

# Registered Nurse

<b>Location:</b>	
<b>Service Type:</b>	Discharge to Assess
<b>Responsible to:</b>	Clinical Hub Lead Nurse
<b>Accountable to:</b>	Head of Health, Quality and Clinical Governance
<b>Appraisal Role Level:</b>	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**

<b>Stakeholders</b>	
<b>Internal</b>	Personal Nursing Assistants Occupational Therapist Team Leaders Regional Managers Senior Management Board Members Discharge Co-ordinators Assessors Training and Development Team Members IT
<b>External</b>	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**

	<b>Essential</b>	<b>Desirable</b>
<b>Experience</b>	<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>
<b>Knowledge</b>	<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>	
<b>Skills</b>	<p>Patient focused approach</p> <p>Competent IT skills</p> <p>Well-developed verbal &amp; 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> <p>Able to use own initiative</p> <p>Innovative thinking</p>	

<b>Qualifications</b>	Adult or Mental Health Registered Nurse with a current NMC registration	
<b>Hilton Values &amp; Other</b>	Being able to demonstrate Hilton's values  Own Transport	