

Job Description:

Dementia Specialist Nurse Band 7 - Care Home

Grade:	Band 7 (NHS Agenda for change pay scale)
Clinically accountable to:	Lead Admiral Nurse, Royal Surrey NHS Foundation Trust
Responsible to:	Senior Commissioning Manager, Surrey County Council
Location:	Agile working across relevant care homes, Surrey County Council/Royal Surrey offices and home-based working
Hours:	Full time – 37.5 hours per week
Key Relationships	<ul style="list-style-type: none"> • Senior Managers • Clinical and Care staff in care homes • Social care • Primary care • Dementia UK • Surrey County Council • Royal Surrey NHS foundation trust • Surrey Heartlands and Frimley Integrated Care Board (ICB) • Surrey and Borders Partnership Trust (Intensive Support Team for Dementia and Community Mental Health Team - CMHT) • Families/carers affected by dementia¹ (this role does not include holding a clinical caseload/ direct interventions with families).

Summary of Responsibilities:

The Admiral Nurse will lead and deliver role modelling and training in relationship-centred dementia care within care homes supported by Surrey County Council, Royal Surrey NHS Foundation Trust, and the Complex Dementia project group. They will enhance the skills and competencies for staff working in care homes to support older people with complex dementia needs who may present distressed behaviours.

In line with the Admiral Nurse Competency framework at an enhanced specialist level, the post holder will provide:

- Leadership and facilitation of education and training for staff in the delivery of evidence-based dementia care across the care home setting
- Specialist knowledge around bio-psychosocial assessment and support for residents/people with dementia and families with complex needs
- Clinical support with policy development and quality improvements in relation to dementia care across the care home setting
- Support to care home staff through role modelling best regarding dementia care

¹ Dementia UK defines this as the person living with dementia and others who may be carers or family members.

Main Duties and Responsibilities:

Clinical

- Provide role modelling on the care of residents/people with dementia and their carers/families with complex care needs.
- Provide knowledge of specialist nursing assessments, aligning to the Admiral Nurse Assessment Framework for carers/families affected by dementia.
- Share a range of bio-psychosocial interventions with care home staff to promote health and wellbeing of residents/people with dementia and their carers/families.
- Work collaboratively with other professionals to improve the identification and management of co-morbidities and frailty for residents/people with dementia and their carers/families.
- Develop or improve templates to support care plans for residents/people with dementia alongside promoting life story work and positive risk management (e.g., falls, delirium, depression, incontinence).
- Support care staff to understand and respond to changes in behaviour and relationships which occur as a result of dementia, to improve the experience of people with dementia and carers/families.
- 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)¹ are considered and adhered to in relation to patient care.
- Act as an advocate for care home staff, residents/people with dementia and their carers/families to promote their rights and best interests.
- Work collaboratively with health, social and voluntary sector services to achieve coordinated care.
- Work in partnership with care home staff and the wider health and social care community to promote information sharing to people with dementia and their carers/families, particularly around advance care planning, best interest decisions, palliative and end of life care.
- Advise care home staff on complex care transitions for people with dementia and their carers/families to reduce the frequency of crisis situations, for example frequent placement moves, family and professional carer distress.

¹To be replaced by Liberty Protection Safeguards in 2025

- Promote understanding among care home staff of the effects of transitions in care including grief and loss for both the resident / person with dementia and the families / carers.
- To advise and work with Activities Co-ordinators and care home staff teams to promote meaningful therapeutic activity.
- Ensure that care is delivered in accordance with relevant local and national guidelines and all relevant Royal Surrey NHS Foundation Trust's policies.

Education and Leadership

- Lead on and facilitate the development and delivery of innovative dementia training and education to care home staff, to improve competence and confidence, in line with best practice and guidance.
- Lead and/or participate in formal training events promoting best practice in dementia care and disseminating Admiral Nursing work, including monthly developmental sessions for care home staff and ongoing support for the home's Dementia Champions.
- Provide professional and clinical leadership, acting as a clinical role model on the delivery of evidence-based practice in dementia care within the care homes.
- Advise and support on the development and delivery of work streams as part of Surrey Heartland's dementia strategy, where appropriate.
- Support the development of and involvement in local dementia awareness and engagement activity with local communities and stakeholders.
- Contribute to the delivery of local policy, procedures, and protocol within relevant care homes to improve identification, assessment, risk management, ongoing support, and care for people affected by dementia and their families / carers.

Evaluation and Audit

- Support the audit and evaluation of quality improvements and initiatives aimed at improving the delivery of dementia care within Surrey Heartlands and Frimley ICS, 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 Surrey Dementia Strategy Action Group or similar.

- Ensure service information and data recorded is relevant, accurate, complete, and captured in a contemporaneous manner, where agreed.
- Support evaluation of workforce development in dementia to improve staff knowledge and skills across the relevant care homes.

Professional

- Ensure all nursing practice is carried out in accordance with the agreed policies and procedures of Royal Surrey NHS Foundation 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.
- To maintain professional registration in line with NMC guidance, including re-validation.
- Contribute to and lead the development of policies, procedures, and protocols relevant to dementia and Admiral Nursing within Royal Surrey NHS Foundation Trust, including the Standard Operational Policy.
- Ensure compliance with Royal Surrey NHS Foundation Trust's clinical governance requirements.
- Participate in clinical supervision/mentoring within Royal Surrey NHS Foundation 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.

Managerial

- Ensure the recording and investigation of all accidents, complaints, untoward incidents and losses in accordance with Royal Surrey NHS Foundation Trust's policy
- Lead on Admiral Nurse steering groups with Dementia UK, Royal Surrey NHS Foundation Trust and Surrey County Council
- Lead, manage and develop the Admiral Nurse service, continuously seeking improvement opportunities in collaboration with the Admiral Nurse Steering Group.

Please note that this job description serves to provide an illustrative example of the duties and responsibilities the post holder will undertake during 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.

The successful applicant will access and adhere to any other relevant information regarding compliance/policies, such as Health & Safety at Work Act, Safeguarding, Data Protection, Code of Conduct, Equality, Diversity and Inclusion on the intranet once in post.

Person specification: Admiral Nurse Band 7 – Care Home

	Essential	Desirable
Qualifications and Continued Professional Development	<p>Registered Nurse (RN/RNMH/RNLD)</p> <p>Post graduate qualification in relevant field</p> <p>Evidence of continued professional development/training in relevant areas, including dementia and leadership</p> <p>Commitment to continued professional and practice development through Dementia UK's Admiral Nurse Academy</p> <p>Completion of Dementia UK's Pre Admiral Nurse e-learning course prior to starting in post</p>	<p>Postgraduate qualification in dementia/leadership</p>
Experience	<p>Experience of supporting practice development/ quality improvement and service evaluation</p> <p>Significant post registration clinical experience of supporting people with dementia and their carers/families</p> <p>Experience of:</p> <ul style="list-style-type: none"> • completing holistic nursing assessments • providing bio-psychosocial interventions • facilitating and delivering training/ development of staff • working as an autonomous practitioner • managing care transitions • professional supervision of staff, including staff development, critical companionship, and role modelling • audit/evaluation of clinical practice • collaborative/multi-agency working 	<p>Experience in service specific setting</p> <p>Experience of leading/managing a service</p>
Skills and Knowledge	<p>Ability to demonstrate the 6 Admiral Nurse competencies:</p> <ul style="list-style-type: none"> • person-centred care • therapeutic skills • triadic relationship centred working • sharing knowledge • delivering best practice 	<p>Understanding of local/national skills and competency frameworks</p>

	<ul style="list-style-type: none"> critical reflective practice <p>Skills to enable clinical leadership, including:</p> <ul style="list-style-type: none"> strong communication skills good facilitation/presentation skills ability to influence change ability to act as a decision maker and advocate expert clinical practice the ability to use appropriate information technology, including MS office software to enable efficient service delivery <p>Knowledge to enable clinical leadership, including an understanding of:</p> <ul style="list-style-type: none"> relevant policies/national strategy in relation to dementia care Admiral Nursing and its application evidence based practice in dementia care and practical application within the relevant setting 	
Values and Attributes	<p>Ability to build constructive relationships with warmth and empathy</p> <p>Ability to treat families affected by dementia with respect and dignity</p> <p>Working together for people with dementia/ carers</p> <p>Demonstrates compassion and a caring nature</p> <p>Demonstrates a commitment to quality of care</p> <p>Demonstrates integrity and respect</p>	
Other requirements	Valid UK driving license and willingness to travel and work agile	