

**Responsible to:** Deputy Home Manager, overall responsible to Home Manager

**Responsible for:** Assistant Manager, Senior Care Assistants & Care Assistants

*The Home support team provide support to all of the homes where there is a requirement to support the existing team or cover absence in a particular role. It is for this reason that members of the HST must enjoy variety, working in new environments and different teams and be comfortable "hitting the ground running".*

## Overall aim of the job:

Lead a team of carers to support and care for residents who reside within the home,

- Oversea the clinical needs of residents by adopting a person-centred approach.
- Deliver and lead by example to deliver high quality care to residents in a dignified manner.
- Work to the NMC code of conduct and scope of practice and company policies and procedures.
- To actively assist, maintain & promote the Coverage Care values:
  - Support and listen to you
  - Use and open, honest culture
  - Put you at the heart of our service
  - Ensure you feel safe
  - Respect your life choices
  - Be kind and compassionate
- Working on a rolling shift pattern, including alternate weekends, applying a flexible attitude to working hours especially in regards to covering absence & holidays, including bank holidays, evenings & weekends.
- Displaying a caring, sensitive & approachable nature.
- Being compassionate, patient & empathetic in all tasks.
- Being organised & reliable in approach to work.
- Having a full knowledge of and to follow the NMC Professional Code of Conduct and to be accountable for professional practice.

What experience do I need?	What Qualifications do I need?
Experience of working as an RGN/RMN with a minimum of 1 years' experience in a health & social care setting including working with people with dementia.	RGN/RMN Qualification with Active PIN
Experience of administering medication using a computerised system.	Completion of re-validation as appropriate
Experience of leading a team and delegating tasks appropriately & maintaining whilst motivation.	<b>What Training will I receive?</b>  Mandatory Clinical Training and updates appropriate to your role  Emergency First Aid (3 day course).

<p>Understanding of safeguarding adults at risk.</p> <p>Understanding of regulations &amp; legislation within the care profession.</p> <p>Understanding of key care principles, national minimum standards &amp; CQC.</p>	<p>Risk Assessment</p> <p>Manual Handling</p>
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## Main Duties:

Take responsibility for clinical nursing care for your unit/s from receiving handover information, monitoring and updating care plans, ensuring that residents are monitored where their needs require this and appropriate clinical intervention is provided as per the care plan/GP/Consultant advise.

To administer medication for service users in line with NMC & company policy & procedures relating to the ordering, administration, storage, and control of controlled drugs.

To take the clinical lead with residents in respect of tissue viability, pressure relief, nutrition, continence, and wound management ensuring that the care team understand and are informed on how to deliver this where appropriate.

Ensure residents choice, dignity and inclusion is respected by you and your team when delivery care and support.

To individually, and as a team member, seek to identify & promote improvements, lead the care team to embrace new procedures to support continual improvement as agreed by the Home Manager.

To work with the nursing and care team to set standards for care, informed through evidence based practice, and act as a role model at all times.

To liaise with GP, chiropodist, occupational therapist, physiotherapist, and external clinical advisors as required.

To facilitate the admission and discharge of service users – liaising with other agencies to ensure continuity of care between hospital and community.

To build and maintain good relationships with service users and their relatives, displaying good communication & listening skills, to ensure they are provided with an effective communication network & next of kin is informed of significant changes in a service user's condition as appropriate.

## Additional Duties:

Regular attendance to home, team, and nurse meetings.

- Keep up to date with new procedures relevant to your role.
- Work in line with Health and Safety procedures appropriate to your role in line with eh H&S policy.
- Ensure confidentiality of both residents, staff and company information in both written and verbal form.
- Ensure you and your team's delivery is anti-discriminatory and culturally sensitive with regard to race, religion, culture, language, gender, sexual orientation, age and disability.

- To actively market Coverage Care and promote a positive, personal & professional profile, always ensuring the good reputation of the organization

### **Please Note**

The duties in this job description are not exhaustive, but instead, are representative of the type of work required in the post. The post holder will, therefore, be required to undertake other duties deemed appropriate and consistent with the purpose of the job.

The job description & person specification are revised periodically and amended, as necessary, to ensure that they meet the needs of the service.

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I acknowledge the receipt of the above job description:

**Name:**

**Signature:**

**Date:**