

Job Description

Admiral Nurse Band 7 - Acute

Grade:	Band 7 (NHS Agenda for change pay scale)
Clinically Accountable To:	Head of Continuous Quality Improvement
Location:	Lister Hospital Coreys Mill Lane Stevenage SG1 4AB
Hours:	37.5
Key Relationships	<ul style="list-style-type: none"> • Directorate/Service Managers • Matrons • Clinical staff • Families/carers affected by dementia¹ • Social care • Primary care • Dementia UK

Summary of Responsibilities:

The Admiral Nurse will lead, deliver and coordinate relationship-centred dementia care in order to improve the experience of carers/families affected by dementia¹ with complex needs, during the acute stay and transitions of care within operational areas of East and North Hertfordshire 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 with policy development and quality improvements
- Consultancy to other health and social care professionals regarding dementia

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.

Main Duties & 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
- 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
- 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 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 and lead on 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 East and North Hertfordshire NHS Trust policies
- Recognise the limits of own competency and professional boundaries and make appropriate and timely referrals to other services where required

²Soon to be replaced by Liberty Protection Safeguards in 2020

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
- Participate in and/or lead formal training events promoting best practice in dementia care and disseminating Admiral Nursing work
- Support in planning, managing and overseeing at least one quality improvement project each year to achieve a beneficial change to patient experience in line with the quality objectives of the organisation and national priorities in relation to dementia care
- Professional and clinical leadership and mentorship, acting as a clinical role model on the delivery of evidence-based practice in dementia care within East and North Hertfordshire NHS Trust
- Advise and support on the development and delivery of work streams as part of the Trust's Dementia Strategy
- Advise and support quality improvement projects lead by others, as the subject matter expert in relation to dementia care
- 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
- Lead on the delivery of policy and procedures for East and North Hertfordshire NHS Trust to improve identification, assessment, ongoing support and effective discharge for people with dementia and their family carers

Evaluation and Audit

- Support the audit and evaluation of quality improvements and initiatives aimed at improving the delivery of dementia care within East and North Hertfordshire 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 East and North Hertfordshire NHS Trust's Dementia Strategy Group or similar
- 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 East and North Hertfordshire 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 East and North Hertfordshire NHS Trust, including the Standard Operational Policy
- Ensure compliance with Trust clinical governance requirements
- Participate in clinical supervision/mentoring within East and North Hertfordshire 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
- Lead on Admiral Nurse steering groups with Dementia UK and East and North Hertfordshire NHS Trust

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.

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 work towards the Level 7 Admiral Nurse Competency 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 professional supervision of staff</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>
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 • Sharing knowledge 	<p>Understanding of competency frameworks</p>

	<ul style="list-style-type: none"> • 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>Aptitudes 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</p>	

	<p>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		