and contribute to the development of a culture that is open to change, innovation and quality improvement, whilst promoting and ensuring the good reputation of Eastleigh Care Homes

Modern Slavery is the exploitation of people who have been forced, deceived, or coerced into a life of labour and servitude. It is a crime hidden from society where victims are subjected to abuse, inhumane and degrading treatment. Should anyone feel they are a victim of modern slavery they inform us immediately

This job description is designed to identify the principle responsibilities of the post only and is subject to review in the light of the changing needs of the business. It is not intended as an exhaustive list.