

Job Description:

(Dementia Specialist) Admiral Nurse Band 7

Grade:	Band 7 (NHS Agenda for change pay scale) £43,742 to £50,056 (pro rata)
Clinically accountable to:	Director of YPWD Charity
Responsible to:	Director of YPWD Charity
Location:	Theta Building, Lyon Way, Frimley, GU16 7ER.
Hours:	22.5
Key Relationships	<ul style="list-style-type: none"> • Primarily families/carers of people with young onset dementia • Directorate/Service Managers • Clinical staff • Community Mental Health teams • Social care • Voluntary sector organisations • Primary care • Dementia UK

Summary of Responsibilities:

The Admiral Nurse will lead, deliver and coordinate relationship-centred dementia care for younger people with dementia and their families within operational areas of Surrey and Borders, in order to improve the experience of carers/families affected by young onset dementia¹ with complex needs.

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

- Specialist bio-psychosocial assessment and support for people with young onset dementia and families with complex needs
- Facilitation of education and training for staff in the delivery of evidence-based young dementia care
- Clinical leadership with policy development and quality improvements in relation to young onset dementia care
- Consultancy to other health and social care professionals regarding young onset dementia

Main Duties & Responsibilities:

Clinical

- Provide clinical leadership on the care of people with young onset dementia and their carers/families with complex care needs from peri diagnosis to post bereavement support

¹ Dementia UK defines this as the person living with dementia and others who may be carers or family members. Admiral Nurses work together with families to provide support, expert guidance & practical solutions.

- Provide specialist nursing assessment, using the Admiral Nurse Assessment Framework for carers/families affected by dementia
- Provide a range of bio-psycho-social interventions to promote health and wellbeing for people with young onset dementia and their carers/families
- Develop and support care plans for people with young onset dementia and families including positive risk management
- Support people with dementia, carers/families and staff to understand and respond to changes in behaviour and relationships as a result of dementia
- Provide care coordination for a clinical caseload of families with complex needs as identified within triage assessment in clinics or via home visit if required
- 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)² are considered and adhered to in relation to patient care
- Act as an advocate for people with young onset dementia and their carers/families to promote their rights and best interests
- Work collaboratively with health, social and voluntary sector services to achieve coordinated and integrated care, including participation and leading on case conferences, continuing health care processes and best interest meetings as required
- Work in partnership with colleagues to promote the use of advance care planning for people with young onset dementia and to support and inform families, around advance care planning, best interest decisions and end of life care
- Manage and advise on complex care transitions for people with young onset dementia and their carers/families to reduce the frequency of crisis situations
- Ensure that care is delivered in accordance with relevant local and national guidelines and all relevant YPWD Charity policies
- Recognise the limits of own competency and professional boundaries and make appropriate and timely referrals to other services where required

Education and Leadership

- Facilitate and support the development and delivery of innovative dementia training and education to staff, to improve competence and confidence, in line with best practice and guidance
- Participate in and/or lead formal training events promoting best practice in young onset dementia care and disseminating Admiral Nursing work
- Provide professional and clinical leadership and mentorship, acting as a clinical role model on the delivery of evidence-based practice in dementia care within YPWD Charity

²Soon to be replaced by Liberty Protection Safeguards in 2022

- Advise and support on the development and delivery of work streams as part of YPWD Charity's, dementia strategy, where appropriate
- Work proactively with key local and national stakeholders to develop more integrated young onset dementia care pathways and holistic models of care, through dissemination of specialist skills and knowledge
- Contribute to the delivery of local policy, procedures and protocols for YPWD Charity to improve identification, assessment, ongoing support for people with young onset dementia and their family carers

Evaluation and Audit

- Support the audit and evaluation of quality improvements and initiatives aimed at improving the delivery of young onset dementia care within YPWD Charity, where appropriate to 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 YPWD Charity's Dementia Strategy Group or similar
- Ensure service information and data recorded is relevant, accurate, complete and captured in a contemporaneous manner
- Support evaluation of workforce development in young onset dementia to improve staff knowledge and skills across the host organisation

Professional

- Ensure all nursing practice is carried out in accordance with the agreed policies and procedures of YPWD Charity 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 YPWD Charity, including the Standard Operational Policy
- Ensure compliance with YPWD Charity clinical governance requirements
- Participate in clinical supervision/mentoring within YPWD Charity where appropriate

- Maintain up-to-date knowledge of evidence-based recommendations on supporting people with young onset dementia and their carers/families
- Maintain positive working relationships with Dementia UK

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

Person specification: Admiral Nurse Band 7

	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>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> <p>Experience of supporting practice development/ quality improvement and service evaluation</p> <p>Experience of working with people living with young onset dementia and their families</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 • 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 	<p>Understanding of local/national skills and competency frameworks</p>

	<ul style="list-style-type: none"> • 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 	
<p>Values and Attributes</p>	<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>	
<p>Other requirements</p>	<p>A full valid driving licence and access to a car to use regularly for business purposes is essential (unless you have a disability as defined by the Equality Act 2010 and a reasonable adjustment can be made).</p> <p>Flexible approach to meet the needs of the service.</p>	