

## OUTLOOK CARE

### Deputy Manager / Clinical Lead – Foxburrow Grange

<b>Role title</b>	Deputy Manager/Clinical Lead
<b>Location</b>	Foxburrow Grange - Colchester
<b>Reporting to</b>	Nursing Home Manager
<b>Responsible for</b>	Deputising for Home Manager and responsible the provision of clinical leadership at the home

Role purpose
<p>The Deputy Manager / Clinical Lead will lead and inspire staff by providing operational and clinical leadership to Foxburrow Grange ensuring the delivery of high quality person centred care. The post will lead on all clinical matters for Foxburrow Grange but to be consulted on organisational clinical matters as required.</p> <p>The Deputy Manager / Clinical Lead will deputise for the Home Manager in their absence, support the Home Manager in the day to day operations of the Home.</p>

Key Outcomes Required from the post
<p>The Deputy Manager/Clinical Lead will be responsible for:</p> <ul style="list-style-type: none"> <li>• Leading on all clinical matters for Foxburrow Grange and to be consulted on organisational clinical matters as required</li> <li>• Supporting members of the Nursing and Care teams to deliver good clinical outcomes by advising, coaching and developing staff and leading on complex care issues ensuring relevant standards and protocols are understood and implemented at all times</li> <li>• Ensure smooth running of the home by supporting the Home Manager to meet budgets set and work with staff closely to ensure they understand their budgetary obligations</li> <li>• Supporting the Home Manager with referrals to the home both private and Local Authority related</li> <li>• Ensure nursing interventions are research based and underpinned by NICE and other leading healthcare bodies</li> <li>• Recruit, retain, manage, develop and motivate a team of Nursing and Care staff</li> <li>• Ensuring that Nursing team understand fully the NMC Code of Professional Practice</li> <li>• Add support to the sustainability and outcomes from the Montessori Aged Care philosophy alongside the Home Manager and other members of the management team</li> <li>• Lead nurses in managing clinical services and be the clinical supervisor for Foxburrow Grange.</li> <li>• Ensure nurses are inducted, supervised and appraised in line with Outlook Care procedures and undertake performance management where required including investigations and development plans</li> <li>• Ensure clinical guidance manuals are updated, relevant and reflect best practice</li> </ul>

- Work with the Governance & Quality Assurance Lead for Older Peoples and Nursing services in the introduction of any clinical policies required
- Ensure clinical training is available to all staff based on needs of residents and liaise with the training team to ensure this is provided
- Ensure nurses undertake reviews where residents' needs are complex, and residents may be at risk of being served notice offering direct support where required
- Ensure Care documentation is reflective of residents needs and care staff are supported in this area, especially in regard to clinical needs
- Ensure Nursing staff are allocated an unit and they are responsible for the clinical oversight of their dedicated unit
- Continue to develop clinical practice relating to MCA and DoLS, End of life Care, diabetes and any other health care needs provided for
- Oversee support of people who are funded 1-1 ensuring regular reviews and least restrictive approach alongside the Home Manager
- Review and develop clinical practice in the area of end of life care by:
  - Continuing to work with the local hospices
  - Developing our approach to end of life care in alignment with St Helena's Hospice and the current training plan agreed with them for Foxburrow Grange
  - Develop relationship with the lead nurse for the ICB
- Support SCHA practice development alongside the management team
- Support, design and deliver induction and other clinical training
- Manage the clinical budgets ensuring purchasing is in accordance with organisational procedures and equipment is maintained, stock control measures are in place and equipment meets residents needs
- Manage the revalidation process for nurses as well as act as the lead mentor for all student nurses
- Oversee the clinical rota and deployment of clinical staff
- Work closely with the Home Manager re the implementation of the Single Assessment Framework
- Understand the regulatory requirements of the Health and Social Care Act

Person specification	
<b>Experience, Qualifications and Specific Knowledge</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• First level registered General nurse with current NMC pin Number</li> <li>• Experience of working with older people</li> <li>• Experience of working with people with cognitive impairment</li> <li>• Experience of managing a team/leadership skills</li> <li>• Experience of working within a multidisciplinary team</li> <li>• Experience of care of people with long term conditions e.g. neurological, stroke, heart disease, depression and arthritis</li> <li>• Experience of care home environment</li> <li>• Knowledge of CQC requirements /Single assessment framework</li> </ul>

	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• ENB 998 or teaching qualification</li> <li>• NMC recognised Mentorship training</li> <li>• Clinical supervision skills</li> </ul>
<b>Other role specific requirements</b>	<ul style="list-style-type: none"> <li>• Ability to work flexible shift patterns</li> <li>• Undertake other duties as may be reasonably required by the organisation</li> <li>• Support the Home manager with day to day management of the Home</li> <li>• Deputise for the Home manager</li> </ul>