



# Registered Nurse (RGN)- Minimum Requirements

## 1. Purpose

This document sets out the minimum compliance and employment standards required for Registered Nurses (RGNs) engaged by ONCE Healthcare Ltd. The requirements ensure adherence to professional and legal obligations under the Nursing and Midwifery Council (NMC), RQIA standards, and ONCE Healthcare Ltd's internal governance framework.

## 2. Essential Criteria

### Professional Registration

- Must hold a current, unrestricted NMC registration.
- NMC PIN will be verified prior to placement.

### Qualifications

- Recognized nursing qualification (e.g., BSc Nursing, Diploma).
- Evidence of ongoing CPD per NMC revalidation standards.

### Experience

- Minimum 6 months post-registration in a relevant clinical setting.
- Must demonstrate safe, person-centred care, including medication administration, documentation, and team communication.

### Right to work

- Proof of legal right to work in the UK required.
- Verified in line with Home Office checks.

### AccessNI Enhanced Disclosure

- Valid Enhanced AccessNI certificate required.
- Results assessed per ONCE Healthcare's Recruitment of Ex-Offenders Policy.

### Mandatory Training

- Up-to-date certificates in:
  - Moving & Handling
  - Infection Control
  - Basic Life Support (BLS)
  - Medication Management
  - Fire Safety
  - Safeguarding Adults
  - Health & Safety
  - Equality, Diversity & Inclusion
- Training will be verified before deployment.

### References

- Two professional references required.
- One must be from the most recent clinical line manager or employer.

## 3. Desirable Criteria

While not mandatory, the following qualifications and attributes are desirable:

- Full UK driving licence and access to own transport.
- Specialist clinical experience (e.g. dementia care, palliative care, complex needs, or acute nursing).
- Postgraduate qualification or specialist training (e.g. mentorship, IV therapy, wound care, or leadership).
- Flexibility to work across varied shifts including nights, weekends, and bank holidays.



## 4. Professional Responsibilities

- Nurses must comply with the NMC Code of Professional Standards of Practice and Behaviour for Nurses and Midwives (2018).
- Must uphold professional boundaries, maintain confidentiality, and deliver care that meets the Fundamental Standards of Quality and Safety.
- Nurses are responsible for accurate record-keeping, safe medication administration, and reporting of incidents or safeguarding concerns in line with ONCE Healthcare Ltd's policies

## 5. Ongoing Compliance

- NMC Registration must be maintained and renewed annually.
- Nurses are required to complete NMC revalidation every three years and provide evidence of CPD when requested.
- All training certificates must remain current and renewed as per ONCE Healthcare Ltd's mandatory training matrix.
- Any changes to personal or professional status (e.g. criminal convictions, professional investigations, or health declarations) must be reported to ONCE Healthcare Ltd immediately.
- Staff must adhere to the ONCE Healthcare Ltd Code of Conduct, Clinical Governance Policy, and all other applicable company procedures at all times.

## Contact

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