

Our Values:

Support and listen

Use an open, honest culture

Put you at the heart of our service

Ensure you feel safe

Respect your life choices

Be kind and compassionate



Job Title: Night Nurse (RGN / RMN)
Reporting to: Deputy Manager / Home Manager
Hours of work: Flexible up to 36 hours per week, on a rolling shift pattern including alternate weekends, bank holidays to meet service needs

Job Purpose

To lead a team to deliver empathetic and high-quality personal care in a personal-centric and respectful way maintaining dignity and promoting independence. Provide emotional and physical support in a complex nursing environment where vulnerable and frail residents live.

Main Duties and Responsibilities

- Lead and set standards on clinical care, including assessing, planning, implementing and reviewing care needs
- Take responsibility for administering medication in line with NMC legislation and individual residents' care plans and changing needs
- To liaise with external medical professionals such as GP's, chiropodists, therapists etc to ensure best quality of care, and continuity of care between hospital and home
- Ensuring residents and colleagues adhere to infection control protocols, medical storage and substance control regulations
- Provide psychological and physical support to residents, family members and friends, sometimes in emotionally charged and pressured situations
- Encourage residents to sustain their health, fitness, and mobility, to best maintain their independence, and provide support where needed

General

- Work effectively in your team, sharing knowledge and best practice
- Comply with company policies and procedures and ensure up to date knowledge
- Practice responsible safeguarding, raising awareness of risks and hazards
- Keep accurate records
- Maintain confidentiality
- Promote anti-discriminatory behaviour, being culturally sensitive about personal characteristics

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

| Selection Criteria A = Application Form, I = Interview, T = Test or Case Study, P = Personal Assessment | Essential (E) or Desirable (D) Criteria | Assessment Method (A, I, T, D) |
|--|--|---|
| Attributes / Skills: | | |
| 1. Effective communication | E | A, I |
| 2. Interest in working in residential care setting | E | A, I |
| 3. Ability to build meaningful relationships whilst maintaining professional boundaries | E | I |
| 4. Punctuality and reliability | E | I |
| 5. Conscientiousness, care, and compassion | E | I |
| 6. Patient and empathetic approach | E | I |
| 7. Willingness to participate in training sessions as required | E | I |
| 8. A reasonable level of fitness | E | P |
| 9. Commitment to Equality, diversity, and inclusion | E | I |
| 10. Clear understanding of confidentiality | D | A, I |
| 11. Able to deliver excellent customer service | D | A, I |
| 12. Effective problem-solving skills | E | A, I |
| 13. Ability to deal with emotionally charged and pressured situations | E | A, I |
| 14. Confident in using standard IT packages for recording data and researching information | E | A, I |
| Experience: | | |
| 1. Recent and relevant experience in a health and social care environment | E | A, I |
| 2. Experience of working with older people | D | A, I |
| 3. Experience of working with people with dementia | D | A, I |
| 4. Experience of administering medicines | E | A, I |
| 5. Excellent knowledge of emergency care | D | A, I |
| 6. Understanding of safeguarding adults at risk | E | A, I |
| 7. Experience of supervising and developing a team | D | A, I |
| Qualifications / Training: | | |
| 1. RGN / RMN qualification | E | A |
| 2. Active Nurse PIN and the ability to meet the requirements for revalidation | E | A |
| 3. Basic Food Hygiene | D | A |
| 4. Dementia awareness | D | A, I |
| 5. Health and Safety, e.g., moving and handling | D | A, I |

This Job Description and Person Specification are revised periodically and amended as necessary to ensure that the content reflects the needs of the service.

I acknowledge the receipt of the above job description:

NAME: _____

SIGNATURE: _____

DATE: _____