

Rutland County Council

Job Description

Job Title:	Nursing Associate Dementia Support
Grade:	Band 4 (RCC Equivalent £22,183 - £24,491)
Department:	Adult Social Care
Team:	Admiral Nurse
Line Manager:	Admiral Nurse Clinical Lead

Purpose of the Job:

- As a Rutland County Council Nursing Associate, the post holder will provide support and guidance to people with dementia and their carers; helping to maintain their independence, improving their sense of well-being, and putting them in more control of their lives.
- To offer support and guidance to clients in a variety of ways, whether 1:1 or through group work. This may be face to face or remotely, depending on the needs of the person and the needs of the service.
- The role will be integrated and work in partnership with other professionals, providing a seamless service across Health and Social Care and the Voluntary sector.
- The post holder will be a part of the Admiral Nurse Service, which sits within Adult Social Care in Rutland County Council.
- The post holder provides support to the Clinical Nurse in Dementia Care for a caseload of patients living with dementia and will be undertake regular reviews, offering signposting and delivering low-level interventions such as Assistive Technology, Life Story Work and memory strategies. The role is also expected to assist in providing dementia awareness training

Key responsibilities:

1. To work with the Admiral Nurse team and wider multi-disciplinary team to provide evidence-based intervention, practical advice emotional support for people living with dementia and their carers at all stages of their dementia experience.
2. Maintain the independence, physical health and emotional wellbeing and the multiple and often complex needs of people living dementia carers and their families through ongoing assessment of health and wellbeing, including risk assessment, developing, implementing, and evaluating intervention plans under supervision of the Admiral nurse.
3. To work as part of a multi-disciplinary team to provide Integrated care and support to prevent, delay or reduce needs where possible. To form therapeutic relationships with clients using appropriate communication skills and approaches that demonstrate insight into patients with dementia.



4. Working to support diagnosis of patients with suspected dementia, through gathering relevant history.
5. Utilise cognitive screening tools to support the assessment process i.e., GP cognitive screening tool
6. Carer support and signposting to carer specific support services.
7. To assist clients i.e., families, to develop skills and competencies in understanding and coping with challenges and difficulties they may face, in both individual and group situations. For example, managing complex conditions, adapting responses when supporting the cared for, managing changes in relationships, distressed behavior, with oversight from Admiral Nurses
8. To work with service users in a person-centred way considering their likes/dislikes and wishes and attending meetings to support these.
9. To observe the service user's environment, appearance, behaviour and mood, reporting any changes to the relevant registered professional.
10. To undertake appropriate monitoring and review of Admiral Nurse needs assessment and take appropriate action arising from this activity. To maintain accurate and timely assessment and care records, using the Councils systems and Dementia UK systems for the recording of confidential information, case records and data and ensure that all relevant records and documents are managed in accordance with policy and procedure.
11. To comply with the relevant legislation national Standards and regulations, such as The Mental Capacity Act, Deprivation of Liberty Standards (DOLS) Liberty protection Safeguards(LPS),The Mental Health Act and the care act to ensure Legal frameworks are followed.
12. To hold and demonstrate knowledge of Safeguarding Adults, local multi-agency policy and procedures, to alert concerns.

This job description indicates the main areas of activity of this post. From time to time, however, other tasks/duties may be required but these will fall within the general areas of responsibility and grade of the post.

Person Specification

Qualifications:

Educated to GCSE level or equivalent

Level 1 or 2 Safeguarding Children and Vulnerable Adults certificate.

Experience:

Minimum of 3 years previous experience of working with people with dementia

Understanding of how this affects individual's day to day care and life, how these impacts on the caring role



Significant experience of working in a person's own home, relevant health or social care setting

Knowledge and experience of safeguarding adults policy and procedures, the Care Act 2014 and other legislation, statutory, independent and voluntary sectors

Knowledge and experience of delivering a wide range of therapeutic interventions to support people living with dementia and carers in their caring role

An understanding of the personalisation of services agenda, and the implementation of self-directed support services

Experience of maintaining effective and confidential records eg. case files.

Knowledge & Skills:

Ability to treat clients with respect and dignity, adopting a culturally sensitive approach which considers the needs of the whole person

Ability to undertake assessments, provide outcome focused support plans and monitor and review their effectiveness

Ability to organise, prioritise and adjust own workload to enhance the delivery of carer support, assessing and managing risk

Strong communication and interpersonal skills to work effectively on own initiative as well as other team members, with carers and their families

Excellent IT and report writing skills to record accurate assessments and case records. IT skills including the use of databases, Word, Excel and email

Ability to relate effectively with other professional/agencies

Able to manage emotional and traumatic situations when challenged by service users, adopt effective strategies, and achieve a positive outcome

Values:

Able to recognise discrimination and be proactive in ensuring the Council's policy is put into practice

Car driver and able to work from various locations due to the rural nature of Rutland and access to out of county hospital sites

