

Registered Nurse Job Description

Reporting to Service Manager, Deputy Manager

Department UK Services

Purpose of the job

To be responsible and accountable for providing the highest standards of nursing, clinical and personal support, while promoting independence and choice, to the customers. Directly lead and supervise a team of support staff as required at the respective service, ensure the smooth and efficient management of the respective shift by assessing, prioritising, planning, delegating and monitoring work activities of the support team.

Key responsibilities

- Accountable for assessing, planning, implementing and evaluating person centred plans for customers, consulting with and involving the customer, as well as relevant others (e.g. family, support staff, health and social care professionals) where appropriate.
- Responsible for managing a team of support staff including daily and formal supervision, as required.
- Provide and maintain a high quality, efficient service delivery which promotes customer independence by leading through example.
- Monitor teamwork areas and work practices to ensure safety and relevant legislation, policies, standards and guidance are followed and met.
- Contribute to the ongoing assessment of customers, including assessment of new customers, observing any change in their health and well-being and ensuring this is managed and recorded in an appropriate and timely way.
- Responsible for nursing support, ensuring that customers nursing needs are recorded to a high professional standard and to record all information in accordance with LC procedures and NMC guidelines.
- Responsible for the ordering, safe storage and administration of medicines.
- Support customers with their physical care, personal hygiene needs and daily life tasks and skills as required by their person-centred plan (PCP). Ensure that customers independence is preserved and developed as far as possible and affording appropriate levels of privacy and dignity.

- Participate in the training and development of support staff in undertaking care tasks and oversee support staff undertaking delegated nursing tasks.
- Assist in the assessment and monitoring of wider staffing requirements, reporting problems to the relevant manager.
- To be 'Nurse in Charge' in on their respective shift their absence and be accountable for service provision in line with respective legislative framework of the service.
- Work in partnership with others including colleagues in other teams at the service, as well as liaising with external health and social care professionals.
- Support and facilitate customer communication with their relatives, friends, professionals and other members of staff, in order to ensure the continuity of quality and safety in the provision of support.
- Cover on-call for the service on a rota basis where required to do so.
- Responsible for developing and sustaining own continuing professional development (knowledge, clinical skills and professional awareness) in line with the NMC revalidation and LC processes.
- Maintain confidentiality and professional boundaries.
- Comply with all Health and Safety policies and procedures.
- Comply with LC and any local safeguarding and mental capacity act (MCA) policies and procedures.
- Work within the regulatory compliance requirements applicable at the respective service.
- Maintain an awareness of individual customer risk assessments relating to specific support needs, for example, dysphagia, mobility and safety.
- Participate in supervision, staff meetings and training activities (including updates), sometimes off site and outside of normal hours, as required.
- Undertake additional responsibilities as requested by the Service Manager following the successful completion of specific training and personal skills development.
- Undertake any other reasonable duties as requested.

Person specification

Essential requirements

- To be a registered nurse, holding current registration with NMC.
- To be able to demonstrate relevant post qualification learning would be advantageous.
- Thorough and up-to-date knowledge of nursing theory and best practice at the level of a qualified nurse (level 5), being able to demonstrate effective nursing practice in all basic registered nurse procedures.
- Understanding of the NMC code of conduct and relevant practice standards and guidance.
- Any other level of professional development and registration as indicated by purchaser, regulator or LC dependant on location.
- To have a thorough understanding of assessing clinical and personal support needs and how to write and review comprehensive personalised support plans to include risk assessment.
- To have a first aid qualification would be advantageous.
- To have experience of providing direct personal and social support (to have prior experience of working with people who have physical and/or learning disabilities would be advantageous).
- To have experience of supervising a team of staff would be advantageous.
- To be able to work flexibly within rostered hours and participate in the on-call rota as required.
- To have a genuine commitment to the values and ethos of Leonard Cheshire.

Key competencies and skills

- Demonstrate an empathetic and caring approach ensuring that dignity and respect is maintained.
- Able to work under own initiative and as an effective team member being able to prioritise own workload and that of others, delegating work and prioritising activities as required.
- Demonstrate awareness of evidence-based practice.
- Demonstrate sound observational skills to identify potential or actual changes in health status of customers.
- To have good verbal and written communication skills in English and a good level of numeracy to be able to maintain accurate records.
- Computer literate, able to use standard Microsoft packages.
- To be discreet and able to maintain confidentiality.

Our values at Leonard Cheshire

Positive warm and empathetic, we always look to progress and improve.

Proud strong-willed and spirited, we are firm in our beliefs.

Pioneering confident and imaginative, we are creative change makers.

Leonard Cheshire welcomes applications from all sections of the community. We actively encourage applications from people with a disability, supporting where possible, your requirements for reasonable adjustments.

