

SINGLE CORPORATE SERVICES

Corporate Nursing - Mental Health Team

Job title:	Dementia Nurse	To be completed by HR <i>Job Reference Number</i>
Reporting to:	Lead Dementia Nurse	
Accountable to:	Lead Dementia Nurse	
Pay Band:	Band 6	

As part of the Single Corporate Service, this role is a designated site-based role however the post holder will be part of the Corporate Service team which provides a service across both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

As the single corporate service will be delivered across both organisations, individuals may be required to undertake business travel between sites. The frequency and arrangements will be discussed on an individual basis and the staff mobility local agreement will apply.

Job purpose

- The Dementia Nurse will undertake the responsibility to deliver and coordinate person - centred dementia care to improve the experience of people with dementia and their families with complex needs, during the acute stay and transitions of care within operational areas of the Isle of Wight NHS Trust.
- The Dementia Nurse will work in conjunction with the Dementia Team to support the ward clinical teams by providing specialised practice, expertise, and knowledge in the field of dementia.
- The post holder will be an accessible and visible clinical presence, providing a responsive service advising and supporting ward or departmental staff, patients and their families to ensure effective patient care enhancing the patient experience across the whole patient pathway.
- The Dementia Nurse will provide facilitation of education and training for staff in the delivery of evidence-based dementia care.
- The post holder will assist with the operational delivery of the Trust Dementia Strategy with support from the Lead Dementia Nurse and Admiral Nurse.

Specific Core Functions

Clinical/Professional

- To act as a clinical role model to others by working collaboratively with the ward teams in promoting best practice of evidence-based standards in dementia care.

- To assist and advise ward teams with all aspects of care with patients who have a dementia and are presenting with complex care needs or distressing behaviours.
- Provide specialist nursing assessment for carers/families affected by dementia during their hospital admission.
- Liaise with patient families or carers to ascertain a full collaborative history of the level of patient physical, psychological and emotional care requirements.
- Support people with dementia, carers/families and staff to understand and respond to changes in behaviour and relationships because of dementia.
- Demonstrate in practice high level communication skills when providing or receiving complex sensitive information which requires empathy and reassurance for the patient and family.
- Communicate in a tactful and sensitive way when handling challenging and complex situations where the information is contentious and there are barriers to understanding due to dementia.
- Review and advise multi – disciplinary teams on any aspects of appropriate therapeutic intervention including non-pharmaceutical methods.
- Assess, develop, implement and review specialist individualised care plans for patients with a dementia whilst they are in hospital, liaising with ward multi-disciplinary teams.
- Document accurately within the patient notes any activity or intervention undertaken, with patient level of engagement and effectiveness in this.
- Communicate effectively with the ward team to report any changes in patient condition or level of activity during time spent with the patient.
- Liaise with teams to provide specialist advice on current and future planning for patients with a dementia to avoid future unnecessary hospital admissions.
- Liaise with Carers Support teams and the community Admiral Nursing Service for those carers needing signposting or assistance with accessing external agencies including social services, charitable organisations and care centres who specialise in care of patients with a dementia.
- Ensure the safeguarding of vulnerable adults and that all legal requirements relating to Mental Capacity Act 2005, Mental Health Act 1983 (amended 2007), and Deprivation of Liberty Safeguards (2009)2 are considered and adhered to in relation to patient care.
- Act as an advocate for people with dementia and their carers/families to promote their rights and best interests.
- Participate in case conferences and best interest meetings to support patients and their carers / families where required.
- Assist the Dementia Associate Practitioners with completion and monitoring of This Is Me Audits, liaising with ward teams as required.
- Ensure all nursing practice is carried out in accordance with the agreed policies and procedures of the Isle of Wight NHS Trust and the NMC Code of Professional Practice.
- Maintain professional registration in line with NMC guidance, including re-validation.
- Maintain up-to-date knowledge of evidence-based recommendations on supporting people with dementia and their carers/families.

Management / Leadership

- Take responsibility for the line management, development and operational workings of the Dementia Associate Practitioners, in accordance with and adhering to Trust policies.

- Promote the health, safety and well-being of staff, patients and their carers at all times.
- Ensure that care is delivered in accordance with NICE standards and other relevant local and national standards such as those recommended in National Service Frameworks for Older People and Mental Health, in addition to all relevant Trust policies.
- Assist to formulate, comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Contribute to operational policies as appropriate.
- Act as a role model to others by working collaboratively with the ward teams in promoting best practice of evidence-based standards in dementia care.
- Support the Dementia Champions and Volunteers across the hospital by sharing information on Trust initiatives to support people with dementia and their carers / families.
- Undertake ongoing leadership and management development by partaking in the Trust facilitated opportunities and events within this field.

Education

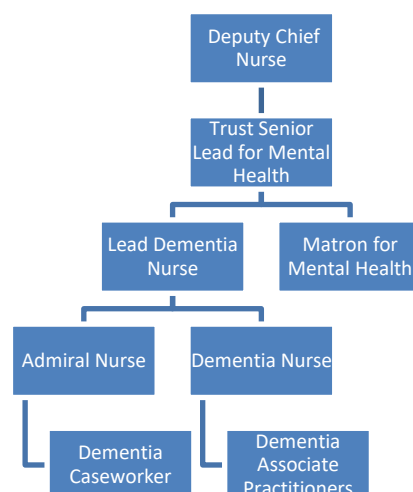
- Support the development and delivery of innovative dementia training and education to staff within the Trust at all levels, to improve competence and confidence, in line with evidence - based best practice and guidance.
- Support the development and delivery of formal training events promoting best practice in dementia care.
- Provide professional and clinical leadership together with mentorship, acting as a clinical role model on the delivery of evidence-based practice in dementia care within Isle of Wight NHS Trust.
- Provide specialist support for Health Care Assistants undertaking their Care Certificate.
- Provide teaching updates and sharing of expertise with Dementia Champions and Volunteers.
- Advise and support the dementia team on the development and delivery of work streams as part of the Trust's Dementia Strategy.
- Have in depth and recent knowledge of the Mental Health Act, Deprivation of Liberty and Mental Capacity Act with legal implications, in the treatment of patients with a dementia who may or may not lack capacity.

Communication and Working Relationships

- Demonstrate in practice high level communication skills when providing or receiving complex or highly complex sensitive information which requires empathy and reassurance for the patient and family.
- Communicate in a tactful and sensitive way when handling challenging and complex situations where the information is contentious and there are barriers to understanding due to dementia.
- Act as an advocate to promote the individual rights, interests, needs and choices for people with a dementia and their carers at multi – disciplinary case conferences as required.

- If requested, attend Best Interest meetings to support families or carers with informed decision making regarding those patients with a dementia who lack capacity to make such decisions for themselves.
- Document accurately within the patient nursing notes any activity or intervention undertaken and patient level of engagement in this.
- Provide support, information and advice to staff, carers and families as required.
- Communicate with patients and their carers; explain their situation with regard to the hospital setting and clarify possible future outcomes, especially with regard to dementia, community care and social provision.
- Work collaboratively with other specialties and professional groups to ensure that best practice in dementia is reflected in their actions.
- To maintain good communication with the Consultants, their supporting staff and other staff within the department, as well as patients and members of the public and other external organisations.
- Enhance the interface between staff, patients and visitors by role modelling excellent communication skills with patients with a dementia.
- Work jointly with the Dementia Team to ensure that all clinical staff possess the right skills and knowledge to offer an enhanced service to patients with a dementia.
- Promote and maintain effective working relationships with the Older Persons Mental Health Liaisons Teams.

Organisational Chart



Key Responsibilities

Communication and Working Relationships

- The post holder will be providing and receiving routine information orally, in writing or electronically to inform work colleagues, patients, clients, carers, the public or other external contacts. The communication will include;
 - (a) Providing and receiving routine information which requires tact or persuasive skills or where there are barriers to understanding
 - (b) providing and receiving complex or sensitive information,
 - (c) providing advice, instruction, or training to groups, where the subject matter is straightforward.

Analytical and Judgement

- Judgements involving complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.

Planning and organising

- Planning and organisation of straightforward tasks, activities, or programmes, some of which may be ongoing.

Physical Skills

- The post requires physical skills which are normally obtained through practice over a period or during practical training e.g. standard driving or keyboard skills, use of some tools and types of equipment.

Patient Client Care

- Develops programmes of care/care packages, or provides specialist clinical technical services, or provides specialised advice in relation to the care of patients/clients.

Policy and Service Development

- The post holder is responsible for implementing policies within a team/department and proposes changes to working practices or procedures for own work area.

Financial Management

- The post holder will observe a personal duty of care in relation to equipment and resources used in the course of their work.

Management/Leadership

- The post holder is responsible for day-to-day supervision or co-ordination of staff within the Dementia team on the Isle of Wight. They will deal with work allocation and daily responsibility for the monitoring or supervision of one or more groups of staff.

Information Resources

- The post holder records personally generated information.

Research and development

- Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing.

Freedom to Act

- The post holder is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted.

Physical effort

- There is a frequent requirement for light physical effort for several short periods during a shift.

Mental effort

- There is a frequent requirement for concentration where the work pattern is unpredictable, or there is an occasional requirement for prolonged concentration.

Emotional Effort

- Occasional exposure to distressing or emotional circumstances, or frequent indirect exposure to distressing or emotional circumstances, or occasional indirect exposure to highly distressing or highly emotional circumstances.

Working conditions

- Frequent exposure to unpleasant working conditions, or occasional exposure to highly unpleasant working conditions.

Person Specification

Criteria	Essential	Desirable	<i>How criteria will be assessed</i>
Qualifications	RGN or RMN registered with the NMC.		

	<p>Evidence of Continued Professional Development in the field of dementia care, including dementia Level Tier 2 training or diploma level equivalent.</p> <p>Mentorship, teaching and assessing qualification or equivalent eg, ENB 998.</p> <p>Degree level qualification.</p>		
Experience	<p>Experience of working in an acute hospital setting within an area caring for patients with a dementia.</p> <p>Experience of working with patients (and their carers) affected by dementia at every stage of the disease process.</p> <p>Teaching and facilitation experience</p> <p>Ability to demonstrate through experience, excellent communication skills.</p> <p>Ability to present and receive complex information to patients, relatives and staff</p> <p>Ability to produce clearly written work</p> <p>Ability to rationalise and explain decisions and judgements to a wide range of staff groups in the context of acting as a patient advocate.</p>		
Knowledge	<p>Knowledge and understanding of Person Centred Care specifically related to dementia care.</p> <p>Knowledge of evidence informed and research based</p>		

	<p>practice related to dementia care.</p> <p>Knowledge of Mental Health Act, Mental Capacity Act, Deprivation of Liberty and Safeguarding of Vulnerable Adults.</p> <p>Knowledge of up to date national nursing, patient experience and NHS policies</p> <p>Ability to prioritise and organise own and patient workload.</p> <p>Flexible and able to adapt workload to meet patient needs</p>		
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Compliance statement to expected organisational standards.

To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

Understand duty to adhere to policies and protocols applicable to infection prevention and control.

- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
- To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.

- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,
- Ensure that you maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your every day practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.

This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the post holder.