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Job description: Registered Nurse

Values Based Job Description And Person Specification	
Job title:	Registered Nurse
Reports to:	Deputy Manager/Manager
Job overview: (Note: In addition to these functions, employees are required to carry out such duties as may reasonably be required)	To positively support the Deputy Manager in providing leadership to the care staff within Silverways Nursing Home (Christchurch Housing Society). To maintain skills at a current level and undertake such training and development as may from time to time be required to maintain that currency of practice. To manage the service in accordance with standards agreed with the Registered Manager, Registered Provider, legislative requirements, relevant regulations, in line with accepted best practice and within the financial plans agreed from time to time with the Registered Provider.
Location:	Silverways Nursing Home (Christchurch Housing Society), but you may be required to work from other locations at the discretion of the company and with appropriate notice.

Responsibilities and duties of the job

Role specific duties:	Ensure Service Users are at the heart of the care delivery and their wishes and preferences enhance their wellbeing. Undertake the Care Planning activities for Service Users to meet changing physical, psychological and social needs, taking into consideration privacy, dignity, personal choice and informed consent. Ensure Care Plans are developed in collaboration with Service Users, their family and friends (where appropriate) and members of the multi-disciplinary team. Undertake all aspects of medicine management in line with legal, professional and regulatory requirements. Be responsible for promoting and safeguarding the welfare of those individuals they support.
Working with others:	Develop effective working relationships with all employees within Silverways Nursing Home (Christchurch Housing Society). Work in cooperation with members of the multi-disciplinary teams to maximise opportunities for Service Users.
Leading by example:	Seek opportunities for personal and professional growth. Work within the NMC Code of Conduct. To provide leadership to the care and nursing functions of Silverways Nursing Home (Christchurch Housing Society). To provide nursing care in accordance with current best practice, according to policy and procedures, agreed standards, legislative requirements, relevant regulations under the direction of the Manager.
Personable responsibilities:	Be registered with the NMC and work within the Code of Conduct. To comply with NMC requirements for revalidation every three years: this will require, (among other measures), obtaining practice-based feedback, reflective discussions, written self-reflections on practice, and obtaining confirming evidence of continued adherence to the NMC codes of practice from a health care professional, normally the line manager. Attend statutory training and any other training as directed by the management.

Person Specification

Specific requirement for qualifications	Essential	Desirable
Good English – written and verbal	Yes	
Registered with relevant body, e.g. NMC	Yes	
Level 1 registered nurse qualification	Yes	
Maintain PDP attending workshops commensurate with the role to develop and maintain best practice	Yes	
Supervisory of management qualification		Yes

Specific requirement for skills	Essential	Desirable
<p>Proficient written skills Maintain all care plans/records in accordance with Silverways Nursing Home (Christchurch Housing Society) Policy</p>	Yes	
<p>Leadership skills Demonstrates the ability to lead and manage the care team during each shift, ensuring smooth and efficient daily operations. Delegates tasks appropriately, supervises carers, and monitors resident care to maintain high standards of safety and quality.</p>	Yes	
<p>Communication skills Supervise and communicate effectively with staff to ensure that shifts run smoothly, making sure all work is carried out in an organised and efficient manner taking into consideration peoples' preferences. Liaise appropriately with all visitors and callers to Silverways Nursing Home (Christchurch Housing Society). Undertaking and undergoing formal supervision.</p>	Yes	
<p>Problem solving skills Registered nurses need to be able to adapt and address situations quickly. Plan, develop, implement and assess approaches to promote health and well-being. Recognise and report situations where there might be a need for protection. Promote the effective resolution of team conflicts. Ensure there are always adequate staff with the necessary skills on duty. Share in the development of the strategic plans of Silverways Nursing Home (Christchurch Housing Society).</p>	Yes	

Specific requirement for previous experience	Essential	Desirable
Previous experience of working in a similar environment		Yes
Previous experience of working in similar supervisory roles	Yes	
Experience of working with service users, in particular, those that may have additional support needs		Yes

Oversee the staff rota, ensuring adequate staff on duty with correct skill mix and arranging for additional cover when there is a shortfall due to staff sickness or sudden leave		Yes
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Value-based personal qualities

Working together	Involve Service Users, family, external agencies & colleagues. Speak up when things go wrong.
Respect and dignity	Understand person-centred care and can demonstrate treating people as individuals and respecting choices. Promoting independence and encouraging appropriate risk taking.
Everybody counts	Ensuring no one is discriminated against or excluded. Understand human rights and impact on care delivery. Facilitating people to “speak up” about concerns and acting upon them.
Commitment to quality of care	Striving for quality in everything we do, recognising and understanding what quality in care means for people using the services. Being accepting about criticism and focusing on improvement. Being open to new opportunities for learning and identifying the limits of skills and knowledge.
Compassion	Treating people with kindness. Understanding the importance of empathy in all areas of employment. Understanding the values of others and always providing a caring service.
Improving lives	Focus on how things could be done better and sharing ideas. Understanding of wellbeing and what is important to people using the service. Improving outcomes for people. Ensuring appropriate services are provided for people using the services.
Working together	Involve Service Users, family, external agencies & colleagues. Speak up when things go wrong.