

Registered Nurse

Location:	
Service Type:	Home to Decide
Responsible to:	Head of Health, Quality and Clinical Governance
Accountable to:	Head of Health, Quality and Clinical Governance
Appraisal Role Level:	Level Three

Main Purpose

To work as part of an integrated team, which consists of Personal Nursing Assistant, Assessors and Occupational Therapist to deliver streamlined pathways, ensuring all patients receive person-centred high quality care.

To take the lead on comprehensive assessments, while ensuring the co-ordination of patient's needs are managed effectively supported by a structured care plan.

Being the named nurse to facilitate Hospital bedside assessment, communication with local authorities and families and ensuring the transition from Hospital to Home is organised and efficient.

Hilton Nursing Partners Values

The post holder is required to uphold and model Hilton's values in everything they do.

- **Communication** How we communicate effectively with our partners.
- **Respect** How we show respect for our partners.
- **Teamwork** How we work within our teams, including internal and external partners.
- **Quality** How we ensure that we are working to a high standard.

- **Partnership** How we represent HNP and work with others to maintain high quality care.

Hilton Nursing Partners ensure they embed the “6c’s” into daily practice, which is a set of values that underpin **Compassion in Practice**:

- **Communication** Communicating effectively to deliver high quality care.
- **Care** Caring for the wellbeing of your patients.
- **Compassion** Trying to understand how your patient may be feeling.
- **Commitment** Dedicated to do your best for your patients.
- **Competence** Making sure that you have the right skills and knowledge to care for your patients.
- **Courage** Making sure your patients are safe and trying new things to meet your patient’s needs.

Main Responsibilities

- Assessment planning in hospital leading to holistic nursing care within the patient’s own home.
- Development of care programmes in conjunction with the hospital and community multi-disciplinary team
- Assess and review patients care plan, in line with the needs of the patient as per Hilton’s business and system process
- To work as an active member of HNP and to provide high quality nursing care.
- Manage and prioritise patients with complex needs
- Communicate effectively and efficiently any change in condition to ensure patients receive appropriate treatment as needed
- Carry out ongoing assessments in relation to the patients change of need
- Able to interpret and comply with professional codes and conduct and Company operational policies and procedures
- To support the Clinical Hub Lead Nurse in the supervision and mentorship of Personal Nursing Assistants
- Participate in team training, providing teaching to the other members, sharing knowledge and reflective learning where possible
- Receive and respond to requests for consultation / intervention from PNA’s and all significant others i.e. client’s, families and relevant professional’s
- To be available on the phone to receive calls to be able to provide support where necessary
- Delegate safely, appropriately and supervises team members
- Ensure patients receive appropriate levels of nursing care and reduce their need for hospital re-admission
- Initiate gaining training to benefit self, patients in- line with company directives
- Taking a dynamic approach ensuring quality is monitored and continually improving, putting the patient first at all times
- Report immediately and appropriately any significant changes in health or social circumstances of the patients, as part of the monitoring process
- Comply with Manual Handling legislation when moving patients
- Undertake appropriate learning and development activities as required for the job role and maintain a record of all CPD

- Undertake planned training to carry out duties of the Registered Nurse
- Attend meetings and training with the team as required
- Provide flexible cover for colleagues in the event of annual leave or sickness as part of the HNP team
- Being respectful of individuals due to different cultures and beliefs
- Any other duty that is required

Communication and Partnership Working

Stakeholders	
Internal	Personal Nursing Assistants Occupational Therapist Team Leaders Regional Managers Senior Management Board Members Discharge Co-ordinators Assessors Training and Development Team Members IT
External	NHS Third Party Caring organisations GP's Family Members District Nurses Community Therapy Teams Pharmacists Mental Health Practitioners Social Services Hospice Hot Meal Services Voluntary Sector

Personal Specification

	Essential	Desirable
Experience	<p>At least one year's experience of post qualification</p> <p>Recent experience in either the Health or Social Care Sector</p> <p>Delivery of evidence-based practice</p> <p>Demonstrates patient focused approach</p> <p>Previous experience of undertaking comprehensive Health and Social Care assessments</p>	<p>Evidence of facilitating learning in practice</p> <p>Evidence of on-going personal + professional development</p> <p>Previous experience of working within the community setting</p>
Knowledge	<p>All elements of the NMC Code of Conduct</p> <p>Understanding of current issues in nursing and how it fits within the current political climate</p> <p>Understanding of the discharge process and working within a multidisciplinary team</p>	
Skills	<p>Patient focused approach</p> <p>Competent IT skills</p> <p>Well-developed verbal & written communication skills</p> <p>Able to conduct and lead on crucial conversations</p> <p>Ability to develop working relationships with others</p> <p>Time management and organisational skills</p> <p>Good decision maker</p> <p>Ability to prioritise and work under pressure</p>	

	Able to use own initiative Innovative thinking	
Qualifications	Adult or Mental Health Registered Nurse with a current NMC registration	
Hilton Values & Other	Being able to demonstrate Hilton's values Own Transport	