

OUTLOOK CARE

Nurse – Foxburrow Grange

Role title	Qualified Nurse - Dementia Unit / Complex Nursing Needs
Location	Foxburrow Grange - Colchester
Reporting to	Deputy Manager-Clinical Lead / Nursing Home Manager
Responsible for	Clinical Nurse Delivery

Role purpose
As part of our Nursing Team you will lead and inspire staff acting as a role model to nursing colleagues and care staff alike. As a Registered Nurse you will ensure the dementia and nursing units deliver safe, consistent and high quality personalised care and deal with difficult situations with tact and diplomacy working to the NMC Code of Conduct at all times.

Key Outcomes Required from the post
As part of the Nursing & Clinical Team you will be responsible for: • Carrying out all relevant nursing procedures and lead on the clinical care delivery for our residents on a shift basis • Taking responsibility to ensure that the unit and home is compliant with regulations at all times and acting on any areas of concern or bringing them to the attention of the Deputy Manager/Clinical Lead or Home Manager. • Developing, implementing and evaluating person centred clinical care plans • Demonstrating professional knowledge acquired through degree / diploma underpinned by clinical experience and practice and to act at all times within the standards of the NMC • Demonstrating the skills and knowledge to assess acute, chronic and other conditions and take appropriate actions • Undertaking comprehensive assessments using Foxburrow Grange assessment tools and translate into comprehensive written and verbal reports • Undertaking audits, surveys and research and is able to produce comprehensive reports based on findings and supported by evidence • Demonstrating relevant skills including individual care planning incorporating, nutrition, hydration, infection control, life story, activities of daily living, medical and psychological issues. • Involving the relevant multidisciplinary teams using a recognised model of care • Taking the responsibility to reflect and develop your own practice and promote a culture of continual learning and development by role modelling, sharing learning and supporting staff to learn • Providing direction and support to colleagues and healthcare support staff as required

- Setting and implementing standards for excellence in clinical practice and demonstrate leadership in practice
- Leading on CHC reviews, care planning (including monitoring and evaluation of care plans)
- Mentoring and supervision of staff regarding clinical interventions
- Overseeing resident nutrition and hydration including providing practical support at mealtimes
- Diabetes management and clinical oversight
- Administration of insulin and any controlled drugs
- Wound management/skin integrity
- Advising on prevention of pressure areas/ulcers and undertaking the management where they occur
- Overseeing falls management including attending to any resident who has had a fall and being responsible for updating the relevant risk assessment, making referrals as needed and advising staff on preventative measures
- End of life care planning
- Supporting teams to implement good dementia care and behaviour management approaches
- Undertaking the GP round ensuring medication is reviewed 3 monthly for every resident
- Ensuring each resident has annual health checks
- Monitoring of medication practice, including efficacy, use of antipsychotics and PRN medication
- Undertaking competency assessments of new SCHAs and Nurses
- Attendance and engagement with resident review meetings
- Continence management and catheter care
- Training and coaching staff to recognise signs of ill health
- Undertaking relevant equipment checks including clinical audits of mattresses, use of PRN medication, medication audits, slings and equipment, dysphasia and care plans.
- Offering advice and guidance in Infection Prevention and Control
- Ensuring relevant records (both electronic and paper) are completed to the required standard and support colleagues and healthcare staff with any issues
- Working at all times within all the local policies and procedures at Foxburrow Grange, contributing to their review and ensuring they are in line with any changes in standards or practice
- Supporting the Deputy Manager/Clinical Lead in developing clinical practice and relevant guidance to meet the needs of residents at Foxburrow Grange
- Other clinical or nurse leadership tasks as required

Role specification	
Experience, Qualifications and Specific Knowledge	Essential: • UK Registered nurse with valid NMC PIN • Evidence of CPD Desirable:

	• Knowledge of Long Term Conditions such as heart failure, stroke, neurological Conditions and dementia • A commitment to Outlook Care's values. • Leadership experience with the relevant client group is desirable, however transferrable skills will be considered in the absence of direct experience • Takes ownership and responsibility for own actions and recognises the implication of this individually and as part of a team • Understanding of care management processes or willingness to learn • Experience of working alongside professionals from other disciplines/organisations to provide diverse packages of care. • An understanding of the specialist needs of the client / user group • Ability to chair meetings facilitate and lead groups including family and multi-disciplinary meetings • Experience of working in a nursing home • ENB 998 or teaching qualification • NMC Practice Assessor/Supervisor preparation • Clinical supervision skills
Other role specific requirements	• Ability to work a flexible shift pattern • Undertake such duties as may be reasonably required by the organisation • Participate on local on call if required