

Clinical Team Leader – Registered Nurse

Location:	London
Service Type:	All Services
Responsible to:	Clinical Hub Lead
Accountable to:	Head of Operations
Appraisal Role Level:	Level 3

Main Purpose

Under the “Home to Decide” model, as a Registered Nurse, your role will be to assess patients within the Hospital environment, co-ordinator pathways and communicate with all partners, including family members. Managing a team of Personal Nursing Assistants and Assessors, direction will be shared to provide daily care with the view to reduce activity over the two-week period, enabling the patients to remain in the home environment and providing them with an input into their overall longer-term care.

The main role, under the “Discharge to Assess” service, will be daily management of a team of Personal Nursing Assistants and Assessor’s, who provide a short-term assessment service to a variety of patients once discharged from hospital.

Hilton’s Registered Nurses work within a professional team to maximise a positive and supportive outcome to each patient safely and within the limitations of our regulative obligations

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

Home to Decide

- Undertaking assessments on patients while in the Hospital environment, in preparation of them being accepted onto the “Home to Decide” service.
- Arrange all pathways prior to the patient being discharged, while communicating with all internal and external partners.
- Ensuring the patient received a smooth and problem free discharge, through a well-co-ordinated discharge.
- Undertake an intense wrap around assessment over a 1 to 3-day period, while keeping all parties informed.
- Manage a team of Personal Nursing Assistants and Assessors on a day to day basis, undertaking regular supportive measures such as supervisions, 1:1’s and annual appraisals.
- Support with patient’s rehabilitation on returning home from a stay in hospital.
- Provide professional leadership, advice and guidance to Hilton Nursing Partners.
- Communicate effectively with patients and their relatives, ensuring accurate and seamless information is conveyed and documented.
- Assistant with any medication requirements, providing regular support to your team.
- At the end of the 2 weeks period, after a final assessment provide a full recommendation of ongoing needs for Social Services.
- To encourage and supportively re-able patients towards a degree of independence and activity appropriate to their abilities.
- To assist patients with personal care duties which promote dignity and respect at all times.
- To support patients with food preparation and the monitoring of food and fluid intake as directed.
- To support patients with all daily living tasks which promote independence and wellbeing.
- To assist and escort patients to appointments and hospital visits if required.

Discharge to Assess

- To provide out-of-hours On-call support for the organisation on an agreed rota basis.
- To regularly audit Care Planning and risk assessment procedures and provide feedback to service managers and the Head of Healthcare.
- Create and uphold an open, positive and inclusive management culture.
- Keeping up-to-date with the latest care and treatment methods within the specialist clinical fields that the organisation is registered to deliver.
- Assist the development of the philosophy, goals and objectives for the care and nursing practice.
- Carry out ongoing assessments related to continuing care and change of placement.
- Receive and respond to requests for advice and support from PNA's and all significant others i.e. client's, families and relevant professional's.
- Assess and review patients, plan, implement and review, patient centred care
- Support the creation and maintenance of a culture of performance and excellence through staff delivering clinically bespoke care and support.
- To formally assess staff training needs through field visits and assessing and maintaining contact with Patients.
- To follow the care plan and record information as per Hilton's business and system process.

As a Registered Nurse and Clinical Team Leader, you will be expected to:

- To follow Hilton Partners business and system process at all times. Reporting accurately and in a timely manner.
- Manage the team of Personal Nursing Assistants in following the agreed person-centred plan, ensuring a high-quality service, for all services, is maintained at all times.
- To ensure that all documents are completed accurately and correctly using IT equipment provided.
- Report immediately and appropriately any significant changes in health or social circumstances of the patients.
- Comply with Manual Handling legislation when moving patients.
- Undertake planned training to carry out duties of a 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.
- Use the provided IT systems effectively and efficiently.
- Be available to work flexible rota as agreed.
- Comply with the Nursing and Midwifery Council's Code of Conduct, own personal development and professional revalidation.
- To keep abreast of current professional issues and maintain the knowledge and skills necessary to perform your role effectively and safely.

- If the need arises to cover other services and areas within Hilton Nursing Partners.
- Share in the development of strategic plans for Hilton Nursing Partners.
- Comply with Hilton Nursing Partners guidelines, policies and procedures and adhere to and actively promote the organisation's Equal Opportunities policy.

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>Recent clinical experience in either the Health or Social Care Sector</p> <p>Delivery of evidence-based practice</p> <p>Demonstrates patient focused approach</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> <p>Supervisory/managerial experience</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> <p>Able to use own initiative</p> <p>Innovative thinking</p>	
Qualifications	<p>Adult or Mental Health Registered Nurse with a current NMC registration</p>	<p>Completion of Preceptorship</p>
Hilton Values & Other	<p>Own transport</p> <p>Flexible regarding availability</p>	<p>Understanding of Hilton's Values</p>

