

Personal Nursing Assistant – Stroke Service

Responsible to:	Team Leader
Accountable to:	Service Manager



Main Purpose

To work within a multi-disciplinary team in a community setting, providing support and rehabilitation to individuals who have suffered a stroke or other brain injury, within guidelines and protocols identified for the role.

Patients who have recently been discharged from hospital will have tailored agreed activity and support plan for rehabilitation and support. You will be responsible for providing all care and support needs and rehabilitation activities for individuals on the service.

Hilton Nursing Partners Values

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

	<p>Our support is based on empathy, respect and dignity</p>
	<p>We look beyond established ways and systems of supporting patients</p>

	<p>We challenge ourselves and those we support in order to optimise patient outcomes</p>
	<p>We support patients in order to maximise their future life choices</p>
	<p>We work in partnership with patients, colleagues and other professionals based on open and honest communication.</p>

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

- To deliver individual treatment programmes designed by the therapists within patients homes without direct supervision
- Supporting patient’s rehabilitation returning home from a stay in hospital providing proactive and responsive support to prevent patient’s re-admission into hospital.
- To use a range of verbal and non-verbal communication tools to communicate effectively with patients in order to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating
- Supporting and aiding informal carers and family members to build their confidence in providing care and support.
- To encourage and promote patient participation in the planning and delivery of their care, supporting a degree of independence and activity appropriate to their abilities.
- Delivery of prescribed exercise programmes on a 1 :1 basis in patients’ homes

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- To monitor patients' progress, taking into account physical, mental health and environmental needs and updating documentation.
- Adhere to, review and report the effectiveness of the patient's support and activity plan.
- Assisting patients with personal care duties promoting dignity and privacy.
- To support patients with food preparation, inline with specific Speech and Language guidance. To monitoring of food and fluid intake, if required.
- Assistance with medication management including MAR (Medication Administration Records) charts as per policy.
- Undertaking additional care skills; catheter care, stoma care, peg feeding monitoring of vital signs (once trained and assessed as competent).
- Comply with Manual Handling legislation when moving patients.
- To go above and beyond to provide "the Hilton Extra" in that no task is too small to support any patient.
- Report immediately and appropriately any significant changes in health or social circumstances of the patients, as part of the monitoring process.
- In emergency and crisis situations being able to make sound decisions and act responsibly.
- Being adaptable to the needs of the patients, working independently and as part of a team.
- Completing electronic documentation accurately and clearly with attention to detail adhering to data protection requirements.
- Maintain regular communication with Team Leader.
- Communicate effectively and share information appropriately with internal and external partners.
- To follow Hilton Nursing Partners business and system processes, reporting accurately and in a timely manner e.g. incidences, raising concerns.
- Using selected system to "tag in and out" of each patient's home.
- Attend and engage in regular team meetings, supervisions and appraisals.
- Participate in reflective evaluations of care on an individual basis and as part of a team and actively support the development of services.
- Maintain mandatory training requirements within specified timescales.
- Undertake additional appropriate learning and development activities as required for the job role.
- Supporting the organisation as a whole; providing flexible cover for colleagues in the event of annual leave or sickness.
- Comply with all Hilton Nursing Partners guidelines, policies and procedures and adhere to and actively promote the organisation's Equal Opportunities policy.
- Any other duties that comes under the job role.

Communication and Partnership Working

	Stakeholders
Internal	Team Leaders Service Manager Head of Operations Discharge Co-ordinators Senior Management Board Members Occupational Therapist Registered Nurses

	Training and Development Members IT Workforce Team Quality Team
External	NHS Third Party Caring organisations GP's Family Members District Nurses Speech and Language Therapist Physiotherapist Community Occupational Therapists Pharmacists Mental Health Practitioners Social Services Hospice Hot Meal Services

Personal Specification

	Essential	Desirable
Experience	Minimum of 1 years previous experience of working within a care environment. Complete detailed and accurate Care and Communication notes.	Experience of working within Adult Social or Health Care setting Experience of community working. Experience of the NHS Supporting Stroke patients Experience of rehabilitation patients through being a Rehabilitation Support Assistant or similar job role
Knowledge	Competent IT and Technical knowledge Knowledge of local Health and Social Care services and agencies Understanding of the MCA 2005 and Safeguarding Adults	An appreciation and understanding of Stroke conditions Understanding of how therapies supports rehabilitation
Skills	Able to understand role expectations to support organisational goals Flexibility and adaptability with an ability to work under pressure Able to take responsibility for own actions; using knowledge,	Enhanced Care skills, such as enteral feeding and monitoring of vital signs

	<p>experience and support of others to inform decision making.</p> <p>To have resilience in daily working life and ability to support others</p> <p>Demonstrates compassion in interactions with others</p> <p>Excellent communication and interpersonal skills with the ability to adapt style depending on the situation</p> <p>Uses initiative and works in a proactive way</p> <p>Good IT skills with willingness to develop these further</p>	
Qualifications	<p>GCSE in English & Maths (or equivalent)</p> <p>Level 2 Health and Social Care Qualification.</p> <p>Willingness to learn and complete relevant training to increase knowledge on strokes and rehabilitation</p> <p>Maintains own professional development (with evidence) and seeks new learning opportunities</p>	<p>Level 3 Health and Social Care Qualification</p> <p>Completed Certified Care Certificate</p>
Hilton Values & Other	<p>Being able to demonstrate Hilton's Values</p> <p>Own transport</p>	