Registered Nurse – Complex care & Training

Reporting to: Operations Director

Purpose of Post: Registered Nurse – Complex Care & Training will provide clinical expertise, advice and support across all SweetTree service lines: General Homecare, Dementia, Palliative Care, Live -In, Neurodevelopmental, Brain Injury and Spinal Injury. The role focuses on clinical oversight of care planning, the training and competency sign-off of support workers undertaking delegated healthcare activities, and clinical advice to service managers and their teams, ensuring clients with complex health needs receive safe, effective and person-centred care in their own homes.

Key Responsibilities:

Scope of Role:

- Provide clinical advice, training, competency assessment and oversight
- Ensure any healthcare task undertaken by support workers has been delegated by the client's responsible healthcare professional (e.g. GP, district nurse or specialist team), with a client-specific protocol in place.
- Escalate promptly where a client's needs exceed what can be safely delegated.
- Work within the NMC Code, remaining accountable for advice given and competencies signed off.

Clinical Support & Advice:

- Provide clinical input into new client assessments alongside service managers, identifying health needs, risks and tasks requiring training or delegation.
- Provide clinical oversight of care plans and risk assessments, ensuring they are accurate, evidence-based and developed in partnership with clients and their representatives.
- Advise service managers and teams on clinical concerns, such as deteriorating health, skin integrity, continence, nutrition, falls and medication.
- Support the Palliative Care team with end of life care planning, working alongside hospice and community palliative teams.
- Support the Brain Injury, Spinal Injury and Neurodevelopmental teams with clinical advice for clients with complex health needs.
- Support the Dementia and General Homecare teams with advice on chronic conditions and changes in presentation.
- Participate in client reviews and recommend changes to care plans based on outcomes.

Training & Competency:

- Identify clinical training needs across all services, in coordination with the training academy.
- Develop and deliver training and upskilling workshops on delegated healthcare activities, such as stoma care, tailored to the needs of individual clients and services.
- Undertake competency assessments and sign-offs, ensuring no support worker carries out a delegated task until assessed as competent, with regular reassessment.
- Maintain records of competency sign-offs so only competent staff are rostered to clients requiring delegated tasks.
- Provide clinical supervision, coaching and practice support to support workers.

Complex Care & Compliance:

- Play a key role in the Complex Care Panel, advising on whether SweetTree can safely meet a client's health needs.
- Support the compliance team with clinical audits and compliance meetings, providing clinical insight.
- Contribute to investigations of incidents and safeguarding concerns with a clinical element.
- Provide input on clinical policies and procedures, ensuring alignment with CQC standards and best practice.

Collaboration & Communication:

- Work closely with Directors, Service Heads and Managers to ensure integrated care planning and delivery for clients with complex health needs.
- Liaise with multidisciplinary teams, including GPs, district nurses, therapists and hospices, to agree delegation arrangements and coordinate care.
- Support teams in handling challenging or complex client situations, including deteriorating health and appropriate escalation.

Quality Improvement & Innovation:

- Stay up to date with developments in community and complex care.
- Contribute to service development, particularly the growth of complex care services.
- Ensure all care is aligned with the organisation's mission, vision and values, maintaining a person-centred approach.

Person Specification:

Qualifications:

- Registered Nurse (RN) degree or equivalent, ideally in the Adult or Learning Disability field.
- Current NMC registration with no restrictions on practice.
- Teaching, practice assessor or relevant post-registration qualifications, e.g. palliative or neurological care (desirable).

Experience:

- Minimum of 3 years' post-registration experience.
- Significant clinical experience in complex care, including wound care, continence assessment and management, chronic disease management, care of the ventilated person and tracheostomy care.
- Specific experience/understanding of bowel and bladder care related to spinal injuries, including suprapubic catheter care, insertion of suppositories, digital stimulation and manual evacuation.
- Experience delivering training and competency assessments and providing leadership and supervision to nursing and/or care teams.
- Community or homecare experience, and involvement in audit or quality improvement (desirable).

Skills & Attributes:

- Strong clinical assessment and care planning skills, with a clear understanding of the boundaries of delegation.
- Excellent communication and interpersonal skills, with the ability to build rapport and strong professional relationships.
- Demonstrated problem solving, critical thinking and decision-making skills.
- Ability to work autonomously and manage competing priorities across multiple services.
- Knowledge of CQC standards, the Mental Capacity Act, safeguarding and risk management.
- Commitment to delivering high-quality, person-centred care.
- Full UK driving licence (desirable).

WORKING CONDITIONS: Working hours will be 37.5 weekly. Terms and conditions of employment are as per your employment contract and staff handbook SweetTree Home Care Services Ltd

DRESS CODE: A smart casual appearance is required at all times with sensible footwear.