

NURSE (RGN/RMN)



JOB DESCRIPTION and PERSON SPECIFICATION

Job Title	Registered Nurse RGN/RMN Current Nursing and Midwifery Council (NMC) registration.	
Location	Simeon Care for the Elderly Ltd Simeon House, Cairnlee Road, Bieldside, Aberdeen AB15 9BN	
Purpose	To provide Nursing Care to 23 older people, of whom 6 may have learning disabilities. To uphold Simeon's ethos of care, the smooth running of day to day operations and the development of best practice in Simeon. To work in partnership with the wider team to develop and provide integrated and holistic relationship centred care.	
Organisation	Simeon is one of six independent Camphill Charities in the Aberdeen area. We are registered with the Care Inspectorate to provide residential care with nursing for 23 older people. Scottish Charity SCO12239	
Working time	3, 4 or 5 days/week for the right candidate Monday to Sunday on a rota. Flexible rota includes weekend working. Early shift 06:45 to 14:30 and Late shift 13:30 to 21:15.	
Reports to	The Nurse Leader and General Manager	
Directly supervises	Assist the management team in the day to day support of staff, students and volunteers	
Pay	Monday – Friday	Saturday, Sunday
	£14.50 - £15.49	9% enhancement
	Depending on experience	
Other Benefits	5.6 weeks annual leave (pro-rata).	

JOB DESCRIPTION

Main Areas of Responsibility

Nursing Care

- To provide professional Nursing assessment and intervention as required for all our residents.
- To liaise with GP and other allied health professionals in support of our residents' wellbeing.
- To advise and support the wider team to ensure medical and wellbeing needs are met.

- Administer prescribed medication and maintain records.

Leadership

- Assist the management team in the day to day supervision and induction of staff on duty.
- Plan and facilitate team meetings as required.
- Help co-ordinate the activities of all staff to ensure the most effective and appropriate delivery of care.
- To lead by example and demonstrate positive and respectful relationships with residents, their families and carers and other members of the team.
- To be a leader, champion or ambassador in a particular area of expertise, for example footcare, hearing, dementia, etc.
- To ensure staffing levels are maintained. Encourage a flexible culture within the team. Identify and organise cover as required.
- Support the general manager in areas of development including: recruitment; health and safety; training; induction; and general resource management.
- Provide supervision and support to students and volunteers.
- As a key member of staff to represent and promote Simeon and it's ethos at relevant events.

Provide personal care and support with reference to individual care plans

- To assist the residents in all areas of their daily personal care and hygiene needs according to their care plans.
- To support residents to engage in activities of daily life that promotes a sense of purpose, belonging, and achievement.
- To engage in conversations to help maintain residents' sense of identity; upholding dignity at all times.
- To assist in the delivery of therapeutic care treatments under the supervision of qualified staff.
- To care for residents during illness and assist in end of life care, ensuring Simeon standards and protocol are maintained.
- To support residents to meet their spiritual and cultural needs and identity.
- Create and maintain care and support plans and procedures for residents in consultation with other team members, family and allied care professionals to promote continuity of care.
- Monitor and review the service provided and make adjustments where necessary to meet changing needs in consultation with the key nurse and others.
- Participate in the formal review of care and support plans with family and social workers/care managers.

Teamwork, Communication, Health and Safety

- Maintain effective communication within your team and others, promoting team working and healthy working relations.
- Participate in creating a homely environment through supporting and joining meals, tea breaks and celebrations.
- Make daily entries in the care plans (computer based) and report observations about the health and well-being of individual residents to the appropriate people.
- Contribute to the care team's knowledge and awareness of the changing needs of residents at the daily handovers and attend meetings as required.
- Follow and take responsibility for Health and Safety policies and procedures at all time.

- Carry out risk assessments in relation to resident care and staff team.
- Ensure sound working knowledge of all equipment, reporting any known issues through correct channels.

Training

- To take part in training and vocational courses as required.
- To lead and deliver training as per specific areas of expertise and knowledge.

Quality Assurance

- Achieve standards of care as agreed and in compliance with all relevant legislation.
- Implement methods of checking quality of care and procedures suitable to the circumstances as agreed with the Manager.

Professional Conduct and Training and Development

- The post holder must abide by the Nursing & Midwifery Council Professional Code of Conduct, observe appropriate confidentiality, maintain a professional profile, attend training and study days as necessary and be responsible for own Council registration.
- The post holder must be aware of current approaches to person-centred, palliative and dementia care and show this in practice.

PVG/Disclosure

As the role involves working in an environment with vulnerable people a PVG or disclosure will be required. If you are not a PVG member, you will need to apply for membership before you can work with us.

Health and Safety Responsibilities

- Demonstrate a personal commitment to Quality, Health and Safety, and the Environment.
- The employee is responsible for both their own safety and for the safety of others.

Other requirements

A degree of flexibility is needed. You may occasionally need to perform work not specifically referred to above to support the care team and residents. The need to do such duties will be reasonable and as agreed between the post holder and the manager.

PERSON SPECIFICATION

	Essential	Desirable
Education and Qualifications	Registered Nurse RGN/RMN – Current Nursing and Midwifery Council (NMC) registration.	Qualification in Nursing older people. Specialist training in Dementia, palliative care, and conditions typical in older people.
Skills / Aptitude / Abilities	<p>Basic computer skills.</p> <p>Motivation and capacity to work effectively in critical or pressured situations.</p> <p>Confident and competent to respond to emergency and / or episodes of acute illness.</p> <p>Manage challenging behaviour.</p> <p>Ability to handle and administer drugs appropriately.</p> <p>Excellent communication skills</p> <p>Ability to manage a busy workload, meet deadlines and delegate.</p> <p>Pre-empt issues and troubleshoot problems before or as they arise.</p> <p>Deal sensitively and professionally with distressed service users and/or relatives</p>	<p>Dementia Care.</p> <p>Palliative Care.</p> <p>Integrated therapeutic care, treatments, remedies and medicines.</p> <p>Supervision skills.</p> <p>Able to inspire and lead others to high standards of care.</p> <p>Promote team work.</p> <p>Experience in working with learning disabilities.</p>
Knowledge	<p>Understanding of professional and current issues in care for older people in Health and Social Care.</p> <p>Awareness of Simeon Ethos and relations centred care.</p>	Understanding of Camphill and anthroposophy
Experience	<p>Nursing Care of older people with health issues.</p> <p>Experience of co-ordinating and managing patient / resident care.</p>	<p>Working in residential/nursing home.</p> <p>Working directly with relatives.</p> <p>Providing bereavement support.</p>

<p>Personal Attributes</p>	<p>A compassionate, empathetic and caring nature.</p> <p>Treats others with courtesy and respect at all times.</p> <p>Shares information and good practice appropriately.</p> <p>Able to inspire the residents and care team's trust in you.</p> <p>Commitment to equality and diversity.</p>	
<p>Special circumstances of role</p>		