

JOB DESCRIPTION

21/12/2023

Job Title: Registered Nurse (RGN / RMN)

Hours: *[Insert Hours here]*

Reporting to: Deputy Manager/Clinical Care Manager

Home: *[Insert Location Here]*

JOB PURPOSE

To provide strong clinical knowledge and leadership to ensure the highest level of care is provided to all residents at all times, meeting all statutory and regulatory requirements, compliance with the NMC code of conduct and aligned to Hallmark's policies and procedures, charter, vision and values.

To ensure the highest standards are achieved in all areas of the home, including relationship centred care and dementia care. To contribute to the achievement of the Hallmark Care Home vision; "to be recognised as the leading provider of high-quality relationship focused care for all residents".

Responsible for:	Person Specification
Leadership and Management <ul style="list-style-type: none"> Assist the Deputy Manager/Clinical Care Manager with responsibility for clinical care in the home. Assist with the recruitment and training of the care and clinical team; supporting with the assessment of competency within their role. Support and inspire the care/clinical team to deliver exceptional outcomes for residents and the home, and operate in alignment with the HCH charter, values and vision. 	Essential Criteria <ul style="list-style-type: none"> NMC registered nurse with valid PIN. Excellent communication skills Strong leadership skills Influencing, listening and negotiating skills Respectful and able to maintain confidentiality Transparent, open and honest Approachable with the ability to effectively build rapport with a diverse range of people

- As and when required, actively support newly qualified nurses through the preceptorship process.
- Support with the supervision process for the care team (formal and informal) and contribute to the appraisal process. Participate in performance management plan of the clinical team where required in supporting them to achieve their potential.
- Participate in and support compliance with internal and external audits/inspections and their resulting actions.
- Take a lead in allocation of team members on a daily basis to ensure skill mix with a view to delivery of effective and efficient care.

Clinical Care

- Assist care delivery in the home, to ensure continuous assessment, planning, implementation and evaluation of resident's care
- Ensure timely evaluation of a resident's care when their condition changes, in addition to routine review.
- Assist with ensuring care plans are regularly audited and that they are appropriate to the residents needs and reflect the care being delivered.
- Ensure medication is ordered, stored and administered in line with company policies and procedures, and the NMC guidelines.
- Proactively reflect on own practice and level of competency, demonstrating a willingness to act on lessons learned and recommendations.
- Engage in regular clinical supervision with line manager/nominated clinical supervisor.
- Engage in any training deemed necessary to maintain safety and skills relevant to the role of Registered Nurse and that required to further knowledge and skills in the role.
- Proactively promote research and practice development. Research current and future clinical practices to ensure up-to-date best practice is followed.
- Contribute towards compliance with regulatory and statutory requirements and adhere to company policies and procedures.

- Ability to problem solve
- Commitment to delivering a high-quality service
- Ability to effectively adapt to change
- Ability to promote a professional image for the company at all times
- Ability to travel to other homes where needed for training / support
- Able to adapt to the Hallmark culture

Desirable Criteria

- Experience in caring for people living with dementia.
- Basic IT skills.
- Experience in electronic care planning, medication management and compliance systems.



- Develop, promote and maintain good communication with residents, relatives and team members.
- Develop inter-personal communications with members of the Multi-Disciplinary Team and other external professionals to ensure outstanding care for the residents is maintained.
- Report clinical concerns to the Clinical Care Manager/Deputy Manager/General Manager.
- Ensure all clinical events are appropriately recorded, making use of the (electronic) care planning system and Radar, with actions taken clearly demonstrated.
- Ensure that all delegated tasks are reflective of codes of conduct (NMC and Social Care).
- Ensure confidentiality at all times (written and verbal).
- To ensure, through assessment and planning, that residents are engaged in appropriate social activities.
- Ensure negative feedback is appropriately managed at the point of receipt, with actions taken, and/or escalated appropriately to management.
- Ensure care is delivered in a manner which promotes privacy, dignity and respect.
- Lead by example in delivery of all aspects of care by teaching and role modelling best practice.
- Maintain a flexible approach to working hours in order to meet the demands of the service which may include working in other HCH facilities.

Health and Safety

- Ensure concerns related to Health & Safety are reported promptly.
- Ensure resident-specific risk assessments are completed and regularly reviewed.
- Highlight and report any unsafe working practices.
- Report any repairs/maintenance to the Maintenance Operative, General Manager, Deputy Manager or Clinical Care Manager.



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| <ul style="list-style-type: none"> • Report any near misses – incidents relating to team members which, under different circumstances, could have resulted in harm. | |
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“We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion, belief, sexual orientation or age”

This job description is not exhaustive and is subject to change from time to time to meet the needs of the business

Signed:

Date

