



JOB DESCRIPTION

Job Title	RMN / RGN
Responsible To	Head of Care

Purpose of Position

- To facilitate and manage the care of residents within the Home, which will provide both nursing and residential care working with residents, staff and other team members to ensure this meets a high measurable standard.
- To assist the management team in all aspects of the running of the Home and promote a homely atmosphere where resident's choice, rights freedom and dignity are preserved and respected at all times.
- To ensure and provide a high standard of care for residents by being actively involved in care planning and its implementation.

WORKING RELATIONSHIPS

Internal

To have a commitment to multidisciplinary team working and therefore the working relationship will be with ALL members of the team.

External

Contact with Head Office, statutory authorities, community services, GPs, relatives and general suppliers of services to the home.

Main Purpose of Role

- To provide professional leadership to staff within the home and have ongoing responsibility for care practice, development and education.
- To act as team leader for a specific group of residents and care staff.
- To develop, document and implement individualised care plans for residents and to be actively involved in the day to day care of residents.

- To work as part of a multidisciplinary team to develop residents independent living skills.
- To ensure an effective communication network within the Home to ensure that information is received in a timely and accurate manner.

Key Tasks

- To act in accordance with the NMC code of professional conduct and to ensure that the highest standard of appropriate care is provided at all times; ensuring always that the personal dignity of the resident is respected.
- To lead a multidisciplinary team to enable/ensure that individual programmes of care are developed, executed and measured to the residents.
- To lead the team assisting in the assessment of individuals care needs, and in the overall planning and management of care within the unit.
- The post holder will maintain a multidisciplinary approach to care, and ensure an environment, which acknowledges and respects residents' rights to choice, freedom and individual dignity.
- To take charge of shifts on regular basis and assist in ensuring that day to day staffing level are appropriate to meet the service requirements.
- To take charge of the Home in the absence of the Home Manager or Head of Care.

Staff

- To allocate roles and tasks within the unit to maintain its effective operation.
- To act as a catalyst to other team members enabling them to bring ideas to fruition.
- To ensure that current nursing practice is up to date and to maintain an interest in current research and to recognise the training requirements of all staff.
- To provide supervision to allocated members of staff.
- To work with care staff in the development of NVQs.

Residents

- To be responsible for ensuring the assessment of individual resident's needs.

- To ensure that care plans recognise the needs of individuals and that these are followed.
- To consistently review the service offered to current and future residents ensuring that it meets their needs and is in line with current practice and thinking to achieve the highest quality living.

Legal

- To ensure that all staff are aware of their responsibilities under the Health & Safety at Work Act 1974 and to carry out the responsibilities so assigned by the Home Manager.
- To be aware of the current COSHH regulations and ensure compliance.
- To assist the Head of Care in the development and implementation of nursing and care policies to ensure that they protect the resident and the organisation.

Financial

- To be part of the team setting and agreeing budgets and take responsibility for controlling unit costs and the meeting of budgetary targets.
- To ensure compliance with financial procedures as recommended and defined by the Finance Manager.

Qualifications and Experience

RGN/ RMN (1st level nurse)

A commitment to a holistic approach to nursing care is essential.

Working Conditions

A flexible 39 hour week will be worked to meet the needs of the home. This is a developing post and the content will be reviewed after three months and in consultation with the post-holder amended as necessary.

(Part Time / Job Share also available)