

JOB DESCRIPTION

Name of Employee:

Position Held: Nurse

**Minimum hours worked:
(net of breaks)** This role requires a minimum of 33 hours worked per week. Additional hours are available for this position and will be discussed and agreed upon during your interview

Care Home:

Date employment commenced:

Reporting to: Deputy Manager - Clinical

Introduction

Jasmine Healthcare is a privately owned group, which currently operates six care homes for the elderly, but with significant expansion plans for the future in line with its mission.

Whilst we aim to be a profitable company and provide shareholder returns, this is primarily to allow us to achieve our mission:

*By prioritising **our people**, our mission is to provide the **highest standards of care** to as many elderly residents as possible*

The key aspects of our mission are:

- 1) **Our people** are fundamental to Jasmine and our success in achieving our mission. Jasmine is totally focussed on recruiting the best people, then giving them the best inductions and training, and constantly engaging with our team. We also believe in rewarding and incentivising everyone in the Jasmine team for their contribution to us exemplifying our values and achieving our mission and objectives. We regularly do team surveys to monitor the engagement and wellbeing of our team. We are also absolutely committed to providing great training, and consequently aim for over 60% of our team to have a Diploma in Care or equivalent, and to complete as much additional training as possible.
- 2) To provide the **highest standards of care** is not just a cliché, we are totally committed to doing whatever is required to ultimately get all our homes to be rated as Outstanding with CQC. In order to achieve this we have our own rigorous internal audit and compliance process, which results in all our homes having their own Jasmine Compliance Report (JCR) and Jasmine

Compliance Score (JCS) every month. We also do regular Quality Assurance exercises and put significant emphasis on carehome.co.uk reviews

- 3) To provide the highest standards of care **to as many elderly residents as possible**. This means that we have a positive impact on the lives of more team members (as we will employ more people) and more residents (and their relatives). We will achieve this by both maximising occupancy in our existing homes, and by purchasing one new care home every year and doing one major extension and refurbishment project each year.

Jasmine measures its success against its mission through the achievement of its primary aims, which are as follows:

- 1) For all our homes to have a team turnover rate of less than 30% per year
- 2) For over 60% of all our team to have a Diploma in Care Qualification
- 3) For all our homes to be rated Good or Outstanding by CQC and all other Regulatory bodies
- 4) For all our homes to have a Jasmine Compliance Score (JCR) of over 80% at all times
- 5) For all homes to have a www.carehome.co.uk Rating of over 9.5 out 10.0
- 6) For all our homes to be over 95% occupied, so that as many residents as possible can enjoy our high standards of care

Jasmine continually strives to improve its performance against these Aims, and believes an important contributor to its success is all its team exemplifying the Jasmine Values (see below).

Job Purpose

To work with the Home Manager, Clinical Lead and other trained nurses in to assess, plan, implement and evaluate quality nursing care to ensure the highest standards of care are delivered to our residents at all times. This should ensure positive outcomes for our residents including, inter alia: no pressure sores, no unavoidable weight loss (or gain), safe administration of medication, and all falls are minimised.

To ensure that all nursing care is properly documented, including care plans and daily charts

Objectives of the Job Role

Your role at Jasmine comes with defined objectives that focus on key areas of accountability. These objectives are designed to ensure that you are contributing to Jasmine's Mission and Aims and your team's success. Each year, your achievement of your objectives will be discussed in your one to ones and will contribute to your end of year appraisal rating and pay review.

Objectives	Allocation (%)
To complete Three <i>new</i> Resident Support Plans during the year and review at least 80 individual support plans a month (this equates to 4 residents full care plans in total per month)	25.0%
Ensure you are recording a minimum of three entries in the residents' records on CareVison per hour that you work. This data is obtained from CareVision and the Team Members Information sheet. This will contribute to the Daily Charts Audit scoring in excess of the 90% required for the JCR	25.0%
To complete the daily medication rounds ensuring that all Medication Profiles and PRN Protocols are kept up to date on a monthly basis for your allocated Nursing Residents	25.0%
<i>Add in Mandatory 4th Objective, from the Optional List</i>	25.0%
Total	100%

You will have additional objectives that are personal to you. They will be set by your manager for you to work towards throughout the year.

Incentives

Given what a fundamentally important role this is to the success of Jasmine, the following are offered in addition to a competitive market salary based on experience:

- ✿ Salary – We pay top quartile market salaries
- ✿ Pay Rises – Annual Performance related pay increases of up to 8% in addition to any cost of living increase
- ✿ Holiday - 28 Days including Bank Holidays
- ✿ Pension – We encourage everyone to sign-up for our NEST Pension Scheme, which we contribute 3% of salary to
- ✿ Bonusly Points – These are exchangeable for various vouchers or cash (with all tax paid by Jasmine) via PayPal, and are earned by obtaining recognition from your colleagues, good mandatory training, good attendance, and various other ways you contribute positively to the team and our residents' lives
- ✿ Training – All relevant qualifications are fully funded to help you progress, and we will reward you with a financial bonus of up to £500
- ✿ Refer a friend incentive - Up to £1,000 for referring a suitable team member
- ✿ Meals - Enjoy low-cost meals at just £1 per course while on shift – the curry is a must-try!
- ✿ Short Notice shift incentives
- ✿ Employee Assistance Programme - Access to free counselling and valuable well-being advice 24/7

- ✿ DBS check – We pay for this
- ✿ Uniform – We provide as many uniforms as you require (subject to fair use policy)

Person Specification

Jasmine Values

I must lead by example, and exemplify all of the Jasmine's Values, which are:

- 1) Passionate about providing the Highest Standards of Care
- 2) Committed to Training & Development
- 3) To want to be One Big Team
- 4) To Communicate Openly, Honestly & Effectively
- 5) To Have & Reward a Strong Work Ethic
- 6) To provide a Positive Working Environment
- 7) To provide a Homely place for our Residents to live
- 8) To Embrace Change Positively
- 9) A belief that everyone is an Ambassador for Jasmine
- 10) To act with Integrity by always doing what we say we will
- 11) To Care for the Environment

Jasmine places a significant amount of emphasis on everyone in our team exemplifying our Values. Furthermore, Values play a larger role in all our recruitment decisions than competencies do, as we are happy to train and teach competencies to anyone that has our Values.

We also place a lot of importance on both positivity and humility in our leadership team.

Competencies:

- ✿ Leadership skills
- ✿ Ability to work under pressure
- ✿ Good time management
- ✿ Excellent people skills
- ✿ A caring and nurturing attitude
- ✿ Positive and enthusiastic outlook
- ✿ Flexibility with working hours
- ✿ Good written and oral communication skills

Skills, experience and professional qualifications:

Relevant Qualification - Required	Relevant Qualification - Preferred	Experience – Required	Experience – Preferred
Relevant professional qualification (e.g., Registered Nurse (RGN/RMN/RNLD)).	RGN qualification.	Minimum of one year of experience in a nursing home	Three years of experience in a similar role in a nursing home
		Experience writing Person Centred Care Plans	One year of experience caring for residents living with dementia.

Key Responsibilities

Caring for our Residents

- ✿ To lead the shift, supporting other team members and ensuring the highest standards of care are achieved at all times.
- ✿ Assist with the management of the care team, completing all action plans and ensuring care plans are updated and evaluated regularly.
- ✿ To be involved in the planning of residents' care and to give input during shift handovers.
- ✿ Promote good practice in all aspects of care, and challenge poor practise from other team members.
- ✿ Managing Tissue Viability in the Home and ensure all relevant documentation is recorded and is up to date at all times.
- ✿ Ensure that the medical, physical and personal care of residents is in accordance with the highest possible standards relevant to legislation and industry guidelines.

Training

- ✿ To keep all mandatory training up to date and complete additional training as required.
- ✿ To attend face to face training sessions as needed.
- ✿ Maintaining an awareness of professional and clinical knowledge.
- ✿ Ensure the Home Manager is kept fully informed of the job holder's concerns, ambitions and development requirements.

Teamwork

- ✿ Be involved with the induction of all new team members.
- ✿ To investigate complaints and concerns as directed by the Home Manager.

Communication

- ✿ Complete, with assistance from outside agencies, friends and relatives, a care plan for each resident.
- ✿ Update care plans, daily charts and other paperwork as directed.
- ✿ Supervise the implementation of the care plan within the care home's policies and procedures.
- ✿ Maintain all appropriate documentation on a daily basis.
- ✿ Ensure the Home Manager and Deputy Manager are kept fully informed of all major developments (i.e. team issues, occupancy, complaints, inspections) at all times.

Work Ethic

- ✿ Ensure maintenance of registration with the NMC by complying with all codes of professional conduct.
- ✿ To work flexibly to meet the needs of the residents.
- ✿ To ensure that you are aware of the team rota and are punctual for shifts.

Providing a Homely Environment for our Residents

- ✿ Ensure drug trolley, and drugs fridge is kept clean and tidy.
- ✿ To report any issues to the Maintenance Person.

Positive Work Environment

- ✿ To be aware of Jasmine Healthcare's philosophy and to contribute ideas to improve the standard of care provided.
- ✿ To maintain a positive and professional outlook whilst at work, and whilst representing Jasmine Healthcare in the community.

Embrace Change

- ✿ To engage with the Deputy Manager, Clinical Lead and Home Manager during appraisals and one to one sessions.
- ✿ To contribute to team meetings.

Ambassadorship

- ✿ Discuss with relatives and residents any problems or concerns, and feedback any problems to the Home Manager.
- ✿ To maintain a professional attitude when dealing with relatives, outside agencies and other visitors to the home.
- ✿ To conduct show rounds and take enquiries from prospective residents and their relatives.
- ✿ To wear uniform at all times which is clean and presentable.

Integrity

- ✿ Be aware of, and strictly adhere to, the drug administration policy.
- ✿ To report any safeguarding concerns or concerns about practise to either the Manager or Jasmine's Compliance Support Manager.
- ✿ Ensure you are aware of the home's policies and procedures.

Environmental Impact

- ✿ To report any leaks or issues to the Maintenance Person.
- ✿ To be aware of the location of all fuse boards, boilers, water stop taps and regulators for heating.

Additional Responsibilities

The above is not an exhaustive list and in line with Jasmine Value 8 may be subject to reasonable change.

Team Member's Signature		Date	
Manager's Signature		Date	