

Job Description

Title of Post:	Childrens Staff Nurses
Salary:	Band 5 (£29,970 - £36,483 per annum; pro rata for P/T)
Contract:	Full time, Part time, Bank & Waiting List (roles will include rotation onto night duty)
Location:	This is a combined role between IPU* and Community (*Predominantly IPU-based)
Reports to:	Care Team Manager
Responsible to:	Head of Children's Hospice Services

Role:

The Staff Nurse will work as a member of the Children's Hospice Care Team, providing holistic care to life limited children with complex needs, and their families. He/she will participate in the assessment, planning and delivery of care to the children and the delegation of care to non-registered members of the care team promoting a philosophy of holistic care and active engagement of children and families. The role will include working in Horizon House and in the wider community both day and night duty.

Clinical Practice

- Work under the direction of the Care Team Manager/Senior Nursing Team ensuring that all aspects of care are carried out to the agreed standards.
- Assess, plan, implement and evaluate individualized care with the children using the children's hospice and support their family with assistance from senior staff.
- Maintain a high standard of nursing practice at all times to ensure the delivery of a safe, high quality service.
- Undertake clinical skills as directed by the child's care plan.
- Develop and demonstrate the clinical competencies required within this role within the defined timescale.
- Provide clinical leadership to recognize and respond to deterioration in a child's condition in line with protocols, calling on support of colleagues as required.
- Communicate effectively with Drs, members of the multi-disciplinary team and external services to promote safe and effective care.
- Delegate care to non-registered team members.

- Assist, advise and supervise non-registered team members in the delivery of care.
- Assist in the safe transfer of critically ill children.
- Participate in all aspects of medicine management in accordance with policies and procedures.
- Assist in the support of children, family and staff in emotional circumstances

Education, Research and Professional Development

- Accept responsibility for own professional development.
- Participate in clinical supervision.
- Promote evidence-based practice and contribute to research and development activity to enhance child and family care.
- Participate in audits and incident reviews to assess practice against desired standards.
- Liaise with community service and specialist nurses as and when required.
- Undertake an annual staff development and performance review.
- Attend all mandatory training sessions.
- Promote the philosophy of care at the Children's Hospice by acting as a resource to other health care professionals and participate in educational sessions offered.
- Participate in the orientation programmes for new staff.
- Undertake NMC Mentorship training when appropriate and participate in the mentorship of students and new team members
- Work in partnership with the Clinical Educator to ensure that the learning objectives of students are met.
- Participate in the assessment of nursing students on placement.
- Disseminate knowledge gained from courses, seminars and work experience to colleagues across the multi-professional team.

Planning and Organising

- Maintain accurate records of all types, written and computerised and ensure confidentiality is respected and protected at all times.
- Be aware of the safety needs of children, siblings, parents and other staff and adopt a preventative safety approach at all times. Report all accidents and incidents accurately and promptly to the Care Team Manager.
- Be aware of own health and safety responsibilities as an employee of Children's Hospice.

- Be aware of the need to use the resources of Children's Hospice wisely and effectively to meet the needs of the children and their families.
- Be committed to the delivery of a quality service, participating in any quality review measures in place.
- Be responsive to feedback actively seeking informal comments from families and show a positive and open minded attitude to new initiatives.
- Contribute positively to the cohesiveness and well-being of the Care Team.
- Regularly attend team meetings and participate in shared decision making.
- Ensure safe handling and storage and administration of all medications.
- Ensure good use of own time and participate to the effective and efficient running of the children's hospice.
- Support and supervise volunteers.

Responsibilities

- Maintain up to date Registration with the NMC and adheres to NMC guidelines.
- Ensure that he/she reads, understands and acts in accordance with the relevant policies and procedures of Northern Ireland Hospice.
- Ensure that he/she is aware of and acts in accordance with such regulations as laid down by statutory bodies that pertain to Northern Ireland Hospice.
- Develop good interpersonal relationships with all members of the multi-professional team.
- Read all communications posted in the Unit and act in accordance with same.
- Attend in-service lectures, study days and courses as appropriate.
- Recognise signs of ill health or stress in colleagues and report as appropriate to the line manager.
- Attend Departmental and team meetings.

This Job Description is not meant to be definitive and may be amended to meet the changing needs of Northern Ireland Hospice

NORTHERN IRELAND HOSPICE

OUR VISION is that infants, children and adults with life-limiting and life-threatening illness and their families receive excellent and compassionate palliative care, thereby, maximising their quality of life.

In pursuit of this vision, our Mission is to inspire and deliver excellent and compassionate specialist palliative care via effective service models underpinned by exemplary education, innovation and research.

Underpinning this strategy are **OUR VALUES** which we will strive to live by daily.

WE BELIEVE IN

- **A culture of respect and acceptance without distinction or judgement, where everyone can belong**
- **Acting with courage, compassion and integrity to add value to all that we do**
- **Being pioneering, professional and accountable to deliver our very best**

Job Specification

Essential Criteria

- Registered Nurse on the NMC Register (**Children's**) **OR** final year Children's Nursing student pending registration
- Highly motivated and enthusiastic with an interest in and knowledge of children's palliative care.
- Strong interpersonal and communication skills.

Desirable Criteria

- Knowledge of working with children with life limiting /threatening conditions
- Previous experience working in the Community caring for children with complex healthcare needs
- Effective Computer Skills specifically in Microsoft Outlook, Microsoft Word and Electronic Patient Records