

## Job Description

**Job Title:** Senior Nurse  
**Accountable to:** Clinical Lead/ Deputy Head or Head of Healthcare  
**Location:** Gatwick Immigration Removal Centre (IRC)  
**Annual Leave:** 25 days, increasing incrementally with service  
**Hours:** 37.5 hours per week

Practice Plus Group is the largest provider of healthcare in secure settings and, as the newly appointed provider of fully integrated healthcare services at Gatwick IRC, we are looking to recruit staff based across the two sites (Brook House and Tinsley House). Staff will effectively manage the complex healthcare needs of those within the facility and form an integral part of the wider IRC team, alongside Custody Officers and the Home Office.

Our mission is **Access to Excellence**. Our core values are:

- We treat patients and each other as we would like to be treated.
- We act with integrity.
- We embrace diversity.
- We strive to do things better together.

Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting patients first, regardless of the environment or their history. This role requires you to do this in a fast-paced environment and be able to adapt to unexpected demand. Detainees may be vulnerable and have experienced trauma in society, therefore staff must have an understanding and awareness of trauma, whilst considering cultural sensitivities.

### The role

As a Senior Nurse you will lead a multi-disciplinary team to deliver a nurse led service with duties including but not limited to:

- Conducting medication rounds and dispensing controlled medication
- Providing supervision to staff nurses and healthcare assistants
- Attending to and leading emergency response situations
- Assessing and screening patients
- Delivering nurse led clinics to your patient group, supported by a multi-disciplinary team.
- Delivering quality care by proactively seeking out those in need
- Developing, discussing and advising treatment options, as part of a patients' ongoing care plan
- Taking a proactive and opportunistic approach to caseload management
- Assisting with admission and discharge planning
- Attending and contributing to weekly multi-disciplinary team meetings
- Managing caseloads with a flexible and proactive approach
- Completing and overseeing risk management requirements throughout each detainees' pathway
- Undertaking audits to demonstrate governance compliance

You will contribute to our nursing strategy and vision to;

**Provide** outstanding evidence based care to our patients, seeking out, listening to and acting on their feedback, so that care is personalised and informed by what matters to them

**Deliver** non-judgemental care that makes a real difference, as defined throughout our bespoke Health in Justice competency framework. You will also demonstrate a collaborative approach to working and the ability to make quick and accurate decisions

**Inspire** excellence by forging strong links with our partners and stakeholders and providing a service that people can trust, feel safe within, and feel proud of

**Promote** best practice, clinical supervision, evidence based care and continuous quality improvement, embedding a culture of shared learning

**Share** knowledge, skills and expertise to ensure safe care, building strong multi-disciplinary teams and supporting each other to do a great job

**Learning and Development:** IRCs are complex environments; we work closely with our colleagues, ensuring recruits have access to all mandatory IRC-setting training. CPD is supported and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.

### About you

- Registered nurse – Adult, Mental Health, Learning Disabilities
- Current professional qualification (NMC)
- Evidence of Continued Professional Development
- Understanding of the complexities of multi-disciplinary and multi-agency working
- A non-judgmental, warm and compassionate approach
- Excellent communication skills
- Understanding of clinical governance
- Ability to use a clinical information system
- Knowledge of healthcare policies and best practice
- Proactive problem solving skills
- Flexible attitude to working arrangements
- Motivated as an individual and when working in a team
- Able to work within a busy environment
- Willing to learn and commitment to self-development
- Patient centred values
- Experience of working in a community setting
- Experience of multiagency collaboration/ working across professional boundaries
- Calm, patient, empathetic and understanding
- Ability to work flexibly, in-line with the needs of our service and patients.
- Professional commitment to delivering excellent care



**Additional information**

**Disclosure and Barring Service:** a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

**Vetting:** All successful candidates will undergo necessary security clearances in line with Home Office and Immigration Removal Centre requirements.

**Directions:**

IRC Brook House and IRC Tinsley House are both easily accessible by road and public transport.

**By road:** Leave the M23 at Junction 9.

**Public Transport:** Regular public transport links available by bus or train.

**On-site parking available at both sites.**