POST: Admiral Nurse

LOCATION: Head Office (Bradbury Centre, North Shields)

REPORTING TO: Head of Integrated Care

SALARY SCALES: £31,072 - £40,694

HOURS: Full time

PURPOSE:

Age UK North Tyneside has launched an innovative Dementia Strategy which seeks to establish an holistic pathway of services which can support people with dementia and their carers through our their dementia journey. A key aim of this strategy is the piloting of an Admiral Nurse post within Age UK North Tyneside’s Dementia Services Team. Admiral Nurses are specialist mental health nurses, the focus of their work is supporting family carers and supporters of people living with dementia.

The focus of the role is to help improve Dementia Care within North Tyneside. The post holder will provide clinical leadership across Age UK North Tyneside’s Dementia Services and develop the Admiral Nurse service in North Tyneside. They will provide specialist nursing assessment, evidenced based intervention, advice and support for family carers and supporters of people with dementia and people with dementia themselves during the caring career and following the death of the person with dementia.

The post holder will join a national network of Admiral Nurses who will benefit from practice development framework for Admiral Nursing provided by Dementia UK. This comprises education, training and development, clinical supervision, and support with research, evaluation and audit.

KEY RESPONSIBILITIES

1. Clinical

1.1 To meet the multiple and often complex needs of clients through ongoing assessment of health and wellbeing, including risk assessment; developing, implementing and evaluating intervention plans.
1.2. Advise on, recommend and provide a range of effective evidence-based interventions at the early stages of diagnosis and/or pre-diagnosis and throughout the client’s journey, paying particular attention to loss, transitions and changing relationships.

1.3. Assist clients to acquire skills and competencies in individual and group situations to understand and cope with challenges and difficulties they may meet, for example changing behaviours when supporting the person with dementia, changing relationships and behaviours that challenge.

1.4. Provide a range of psychological and social interventions to promote health and assist with the alleviation, prevention and management of stress, depression, anxiety and other mental health needs of clients

1.5. Maintain clinical records using the WANDA data recording system and provide verbal and written feedback appropriately and as required, to carers and supporters, persons with dementia, and referring agencies and other professional colleagues.

1.6. Liaise with GPs, case managers, primary health care practitioners, statutory and voluntary agencies regarding the best possible care for the family affected by dementia.

1.7. To promote the health and wellbeing of the family affected by dementia in line with health and social care policy guidelines and legislation.

1.8. To act as advocates for families affected by dementia (with permissions) to facilitate access to services and influence care provision.

1.9. To identify development options for addressing inequality and to contribute to strategies designed to improve access to services for people who are socially excluded.

1.10. To ensure that care is delivered in accordance with Admiral Nurse service standards and other relevant local and national standards such as those recommended in National Service Frameworks for Older People and Mental Health and all relevant local policies.

1.11. To recognise the limits of own competency and professional boundaries and to make appropriate and timely referral in respect of clients needs.

1.12. To facilitate and participate in case conference meetings, network meetings and similar giving feedback and liaising with all concerned.

1.13. To provide consultancy to those working in dementia care and to work collaboratively with health/social services and the voluntary and independent sector (as appropriate).

1.14. To promote the rights, interests, needs and choices of families affected by dementia and other relevant and interested parties in the planning, delivery and evaluation of care and services.

2. Professional

2.1 To ensure all nursing practice is carried out in accordance with the agreed policies and procedures of Age UK North Tyneside, Dementia UK and the NMC Code of conduct and other relevant nursing policy.
2.2 To lead appropriate practice based evaluation, audit and research and to disseminate findings.
2.3 To contribute to the development of policies, procedures and protocols relevant to Admiral Nursing.
2.4 To work positively with colleagues to maintain clinically effective relationships.
2.6. Participate in clinical supervision / mentoring.
2.7. To manage demands placed on the service.

3. Education
3.1. To participate in and/or lead formal training events such as courses, conferences, seminars and workshops at all levels, maintaining and contributing to higher level educational programmes in dementia care, disseminating Admiral Nursing work, promoting best practice in dementia care.
3.2. To integrate into practice current knowledge of dementia and caring, informed by research and other forms of evidence.
3.4. To develop their own competence to practice through use of the Admiral Nurse Competency Framework, portfolio development, Personal Development Planning and continuing professional development and to lead on the integration of this in other Admiral Nurses within the team through role modelling and other facilitation strategies.
3.5. To maintain up to date knowledge of resources, service provision, policy context, new approaches, interventions and treatments in dementia care and to influence local policy and procedure development and review.
3.7. To lead, direct audit and evaluation of service quality using Admiral Nurse Standards and other relevant standards supporting best practice.
3.8. To develop a learning environment liaising with the Admiral Nurse Academy Team and local researchers, practice developers and education providers.

4. Managerial and Administrative
4.1 To ensure that effective communication systems operate within the team and between the team and other relevant disciplines and teams.
4.1.2 To contribute to the development of internal policies, procedures and protocols relevant to Admiral Nursing.
VALUES

- Optimistic - we welcome challenges with confidence
- Inclusive - we involve, consult and work together
- Dedicated - we work to achieve outcomes for individuals
- Enabling - we support people to achieve their ambitions
- Responsive - we encourage a high performing, well motivated, adaptable workforce
- Realistic - we are open and truthful

GENERIC RESPONSIBILITIES

Quality Assurance
- To carry out internal audits to ensure compliance with the Quality Assurance System
- To support complaint investigation to address identified weaknesses.

Health & Safety
- To act as the Health & Safety Rep for the business area of responsibility
- Ensure First Aid is adequate in your area of responsibility
- Ensure Fire Safety is adequate in your area of responsibility
- To ensure the recording and investigation of all accidents, complaints, untoward incidents and losses in accordance with local policy.

Equality & Diversity
- To ensure that all staff and volunteers (where appropriate) maintain, understand and comply with equality & diversity good practice.

Business Reputation
- To work in line with the Customer Charter
- To promote the organisation’s services, values and aims at every opportunity

IT & Data Protection
- To ensure confidentiality of information and data protection regulations are followed.
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<th>PERSON SPECIFICATION</th>
<th>REQUIREMENTS</th>
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<tr>
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<td>Essential</td>
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<tr>
<td><strong>QUALIFICATIONS</strong></td>
<td>RMN with appropriate post registration experience in Mental Health Care</td>
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<td>Substantial clinical experience of working with adults with mental health needs and their carers/supporter/representatives in different settings; and formal knowledge acquired through clinical Post Graduate training of a Masters degree in a relevant area</td>
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<td></td>
<td>Or Extensive clinical experience of working with adults with mental health needs and their carers/supporter/representatives in different settings</td>
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<tr>
<td><strong>EXPERIENCE &amp; COMPETENCIES</strong></td>
<td>Evidence of working with persons with a dementia and their supporters and carers</td>
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<td>Evidence of recent continuing practice development</td>
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<td>Knowledge about dementia and how this can affect individuals day-to-day life, relationships, family and support networks</td>
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<td>Experience of working with groups and individuals in a variety of roles and settings</td>
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<td>Experience of group/individual counselling skills (or willing to undertake training in the first 12 months)</td>
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<td>Demonstrated experience of working as an autonomous practitioner</td>
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<td>Demonstrated ability of evaluating clinical practice</td>
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<td>Experience of leading a team.</td>
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<td>Experience of undertaking staff performance reviews and planned development of staff.</td>
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