



**Job Description**     **Nurse**

**Reports to**            **Clinical Team Leader**

### **Job Summary**

The post involves working as a member of a multi-disciplinary team providing specialist palliative care and support for children and young people from 0-35 years. The post holder will be expected to work without direct supervision, providing a high standard of holistic care to children and young people with a variety of complex health needs. Effective communication skills are required to support children, young people and their families during their stay in the hospices. The hospices provide care over a 24-hour period and the post holder is expected to work flexibly across all shifts.

### **Key Responsibilities**

- To provide a high standard of palliative care for children, young adults with complex health care needs and members of their families.
- To develop and maintain the clinical skills required to deliver complex care using practice based on best evidence.
- To work as a member of the multi-disciplinary Care Team providing care, advice and support in line with professional accountability.
- To provide supervision and support to other members of the Care Team, valuing the skills and qualities of all Team members, sharing expertise and learning new skills freely and willingly.
- To be aware of the safety and safeguarding needs of children, young adults, families and other staff and to comply with:
  - The Children Act 2004
  - DOH – No Secrets – Guidance on developing and implementing multi-agency policies and procedures to protect vulnerable adults from abuse (Mar 2000)
  - Health and Safety at Work Act 1974
  - NMC code and guidelines

### **Key Tasks**

- Undertake clinical nursing assessment of the child /young person and develop comprehensive care plans in partnership with family members ensuring practice based on best evidence. Clinical assessment will include evaluation of symptoms and review of symptom management plans in collaboration with the wider multi-disciplinary team.

- Deliver a high standard of clinical nursing care which is based on best evidence.
- Communicate effectively and sensitively with children, young people and their families.
- Be responsible for the safe administration of medication following the Medicines Management policy/SOP and NMC guidance.
- Lead and co-ordinate a small team during a shift under the supervision of the Site Coordinator organising the care and activities for the shift delegating to non -registered staff appropriately.
- Maintain accurate records of all types, whether written or electronic and maintain confidentiality at all times.
- Maintain an up to date knowledge and awareness of issues around the safeguarding of children and young adults, ensuring that appropriate steps are facilitated through effective communication across multidisciplinary agencies.
- Be responsible for developing and maintaining own skills identified in the Clinical Competency Framework with support from the Practice Education team.
- Maintain agreed governance processes through incident reporting and risk assessment. Participate in audits as required.
- Liaise with outside agencies involved in the care and support of the children and young people and their families.
- Attend meetings as required, including staff meetings and support sessions.
- Participate in the orientation of new staff and students; act as mentor if requested, on completion of the Mentorship course.
- Be responsible for personal professional development, maintaining awareness of current developments in palliative care for children, young people and families.

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Protection Policies, including PPE use, cleaning and decontamination of the environment and equipment in order to protect their own health and that of service users, other employees and visitors.

**This job description does not attempt to describe all the tasks and responsibilities of the post, but rather illustrates with examples the main role of the post-holder. It is therefore subject to alteration and development and will be reviewed jointly with the post-holder and Director of Care.**

Job Title: REGISTERED NURSE  
 Person Specification

Requirement	Essential	Desirable	Assessed by
Assessed by: A = Application I = Interview R = References			
<b>Criteria 1: Qualifications</b>			
REGISTERED NURSE with valid up to date registration with NMC.	X		A
RSCN/RN Child		X	A
Bachelor's Degree in Nursing		X	A
Evidence of ongoing professional development.	X		A
Palliative care course		X	A
Teaching/Mentoring qualification.		X	A
<b>Criteria 2: Experience</b>			
Post qualifying experience of one year which includes practice working with children or young people with highly complex needs and disability.	X		A
Experience of effective collaborative working with professionals from other agencies and disciplines.	X		A I
Experience of holistic assessment and individualised planning of care.	X		A I
Experience of working with children/young people with palliative care needs.		X	A I
Experience of child protection and vulnerable adult procedures, report writing and conferences.		X	A I
Experience of clinical audit.		X	A I
Experience and good understanding of clinical supervision and reflective practice.	X		A I
<b>Criteria 3: Skills</b>			
Sound nursing knowledge and clinical skills based on up to date research and best practice including: Gastrostomy care, Nasogastric Tube, Suction, Chest Physiotherapy, Intermittent Catheterisation, Tracheostomy, Medications management, Seizure management, Infection control, Growth monitoring, Clinical observations		X	A
Able to effectively communicate ideas (oral and written).	X		A I
Able to work independently and as part of a multi- disciplinary team.	X		A I R
Ability to manage own time and workload effectively.	X		I R
Ability to support and supervise junior staff.		X	A I R
Enhanced communication skills including: Makaton, Augmentative and Alternative Communication (AAC), PECS.		X	A

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<b>Criteria 4: Knowledge</b>			
Knowledge and experience of various physical and mental health conditions associated with children, young people with life limited diagnosis and palliative care.		X	A
Understanding of the impact on the child or young person of living with a disability and on families caring for a child with complex needs.		X	A I
Good understanding of safeguarding children policies and procedures- with safeguarding experience including Child in Need, Child Protection, Looked after Children.	X		A I
A working understanding of Clinical Governance and Care Quality Commission standards.		X	A I
<b>Criteria 5: Interpersonal Skills</b>			
Ability to cope with stressful situations	X		R I
Personal grief/loss resolved sufficiently to perform and cope in an environment that has likely exposure to bereavement concerns	X		I
Willingness to work flexibly and adapt to changing service needs.	X		I R
Drive for improved outcomes for children, young people and families.	X		I R
Enthusiasm, professionalism, positivity and good work ethic.	X		I R
Attitudes consistent with a child friendly, positive, inclusive approach.	X		I R
<b>Criteria 6: Equality</b>			
An understanding of the principles of inclusivity and diversity as it relates to staff and patients and able to demonstrate personal commitment to challenging discrimination and promoting equalities	X		I R