

## Job Description

<b>Position:</b>	Senior Registered Nurse
<b>Reports to:</b>	Centre Manager
<b>Grade:</b>	D

### Overall purpose of the role:

- To support the Centre Manager in providing and maintaining high standards of health and social care for the people living in the home.
- Have overall responsibility for the clinical care delivered in their designated area.
- To work in partnership with the Centre Manager and staff team in order to achieve positive outcomes across all areas of the home.
- To be the person in charge of the home when the Centre Manager is absent.

### Responsibilities:

- To proactively manage issues, problem solve and find solutions when complaints or concerns arise.
- To have an understanding of the CQC requirements relating to the registration of the home – The 5 Questions – Safe? Effective? Well Led? Caring? Responsive?
- Responsibility for clinical supervision across the team of Registered Nurses including addressing areas of concern with practice and recognising/encouraging when good practice is demonstrated.
- Assessing, planning with the person, implementing and evaluating the support and necessary care needs.
- Ensure that all Brunelcare procedures are followed and that record keeping is kept up to date. To be aware of and adhere to current policies and guidelines for nursing practice which reflect statutory and NMC requirements.
- Administer drugs in accordance with the drugs policy understanding the actions to follow should errors occur – in relation to both self and others.
- Oversee the training and administration of drugs by other nursing staff and care staff.
- Ensure that all staff provide care as per care plans that are fully reflective of the person's current health status.
- Participation in direct care of residents essential in order to coach and mentor staff in high standards of nursing care across the home.
- Maintain professional standards in behaviour and attitude and take responsibility for your own professional development and be aware of personal accountability in relation to professional practice as stipulated in the NMC's Code of Professional Conduct.
- Expectation to assist with the covering of holidays, sickness and training and arranging staff cover.
- To be part of the on call team.

- To be responsible for the day to day running of the staff rota in the absence of the Centre Manager.
- To arrange, attend and be part of leading regular staff meetings.
- Be able to try new approaches to help support people with a dementia. Role modelling ideas and giving support, guidance and being able to communicate to staff errors in practice.
- Supervision of staff at all times, ensuring that they are fit for duty and arranging staff cover when necessary including managing staff absence as directed by the Home Manager in line with Brunelcare policy.
- To supervise the induction of new staff, be able to give guidance on mentoring for other staff. To encourage staff members to further develop as individuals

In addition to the duties and responsibilities listed, the job holder is required to perform other duties assigned by the supervisor/manager from time to time. However, such other duties must be reasonable in relation to the employee's skills, abilities and status.

#### **Knowledge, experience and behaviours:**

- Registered Nurse qualification with a current NMC PIN number.
- Evidence of clinical skills and knowledge relevant to the Care Home environment.
- Experience of working in a Care Home environment and able to demonstrate leadership skills.
- Excellent communication skills – demonstration of a competent and professional manner regardless of the situation.
- Able to demonstrate good time and resource management skills.
- A flexible and adaptable approach to working hours in order to meet the operational requirements of the home.
- Able to work as a team member as well as a team leader who can motivate and drive staff towards positive outcomes.
- To adhere to the NMC Code at all times.
- Able to demonstrate excellent communication skills, a complete understanding of the necessity for confidentiality and duty of candour requirements.
- A commitment to the development of staff to enable them to be empowered to take responsibility for their actions and deliver excellent customer service.
- A commitment to enabling older people to live their lives as well as they can regardless of the complexities of their long term condition or life limiting illness.
- Able to act as an ambassador for BRUNELCARE.

#### **Environment:**

Brunelcare is an award-winning Bristol-based charity providing high-quality housing, care, and support for older people in the South West, whilst also being recognised for our expertise and excellence in caring for people living with dementia. We are at the forefront of developing ways for people to stay as independent as possible whilst creating great communities to live, work, and thrive in.