

<b>Job title</b>	Clinical Lead (Nursing / Dementia)	<b>Job family</b>	Amore (Older Persons)
<b>Reporting to</b>	Deputy/Home Manager	<b>Job code</b>	
<b>Location</b>	Amore Care Home	<b>Evaluation Date</b>	

### Main Purpose

To co-ordinate and lead on the quality and management of nursing care, patient care and the clinical environment. Participate fully with the multidisciplinary team and undertake direct patient care. Manage and direct the delivery of clinical services within a unit, ensuring it complies with statutory regulations, current legislation and meets quality standards. The clinical Lead for Nursing / Dementia will provide clinical leadership and expertise to other staff on shift as required, assuming the role of nurse-in-charge of the unit whilst on duty.

### Key Accountabilities

#### Quality

1. To promote, monitor and implement standards for resident care within the unit environment, evaluating through clinical governance and audit.
2. Provide clinical leadership, positive role modelling to the unit team, ensuring effective communication across the multidisciplinary team, through supervision, mentoring and appraisal. Lead on formal care reviews with commissioning Trust.
3. Ensure all Care records, risk assessment, audit and any other agreed outcome measures are an integral part of the patients care and that these are monitored and updated on a regular basis.
4. Develop and lead regular resident feedback mechanisms e.g. satisfaction surveys, outcome studies, resident forums.
5. Ensure that all nursing staff provide an appropriate care plan which is written with the resident and that the resident's progression against these are documented within care notes.
6. Undertakes regular audits to assess the quality of care given to the patients on his/her unit (Nursing Clinical Lead / Dementia Clinical Lead) and presents these within Clinical Governance meetings with Manager.

#### Innovation

7. Assist and support local management in developing and implementing new services within own site.
8. Looks at developing their own unit to ensure they provide innovative frontline services to the resident group in line with NICE guidelines, regulatory requirements and best practice agenda.
9. Take a lead on individual projects that will demonstrate improvements in the quality of care and standards.
10. Act as mentors to ensure that staff are developing, whilst leading a shift as Senior Nurse.

11. Take part in the on-call system and service for both Senior Nurse on Duty and Senior Nurse on Call. Ensuring that the site is being safely and effectively managed and staffed over a 24hr period.

## Value

12. Assist the Deputy manager to help achieve the set objectives for their unit and the site.
13. Deputises over a 24 hour period in the absence of the House Manager / Deputy Manager.

## Knowledge & Skills

First level NMC Registered, qualified nurse with regular updating of skills –  
**RMN DEMENTIA CLINICAL LEAD**  
**RGN OLDER PERSONS CLINICAL LEAD.**

## Experience

The role holder will have experience within a related operational, professional or educational environment, including experience managing a number of staff. – They should be skilled clinical nurses – able to lead on clinical issues within the Home.

## Intelligent Problem Solving

Problem solving often relates to the adaptation of existing systems and processes in response to clinical or operational needs – some adaptive or creative thinking is occasionally required when translating best practice and evidence based research.

## Responsibility

### Staff

Managerial responsibility for a team of clinical staff whilst on duty (Shift Patterns) assuming responsibility as Nurse-in-Charge, to ensure resident safety and appropriate staffing levels. Identify training needs for staff employed in the clinical environment.

### Informatics

Shared responsibility for the confidentiality, security and accuracy of resident records, data and information. Ensuring good quality patient documentation, which meets the Regulatory guidelines and statutory requirements.

## Communication & Interaction

Highly developed communication and interpersonal skills are a key feature of the role, involving counselling, coaching and/or supervision. Ensures effective communication across the multidisciplinary team. The role holder will be in charge of a unit regularly.

## Working environment

The problems faced by residents may present difficult and challenging situations, which

may heighten the physical, sensory and emotional demands of the role.

## Special Features

Facilitate clinical supervision for the clinical team. Participate in Audit/Research projects as part of Clinical Governance. Demonstrate the ability to monitor staff performance and, with support from the Manager, be able to take appropriate action.

## Working Hours and base

The post holder will work a total of 38.5 hours per week.

She/he will be based in a Dementia or Nursing Unit depending on clinical Specialty.

## Upholding Company Values

Competency	Req'd Level	Descriptors
<b>Quality - Of care, treatment, of facilities and of staff</b>	<b>3</b>	<ul style="list-style-type: none"> <li>√ Assumes responsibility as nurse-in-charge of own unit.</li> <li>√ Follows procedures</li> <li>√ Corrects errors and mistakes</li> <li>√ Complies with relevant regulatory and statutory requirements</li> </ul>
		<ul style="list-style-type: none"> <li>√ Double checks accuracy of own and work of others</li> <li>√ Carefully monitors and checks the accuracy and quality of others' work</li> <li>√ Values the input and expertise of colleagues</li> <li>√ Keeps clear, detailed records and files</li> </ul>
		<ul style="list-style-type: none"> <li>√ Works with systems and processes to improve quality</li> <li>√ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes</li> <li>√ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs.</li> <li>√ Develops broad plans to take into account risks, conflicts, resources as well as timescales</li> </ul>
<b>Innovation - Being forward thinking and thought leaders</b>	<b>3</b>	<ul style="list-style-type: none"> <li>√ Adapts new services already introduced in other areas within the group</li> <li>√ Amends these services to suit the needs of the local service</li> </ul>
		<ul style="list-style-type: none"> <li>√ Proposes new services to home management, taking into account the local needs of the area</li> <li>√ Assists and supports regional management with developing and implementing these new services</li> </ul>
		<ul style="list-style-type: none"> <li>√ Leads on implementation of resident improvement ideas within own unit, sharing best practice across other units within the region</li> </ul>
<b>Value - Due to transparency and flexibility</b>	<b>1</b>	<ul style="list-style-type: none"> <li>√ Ensure correct use of resources within own unit – exploring efficiencies and cost effectiveness with staff members.</li> </ul>