

JOB DESCRIPTION

Nurse

General: The Rose Road Association has been working with children, young people and their families from across Hampshire and the surrounding counties since 1952. The children who attend The Association have multiple and complex health conditions.

The range of services provided includes; activity schemes, residential short breaks, family information and advice services and community support to over 300 families in Hampshire and surrounding counties.

Responsible to: Head of Care with clinical supervision from a qualified nurse

Hours: 0830 – 1600 term time only

Purpose: The post holder will be responsible for overseeing the provision of health care for young adults aged 18 years to 25 years, with PMLD and SLD within Avenues. You will be responsible for the on-going assessment of care needs and the development, implementation and evaluation of programmes of care, providing skilled nursing care, advice and support.

Main Tasks: CLINICAL

1. To oversee the daily health needs of the young adults and liaise with care and education staff on all issues/information relating to a young adult's medication and health management.
2. Provide clinical interventions on a daily basis to meet the needs of the young adults e.g gastrostomy care, deep suctioning, oxygen therapy.
3. Be responsible for the initial assessment of care needs, the development, implementation and evaluation of programmes of care, appropriate to the physical psychological and social needs of the young adults without direct supervision.
4. Assess complex health and wellbeing needs and develop,

monitor and review care plans to meet those needs.

5. Identify specific goals and interventions required to maximise health and wellbeing and develop effective approaches to meet the needs of the young adults.
6. Ensure the provision, storage and administration of medicines in accordance with Service guidelines and policies and in partnership with pharmacy colleagues. Prepare Medication Administration Record Sheets (MAR sheets) for each item of medication for all the young adults.
7. Ensure appropriate risk and other assessments are completed and documented in a timely manner in accordance with service policy.
8. Ensure defective medical equipment is reported and made safe without delay in accordance with service policy.
9. Ensure medical equipment is maintained in accordance with service policy.
10. Provide timely clinical assessment and monitoring of the young adults who present within the service with a deterioration in health.
11. Ensure Infection prevention and control procedures are followed by all staff within their area of responsibility.
12. Ensure the young adults have appointments with other medical services as required, including dentists, opticians, hospital appointments, orthodontists, etc., and record this information in accordance with policy.
13. Maintain accurate and comprehensive records of work, observing high standards of confidentiality and working within the guidelines of Caldicott and appropriate professional standards.
14. Agree and provide a training plan for staff covering any delegated healthcare tasks and assess competence when required.

COMMUNICATION

1. Develop and maintain communication with people about difficult matters and/or in a difficult situation.
2. Have some knowledge about and be able to use alternative communication means used by the young adults.
3. Communicate effectively with a wide range of health, education and social care professionals across professional boundaries. Responsible for communicating information both within the organisation and outside it.
4. Establish and maintain effective channels of communication within own team. Participate in and contribute to meetings and working groups that inform service delivery.
5. Take appropriate action if any of the young adults are identified as 'at risk'. Act within local and national Safeguarding Policies and Procedures.
6. Participate in safeguarding conferences, network meetings, and other multi-agency meetings and support team members in the safeguarding process.

PROFESSIONAL

1. To adhere to the NMC Code of Professional Conduct and maintain up to date professional registration.
2. Maintain own professional development and mandatory training, identifying learning needs in relation to specialist area of practice.
3. Participate in individual performance review and personal development planning annually with senior staff.
4. Participate in clinical and safeguarding supervision to sustain and develop practice, utilising the service to manage all aspects of personal, professional and work-related issues including distressing and stressful situations.
5. Manage and prioritise own workload effectively

Conditions & Annual Leave: The Rose Road Association is an equal opportunities employer. All staff undergo annual appraisal. Normal Association conditions of service apply. 25 days annual leave per annum (pro rata), rising to 28 days after 5 years continuous service.

DBS Check: This post will be subject to an Enhanced Disclosure by the Disclosure & Barring Service.

Salary: Band 6 £31365 - £37890 pro rata

Closing Date: 27th September 2020

Interview Date: TBC

How to Apply: Visit www.roseroad.org.uk/jobs to complete an online application form or contact Human Resources on humanresources@roseroad.org.uk or 023 8072 1234

PERSON SPECIFICATION

Nurse

Requirements	Essential	Desirable
Qualifications		
RN Child (or equivalent) or RN Learning Disability with experience of working with Young Adults with PMLD and SLD	x	
Knowledge and Skills		
Post registration nursing experience	x	
Previous experience of caring for young adults with Complex Health care Needs	x	
Previous experience of working in a multi-agency environment	x	
Previous experience of working as part of a multidisciplinary team	x	
Experience of working in a constantly changing environment	x	
Previous experience of working in a specialist school/college or similar setting	x	
Ability to prioritise and manage own workload	x	
Ability to communicate the needs of young adults with severe disabilities to a wide range of professionals	x	
Ability to communicate effectively with young adults with complex disabilities	x	
Wide range of Clinical nursing skills e.g epilepsy, gastrostomy/jejunostomy care, stoma care, diabetes, deep suctioning, oxygen therapy etc.	x	
Ability to teach clinical skills to learners and care staff	x	
Ability to administer medications and write up MAR charts	x	

Self-Motivated	x
Being flexible and adaptable at work in order to meet competing priorities	x
Good understanding of the impact of severe disability on young adults	x
Good Understanding of infection prevention and control procedures	x
Good Understanding of personal health and safety responsibilities	x
Good understanding of the meaning and value of clinical supervision	x
Good understanding of safeguarding adults	x
An understanding of equality within the workforce and how it can impact on this post.	x