TRELOAR TRUST

JOB DESCRIPTION

POST: Bank Nurse (Band 6 equivalent)

ACCOUNTABLE TO: Head of Healthcare and Nursing

LOCATION: Treloar's site

JOB PURPOSE:

Work within and contribute to the multidisciplinary team as the duty nurse for a group of students, ensuring a holistic approach to their health care needs.
Be responsive to the needs of students, assessing, planning and evaluating care provided.
Promote and teach best practice in medicines management and all clinical procedures, with an awareness of the responsibilities in delegating care to others.
Develop and maintain relationships with staff and students, as a professional role model, and maintain excellent communication, both written and verbal.

RESPONSIBILITIES:

Treloar's provides specialist education, nursing, care and therapy for students with physical disabilities, with learning disabilities or difficulties. The post holder will work to ensure the most appropriate nursing, personal and social care for all students.

Clinical

- Undertake the role of duty nurse, being the first point of contact for students, parents, house and education staff, as well as external agencies of key students
- Encourage students' independence and self-advocacy, through promoting self-care
- To work as a member of the nursing team to provide students with individualised care and support in accordance with their care plan, and in line with Treloar's policies and procedures
- To work as a member of the multi-disciplinary team advocating for best practice
- Alongside the Clinical Educator, provide comprehensive training and support to the multidisciplinary team. This may include:- medicine administration, gastrostomy feeding, bowel care and other procedures as deemed appropriate, and assist in the assessment, monitoring and supervision of care
- To ensure that delegation of tasks and duties is carried out in line with NMC guidelines and takes into account not only the activity but also the situation
- To provide assessment, advice and treatment for student's physical and mental health issues, minor injuries and exacerbation of illnesses while working within one's own scope of practice, and refer to external agencies as required.
- To maintain accurate, timely and detailed records
- Respond and attend any emergency situation across site, deliver the necessary emergency treatment or first aid; and respond to medicine errors in a timely manner
- Contribute to clinical governance, through awareness of best practice
- To participate in residential trips as the accompanying nurse

Professional

- To adhere to the Nursing and Midwifery Council Code and be conversant with the scope of professional practice and related guidance
- Maintain NMC registration through revalidation, keeping up to date with mandatory training and CPD, and viewing all feedback as a learning opportunity
- To adhere to and operate within Treloar's policy and procedures for safeguarding of children and vulnerable adults

Communication

- To communicate in a sensitive and professional manner with students, taking into account potential barriers to, and aids for, communication
- To demonstrate enhanced communication skills with students, parents or guardians, taking into account mental capacity, and any support needed for decision making to enable the students to participate in decisions regarding their health
- To promote and maintain good relationships with all staff, and external health care professionals
- To take responsibility for staying current through attending department meetings or reading minutes and attending training when possible and agreed with Head of Dept.
- To challenge poor practice in a timely and professional manner

Management

- To work autonomously using clinical expertise to assess, treat or refer appropriately
- To supervise more junior nurses, clinical assistants, health care assistants, and student nurses, recognising their valuable contributions
- To undertake flexible working hours, negotiated to meet the needs of the department
- To be responsible for the safe use of equipment, following risk assessments, care plans and clinical guidelines, promptly reporting unsafe or broken equipment

Organisational

- To contribute to clinical governance and meeting CQC regulatory requirements
- Maintain a professional, safe and tidy environment following IPC and uniform policies
- To actively participate in reflection and learning opportunities
- To be aware of and comply with Treloar Clinical Governance Policies

Other duties

- To comply with policies and procedures relating to safeguarding, health and safety, equality and diversity, confidentiality and data protection, reporting concerns to an appropriate person
- To undertake any other such duties or general tasks and hours of work as may reasonably be required and any other responsibilities, which may from time to time, be delegated by your manager
- A job description is not a rigid or inflexible document but acts to provide guidelines to the duties expected while in the post, and may be reviewed in the light of changing demands.

Supporting Information

The post holder will need to demonstrate that they are able to work under the following conditions.

Physical Effort

- To be able to support student whilst transferring, for example from chair to bed, with or without manual handling equipment
- To be able to attend rapidly to a medical emergency anywhere on site

Mental Effort

- To be able to prioritise workload and direct others to balance student related needs in accordance with departmental standards
- To maintain periods of concentration when working with students
- To be able to change to the rapidly changing needs and priorities of a busy department

Emotional Effort

- To work with students with physical disabilities, and chronic and life limiting conditions
- To work with parents under stress
- To work with students who display challenging behaviour
- To work in distressing and highly emotional situations

Working Conditions

- To be able to work in an environment where there is frequent exposure to bodily fluids
- To be resilient within a busy and demanding workplace

Treloar Trust
HR Dept
Sept 2024

Person Specification
Senior Staff Nurse

Essential	Desirable
Education 1. Registered nurse	
Experience 1. Significant post registration experience (minimum 2 years) 2. Recent experience supporting children or adults with physical disabilities, chronic or life limiting conditions 3. Experience assessing the deteriorating patient	▪ Experience with teaching staff, or families ▪ Experience of working with care staff ▪ Recent acute experience
Knowledge 1. Knowledge of the impact of disability 2. Good knowledge of medicines management and the 6 rights	▪ Knowledge of CQC regulatory standards
Skills 1. Competency in a range of clinical skills (medication administration, gastrostomy feeding, management of seizures) with recent clinical practice 2. Able to demonstrate good clinical reasoning 3. Excellent interpersonal and communication skills 4. Able to prioritise in a busy workplace 5. Able to demonstrate good team working relationships	▪ Communication skills training
Attributes 1. A professional role model 2. Ability to promote confidence in a stressful situation 3. Proven organisational abilities with attention to detail 4. Ability to work autonomously and as part of a team 5. A commitment to the welfare and safeguarding of our students 6. Commitment to Treloar's mission and values	
Special Circumstances	• Ability to accompany students on short residential trips

TRELOAR TRUST IS COMMITTED
TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS
All successful candidates will be subject to a DBS Check along with other relevant employment checks

BOTH THE JOB DESCRIPTION AND THE PERSON SPECIFICATION ARE SUBJECT TO THE TRUST'S EQUAL OPPORTUNITIES POLICY

If you have not heard from us within four weeks of submitting your application please assume you have not been short-listed.