JOB DESCRIPTION

**Job title:**

**Registered Nurse**

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| **Salary** | *£18.00-£19.50 per hour depending on experience* | **Hours** | 40 Hours per week | **Contract** | Permanent |

**Reporting to:**

Registered Nurse Manager and Deputy Nurse Manager

**Location:**

Bradley Court is situated in the same grounds as Bradley Manor Nursing Home, Crumlin Road in North West Belfast. Bradley Court is a newly built state of the art home.

**Overall purpose of the job:**

Bradley Court is a new Nursing Home for 11 individuals with learning disability and complex care needs including behaviours that challenge. Bradley Court will open to residents in 2020.

We will deliver a homely environment providing each resident with the highest quality of care by using a positive behaviour person centred approach. We want to enable residents to have opportunities for life enrichment using an approach tailored to meet each individual.

The Registered Nurse will work as part of a multi-disciplinary team, including Nurse Manager and Deputy Nurse Manager, Registered Nurses, Positive Behaviour Professional, Social Inclusion Coordinator and Care Assistants.

**Key activities of the post:**

1. Build a positive and supportive rapport with residents. Putting Human Rights at the centre of all care delivery.
2. Have excellent communication skills and a commitment to delivering a high standard of care, promoting a holistic, person centred approach.
3. Plan and Implement individual programmes of care working closely with the, individual, multi-disciplinary HSC Team and family members if applicable.
4. Guide and monitor the team to meet the daily care needs of residents, providing a high standard of care.
5. Reflect and review nursing care plans to ensure they are representative of the individuals needs and person centred to ensure choice and inclusion.
6. Working closely with residents to enable evaluation and observation to take place to ensure individualised plans of care.
7. Oversee the care team ensuring care is provided in a safe environment through participation in learning and development programmes. Examples of this are, MAPA (Managing Actual and Potential Aggression), Understanding and Implementing Positive Behaviour Support, Reflective Practice Sessions and Understanding your role in Safeguarding.
8. Complete risk assessments and management plans to ensure the environment for each individual remains safe and particular to the person’s needs.
9. Ensure day to day residents take part in meaningful individualised activities and that support is provided for social inclusion.
10. Take part in regular clinical supervision and reflective practice sessions.
11. As part of the multi-disciplinary team take part in care planning and review meetings when required.
12. Ensure to maintain personal CPD and revalidation. Maintain the skills and knowledge required for effective and safe practice.
13. Carry out administration of medicines according to policy and procedure.
14. Ensure residents physical, social and psychological needs are met and any assistance or care is carried out delivered without undue delay.
15. At all times adhere to the Nursing and Midwifery Code.
16. Ensure before carrying out any action that consideration of informed consent, Mental Capacity and Deprivation of liberty has occurred.
17. Respect a person’s right to privacy and confidentially
18. Keep clear and accurate records at all times.
19. Provide clinical care where this is required.
20. To take part and carry out any other duties as may be reasonably required.

**Who are we looking for, is this role for you?**

At Bradley Court we are looking for compassionate, caring and warm people who will enjoy helping promote and maintain well-being. We want to help residents achieve their full potential.

We want to hear from people who can positively communicate to nurture a calm and safe environment. The role is challenging but deeply rewarding when caring for people transitioning to their new home. We value the individuality of each of our members of staff and what they can bring to the role.

We will provide all staff with the necessary training for their role and increased development meetings to ensure staff feel confident and supported to deliver excellent care. All staff will take part and complete a full induction programme over a 6-month period to support them in their role.

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| Education | RNLD or RMN or RGN Qualified  Registered with the NMC | Post registration training in Behaviours that challenge and Positive Behaviour Support |
| Experience | Full understanding of the NMC Code of Conduct, Professional Standards  1 years’ experience working as a nurse in a care setting | Mental health First Aid Training  Have experience of using the MAPA model and be able to guide staff |
| Skills | Take responsibility for own continued professional development  Can work as part of a team and value everyone’s contribution    Good prioritization skills and can effectively organize own workload  Good communication skills  A confident approach  Willing to learn and adapt skills  Can reflect on own practice  Can promote role within the Multi-Disciplinary team  Be aware of own resilience and well-being |  |
| Character and Values | Compassionate and Caring  Patient, Resilient and Friendly  Honest and Reliable |  |

**Benefits of the role:**

* 5.6 weeks Annual Leave per annum on a pro rata basis
* Pension auto enrollment
* Enhanced rates for public holidays
* Opportunity to apply for accredited training after successful completion of probation period.
* Learn and develop new skills such as MAPA training, Positive Behaviour Support, Understanding and working with Autism, Mental Health Awareness, Mindfulness and also Human Rights training. The training above are only a few examples, staff will be provided with a full training package on an ongoing basis.
* Support to complete Revalidation.
* Free meals and refreshments provided when on shift
* Payment of Access NI and NMC fees

**Any special requirements:**

**All staff will be required to work as part of a rota consisting of shift and weekend work.**

**We believe that a work life balance is important for staff well-being and job satisfaction. Bradley Court has designed their service rota to meet the needs of the residents taking in to account a work life balance for staff.**