

Job Description

Corporate Nursing – Mental Health Team

Job Title:	Admiral Nurse Acute
Grade:	Band 7 (NHS Agenda for change pay scale)
Reporting to:	Consultant Admiral Nurse
Clinically Accountable To:	Consultant Admiral Nurse
Location:	<p>St. Mary's Hospital Newport Isle of Wight</p> <p>Cross site cover for Queen Alexandra Hospital, Portsmouth may be required at times.</p>
Hours:	37.5 hrs per week
Key Relationships	<ul style="list-style-type: none"> • Directorate/Service Managers • Matrons • Clinical staff • Admiral Nurses • Families/carers affected by dementia¹ • Social care • Primary care • Dementia UK

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.

Summary of Responsibilities:

The Admiral Nurse will lead, deliver and coordinate relationship-centred dementia care in order to improve the experience of people with dementia and their families¹ with complex

¹ Dementia UK defines this as the person living with dementia and others who may be carers or family members. Admiral Nurses work together with families to provide support, expert guidance & practical solutions.

needs, during the acute stay and transitions of care within operational areas of Isle of Wight NHS Trust.

In line with the Admiral Nurse Competency Framework at an enhanced specialist level, the post holder will provide:

- Specialist bio-psychosocial assessment and support for people with dementia and families with complex needs
- Facilitation of education and training for staff in the delivery of evidence-based dementia care
- Clinical leadership and support with policy development and quality improvement initiatives
- Consultancy to other health and social care professionals regarding dementia

Main Duties and Responsibilities:

Clinical

- Provide clinical leadership on evidence-based approaches to care, which meet the needs of people with dementia, carers/families and staff
- Lead on the care of people with dementia and their carers/families with complex care needs from peri diagnosis to post bereavement support
- Document accurately within the patient nursing notes any activity or intervention undertaken and patient level of engagement in this.
- Provide specialist nursing assessment, using the Admiral Nurse Assessment Framework, for carers/families affected by dementia during hospital admission
- Provide a range of bio-psychosocial interventions to promote health and wellbeing for people with dementia and their carers/families
- Identify and respond to frailty in people with dementia, working with frailty teams to support early assessment, reduce associated risks and ensure safe, person-centred care
- Work collaboratively with other professionals to improve the identification and management of co morbidities and frailty for people with dementia and their carers/families
- Develop and support care plans for people with dementia including positive risk management (e.g. falls, delirium, depression, incontinence)
- Support people with dementia, carers/families and staff to understand and respond to changes in behaviour and relationships as a result of dementia
- 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.

- 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
- Promote the health, safety and well-being of staff, patients and their carers at all times.
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 where required
- Work collaboratively with health, social and voluntary sector services to achieve coordinated care
- Work in partnership with colleagues to provide support and information to families, particularly around advance care planning, best interest decisions and end of life care
- Manage care transitions and support effective discharge for people with dementia and their carers/families in order to reduce frequency of admissions and length of stay
- Ensure that care is delivered in accordance with relevant local and national guidelines and all relevant Isle of Wight NHS Trust's policies
- Recognise the limits of own competency and professional boundaries and make appropriate and timely referrals to other services where required
- Demonstrate in practice high level communication skills when providing or receiving complex or highly complex sensitive information

Education and Leadership

- Facilitate and 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 best practice and guidance
- Support the development and delivery of formal training events promoting best practice in dementia care and disseminating Admiral Nursing work
- Undertake ongoing leadership and management development by partaking in the Trust facilitated opportunities and events within this field.
- Provide professional and clinical leadership and mentorship, acting as a clinical role model on the delivery of evidence-based practice in dementia care within Isle of Wight NHS Trust.
- Lead on supporting the Dementia Champions and Volunteers across the hospital by sharing information on Trust initiatives to support people with dementia and their carers / families.

²Soon to be replaced by Liberty Protection Safeguards

- Advise and support on the development and delivery of work streams as part of the Trust's Dementia Strategy
- Work proactively with key local and national stakeholders to develop more integrated care pathways and holistic models of care, through dissemination of specialist skills and knowledge
- Support on the delivery of policy and procedures for Isle of Wight NHS Trust to improve identification, assessment, ongoing support and effective discharge for people with dementia and their family carers
- Provide specialist support for Health Care Assistants undertaking their Care Certificate.
- Lead 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.
- Advise and support the Dementia Team on to 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 people with dementia who may or may not lack capacity.

Evaluation and Audit

- Support the audit and evaluation of quality improvements and initiatives aimed at improving the delivery of dementia care within Isle of Wight NHS Trust, where appropriate to the role
- Collect and review quantitative and qualitative data, as agreed, to evaluate and audit the Admiral Nurse Service and make necessary improvements
- Undertake analysis and evaluation and make any recommendations to the Isle Of Wight Dementia Strategy Board.
- Ensure information and data recorded is relevant, accurate, complete and captured in a contemporaneous manner

Professional

- Ensure all nursing practice is carried out in accordance with the agreed policies and procedures of Isle of Wight NHS Trust and the NMC Code
- Attend and actively participate in practice development, clinical supervision, and continuing professional development, including the Admiral Nurse Competency module and the Admiral Nurse Forum, as supported by Dementia UK
- Develop own competence through use of the Admiral Nurse Competency Framework and portfolio development using resources provided by Dementia UK
- Maintain professional registration in line with NMC guidance, including re-validation

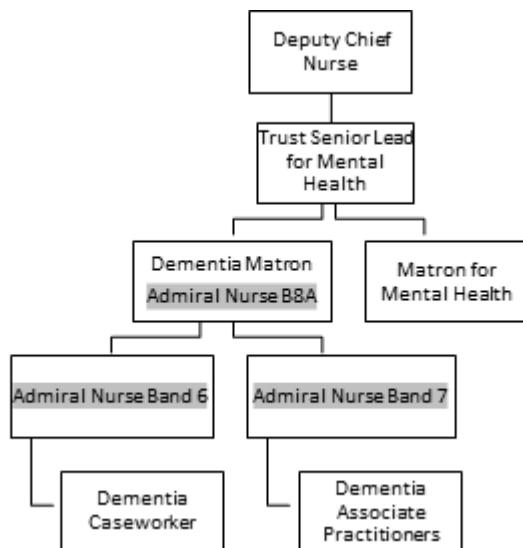
- Contribute to and lead on the development of policies, procedures and protocols relevant to dementia and Admiral Nursing within Isle of Wight NHS Trust, including the Standard Operational Policy
- Assist to formulate, comply and promote Trust clinical governance requirements, policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Participate in clinical supervision/mentoring within Isle of Wight NHS Trust, where appropriate
- Maintain up-to-date knowledge of evidence-based recommendations on supporting people with dementia and their carers/families
- Maintain positive working relationships with Dementia UK

Managerial

- Take responsibility for the line management, development and operational workings of the Dementia Associate Practitioners, in accordance with and adhering to Trust policies.
- Ensure the recording and investigation of all accidents, complaints, untoward incidents and losses in accordance with Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust's policy.
- Manage staff sickness and absence according to the policies set out locally
- Participate in recruitment of other healthcare professionals where appropriate
- Contribute to Admiral Nurse steering group with Dementia UK and Isle of Wight NHS Trust.
- Lead, manage and develop the Admiral Nurse service at Isle of Wight NHS Trust, continuously seeking improvement opportunities in collaboration with the Admiral Nurse Steering Group

Please note that this job description serves to provide an illustrative example of the duties and responsibilities the post holder will undertake during the course of their normal duties. It is not therefore an exhaustive list and the post holder may be required to undertake other responsibilities and duties that correspond with the band.

Organisational Chart



Person specification: Admiral Nurse Band 7 - Acute

	Essential	Desirable
Qualifications	<p>Registered Nurse (RMN/RNMH/RGN/RNLD)</p> <p>Post registration qualification/training in dementia</p> <p>Post-graduate training/ education in dementia/older people</p> <p>Willingness to complete Dementia UK's Pre Admiral Nursing e-learning course prior to starting in post</p> <p>Willingness to work towards the Level 7 Admiral Nurse Practice Standards Framework Module</p>	<p>Additional nursing qualification</p> <p>Masters level qualification in dementia / older people's care</p> <p>Mentorship Qualification</p> <p>Relevant teaching qualification</p>
Work Experience and Attainments	<p>Significant post-registration clinical experience of working with people with dementia and their carers/families in different settings, including acute care</p> <p>Experience of completing holistic nursing assessments</p> <p>Experience of providing bio-psychosocial interventions</p> <p>Experience of recent involvement in practice/ service development</p> <p>Experience of facilitating and delivering training</p> <p>Experience of working as an autonomous practitioner</p> <p>Experience of managing care across care transitions</p> <p>Ability to lead and manage services</p> <p>Experience of audit/ evaluating clinical practice</p>	<p>Experience of undertaking staff performance reviews and planned development of staff</p> <p>Experience of working with patients/ clients to develop practice</p> <p>Experience of older persons medicine and palliative care</p> <p>Experience of supporting systematic practice development/ quality improvement</p> <p>Experience of professional supervision of staff</p>
Skills and Knowledge	<p>Demonstrate all the 6 Admiral Nurse competencies:</p> <ul style="list-style-type: none"> • Person-centred care • Therapeutic skills • Triadic relationship centred working 	<p>Understanding of competency frameworks</p> <p>Understanding of how frailty affects people with dementia and awareness of approaches used to</p>

	<ul style="list-style-type: none"> • Sharing knowledge • Delivering best practice • Critical reflective practice <p>Effective role-modelling</p> <p>Collaborative and multi-agency working</p> <p>Act as a decision maker and advocate</p> <p>Good organisational skills</p> <p>Good facilitation and presentation skills</p> <p>Ability to use Information Technology to improve the delivery of care</p> <p>Ability to collect and analyse qualitative and quantitative data for service evaluation and development</p> <p>Application of sources of research and research methods to evaluate and enhance practice</p> <p>Ability to provide supervision, critical companionship and support to team members</p> <p>Evidence of continued professional development</p> <p>Ability to write/present for a range of audiences</p> <p>Knowledge of relevant policies/national strategy e.g. MCA/DoLS/ACP/NICE guideline/Care Act</p>	<p>identify and support frailty in acute care</p>
<p>Values and Attributes</p>	<p>Enhanced communication skills</p> <p>Flexibility and creativity</p> <p>Ability to operate effectively with a constantly developing relationship with key stakeholders and associated agencies</p> <p>Ability to work in groups/one to one</p> <p>Ability to build constructive relationships with warmth and empathy</p>	

	<p>Ability to treat families affected by dementia with respect and dignity, adopting a culturally sensitive approach that considers the needs of the whole person</p> <p>Positive mental attitude and a willingness to discuss and negotiate issues and ideas with the appropriate team / individual</p> <p>Ability to learn through practice</p> <p>Demonstrates a commitment to quality of care</p> <p>Demonstrates integrity, compassion and a caring nature</p>	
Other requirements	Cross site cover for Queen Alexandra Hospital, Portsmouth may be required at times.	