

DEMELZA HOSPICE CARE FOR CHILDREN

JOB DESCRIPTION

JOB TITLE – Senior Registered Nurse

BAND EQUIVALENT – Band 6 Equivalent

ACCOUNTABLE TO - Care Services Lead

REPORTS TO – Team Leader/On Call Nurse/Shift Coordinator

RESPONSIBLE FOR – Children/Young People and Families, Health Care Assistants, Care Volunteers, Student Nurses

PURPOSE OF ROLE

To provide holistic nursing care and support to children and young people with life limiting/life threatening conditions and their families/carers, utilising the skills, knowledge and expertise of the qualified practitioner in a variety of situations, working on their own initiative and accessing and contributing to the skill base of the wider team. Working in collaboration with other services to best meet the needs of the child/young person and their family.

To take the lead as a shift coordinator and participate in the on call rota. Deputise in the absence of the Team Leader or Care Services Lead.

To safeguard all children and young people accessing services; by responding to concerns raised in a timely and appropriate manner and effectively escalating, acting and referring these in accordance with policies and procedures.

KEY RESPONSIBILITIES

Clinical Practice

1. Assess, plan, evaluate and deliver high quality nursing care to meet the diverse and individual needs of children/young people and their families within competency level. To include:
 - Assessments and Care Plans
 - Symptom Management
 - End of Life Care
 - Safeguarding concerns
 - Liaising with tertiary centres and appropriate external professionals.
2. To work with and support other team members to ensure that plans of care are carried out to the agreed standard.
3. Take the lead in case load management with allocated children/young people and families when this model of care is in place.
4. To identify, report and act on significant changes in a child/young person's condition or well-being, outside area of competence.
5. To be responsible and take the lead with delegated specialism and actively share knowledge and skills.
6. To deliver prescribed care, assessing and evaluating child/young person's presentations, observations and contribute to clinical reassessment. To include End of Life Care. Lead referral

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assessment with other team members to accurately identify needs and promote the range of hospice services.

7. To establish professional relationships with children, young people, families and colleagues through effective communication skills. To include:
 - Managing difficult conversations
 - Complex situations
 - Dealing with conflict
8. To record accurately and contemporaneously, as per Nursing Midwifery Council standards and current legislation.
9. To lead on and deliver post death care of the body and support the wider family.
10. To support children or young people's best interests during external multi-disciplinary meetings. To include:
 - Symptom Management
 - End of Life Care
 - Safeguarding concerns
11. To promote working relationships across Demelza sites.
12. To work flexibly and manage own diary (when appropriate) to meet the needs of the service.
13. Take responsibility to seek and participate in regular supervision to enhance learning and practice as per procedure.
14. Participate in an on-call system with the nursing team on a regular basis.

Leadership

1. To lead in the delivery of direct care to a child/young person receiving short break support, ensuring good use of charity resources and facilities available.
2. Undertake the role of Shift Co-ordinator.
3. To ensure appropriate delegation of tasks; maintaining your own accountability.
4. To lead a multi-disciplinary meeting with external professionals. To include organisational developments.
5. To share good practices identified with the wider team in order to improve standards of care.
6. To respect colleagues and learn from the team's wider range of skills and expertise, offering development opportunities.
7. To assume Preceptor duties for newly qualified Band 5 Equivalent Registered Nurses and assist other team members to provide support in all aspects of clinical care, and be a positive role model of professional conduct.
8. Understand and actively promote how the organisation is funded, making a positive contribution to appropriate marketing of care activities. To raise awareness of our work and support raising of funds.
9. To carry out line management duties and annual performance appraisal of Health Care Assistants and Band 5 Equivalent Registered Nurses.
10. To undertake the recruitment process for Band 3, 4 and 5 Equivalent positions.
11. To promote working relationships across all sites and departments.
12. To deputise in the absence of the Team Leader or Care Services Lead.

Governance

1. To welcome and respect diversity and contribute positively to anti-discriminatory practice, actively promoting equality and diversity.
2. Ensure a consistent approach to all aspects of care delivery by following protocols and prescribed care, recommending changes to advance practice.
3. Report all incidents/accidents and near misses in line with reporting procedures to facilitate opportunities to advance practice. To take responsibility for being a handler of the incident review process.

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4. Actively contribute to employee consultation around policy and procedure development and highlight any areas of concern or suggestions for improvement.
5. Take the lead and participate in audit process
6. Assess and support sign off/skills audits for competences of Band 3, 4, and 5 equivalent staff as defined by the Educational Matrix and Clinical procedure and competency policy. Facilitate learning opportunities.
7. To undertake and evaluate clinical audit and benchmarking activities, recommending changes to improve policies, procedures and advance practice, under the direction of the Clinical Governance and Quality Team.
8. To train and undertake the role of a Clinical Supervisor.

Education

1. Undertake and maintain qualified Mentor status in accordance with local Higher Education Institution guidance. Mentor student/trainee nurses. Successfully complete and maintain a university approved mentorship course.
2. Proactively seek and take responsibility for continuing professional development, routinely undertaking clinical supervision according to policy guidance.
3. Proactively seek opportunities to deliver micro training sessions to share skills and expertise and learn from those of the wider team.
4. Participate in clinical supervision and appraisals with senior care team member.
5. To successfully complete Band 6 equivalent competences as defined within the Educational Matrix
6. To use appraisal constructively for personal and professional development.

PERSON SPECIFICATION

Essential

- Registered Nurse on subpart 1 of the Nursing and Midwifery Council Registers [Children's Nurse, Adult Nurse or Learning Disability Nurse]
- Educated to Level 6 of the National Qualifications Framework, or willingness to undertake
- Able to demonstrate sound knowledge of clinical skills in paediatric nursing
- Able to demonstrate understanding of latest developments in nursing practice and reflect them in care delivery
- Able to demonstrate awareness of safeguarding children and young people
- Experience of working with children with disabilities and complex health needs
- Hold a mentorship qualification or be prepared to work towards
- Excellent IT skills
- Excellent verbal and written communication skills
- Willingness to travel

Desirable

- Experience of delivering end of life care
- Qualification or expertise in practice specialism relevant to paediatric palliative care
- Experience of being a Preceptor for newly qualified and/or overseas nurses
- Experience of Paediatric Intensive Care
- Experience of Long Term Ventilation
- Degree/Masters level module in relevant subject or willingness to undertake
- Full driving licence

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Professional Registration

This role requires the post holder to be registered with the Nursing and Midwifery Council. Post holders must ensure that valid membership to the NMC is maintained throughout their employment within this role. You must immediately inform Demelza if there are any amendments or concerns regarding your registration. Failure to maintain your registration could result in disciplinary action being taken against you.

Professional Standards

All nurses are required to work proficiently and effectively within the relevant legal, ethical and professional frameworks applicable to children's palliative care, including the NMC Code: Standards of conduct, performance and ethics for Nurses and Midwives: http://www.nmc-uk.org/Documents/Standards/nmcTheCodeStandardsOfConductPerformanceAndEthicsForNursesAndMidwives_LargePrintVersion.PDF

Standards for Medicines Management: <http://www.nmc-uk.org/Documents/NMC-Publications/NMC-Standards-for-medicines-management.pdf>

The tasks listed in this job description are not designed to be exhaustive and may vary from time to time according to the needs of the organisation. This document will be reviewed in consultation with the post holder as the role and services provided by the organisation develop.

Demelza is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Employees are required to attend mandatory training as required by their role. Employees are expected to make reasonable efforts attend and engage in development training as part of their role within Demelza. Training may be delivered through a variety of on site and off site methods.

All employees are required to participate in staff performance reviews and supervision and to make all reasonable efforts to attend training and staff development as identified and agreed.

Employees must take the initiative to actively seek out training updates required for their role and for mandatory training, within training expiry time frames. Employees can find their current training records on the HR Database.

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