

# East Anglia Children's Hospices - EACH

## Job Description



Job Title: Nurse (Band 6)

Responsible to: Team Leader

Directorate: Care

### Job Summary:

Deliver holistic nursing care and support to babies, children and young people with long term complex health needs, palliative and end of life care needs and their families.

Leading shift, including taking responsibility for coordinating the team on duty, ensuring that all required care is allocated and actioned for that shift and to undertake day-to-day operational duties as required.

You will be required to provide care at the hospice and support families' in their homes and occasionally in other settings.

### Responsibilities

- With bespoke training provided, deliver safe and effective nursing care involving use of a wide range of clinical skills including, but not limited to; clinical assessment and monitoring, subcutaneous syringe drivers, long-term ventilation and tracheostomy care.
- Support to babies, children and young people whose conditions are stable, unstable, deteriorating and in need of end of life care.
- Assess, plan, implement and evaluate care plans to meet the diverse and individual needs of babies, children, young people and their families, ensuring holistic care provided is family centred, needs led, evidence informed and meets all statutory requirements.
- Provide support to the children, young people and family members to promote their resilience and wellbeing, including at the end of life and during bereavement, giving advice on practical issues and undertaking memory making activities, seeking support from wellbeing staff when necessary.

- Maintain clinical records using both paper-based and SystmOne electronic care records system in accordance with best practice guidance.
- Use clinical judgement and interpret clinical data to inform decision making, in consultation with others, to provide nursing care that meets the complexity of the palliative care needs.
- Implement symptom management, escalation and advance care plans, evaluating them in partnership with the children or young people and their families under the direction of a Clinical Nurse Specialist, Matron, Head of Nursing & Therapies or Head of Performance & Delivery.
- Lead and co-ordinate shifts and undertake day-to-day operational duties as required, including providing the initial response to all accidents, incidents and complaints reported during shifts, ensuring immediate follow up actions are taken as required.
- Delegate nursing care to other nurses, senior care assistants and care assistants following EACH guidelines providing:
  - Assessment and ongoing clinical review of the baby's, child's or young person's needs and the appropriateness of delegation of care.
  - Oversight of practice and responding to queries from the senior care assistants and care assistants delivering care.
- Liaise with families, maintaining regular contact with them and actively participating at care co-ordination team and locality multi-professional meetings, ensuring any significant changes identified for designated families are discussed and followed up with any action required.
- Attend external multidisciplinary, discharge planning, review and debrief meetings representing EACH to maintain positive and effective communication with other agencies involved with families receiving our services.
- Contribute to quality and safety groups and assist with audits and evaluations.
- Mentor new care staff and students, providing support, training and sharing professional expertise.
- Participate in regular management, clinical and safeguarding supervision sessions.
- Model and reinforce EACH's values, providing guidance and feedback to staff who do not align with these standards.
- Ensure timely completion of all mandatory training requirements in line with EACH requirements.
- Participate in regular employee meetings and training.

## General requirements

- Maintain confidentiality in all areas of work at EACH.
- Ensure that your conduct within and outside EACH does not conflict with organisational expectations.
- Take responsibility for continuing professional development.
- Actively support and promote EACH and all its policies.
- Promote the safeguarding and welfare of children, young people and vulnerable adults
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.
- Act as a representative of EACH by championing our mission and values and supporting an inclusive and respectful working environment for all.
- The role of volunteers is integral with the work of EACH, and employees are required to underpin this in their attitude and actions.

### EACH - Values

#### **Empathy, understanding and inclusion**

Understanding the views and feelings of others is central to our work relationships and how we interact daily. We actively encourage unique perspectives, backgrounds, and experiences of others, fostering an environment where all voices feel valued.

#### **Commitment to quality**

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve.

#### **Open, respectful and accountable**

We operate in an honest, respectful and collaborative way, encourage open constructive feedback and celebrate diverse viewpoints. We are mindful of the power of our words, actions and biases, and hold ourselves accountable to ensure a safe and inclusive environment for everyone.

#### **Make it happen**

We are empowered to take responsibility for getting things done.

This job description reflects the present requirements of the post, but is not exhaustive. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

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## Person Specification



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	Essential	Desirable
Knowledge/ Training	<ul style="list-style-type: none"> <li>NMC Registered Nurse (Child, Adult or Learning Disabilities) with demonstrable experience of caring for babies, children or young people in an acute, community, palliative or complex needs setting.</li> <li>Knowledge of current legislation relating to babies, children and young people, including best practice in safeguarding children.</li> <li>Knowledge and understanding of social care and safeguarding processes and support.</li> <li>Mentor qualification</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using SystmOne electronic care record system or similar</li> <li>Management/leadership training or qualification.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Shift leading in a care setting.</li> <li>Evidence of mentoring team members.</li> <li>Post registration experience with demonstrated experience of delivering a wide range of clinical skills, including intravenous therapy.</li> <li>Experience of using clinical judgement to interpret clinical data to inform decision making.</li> <li>Evidence of working within a professional, multi-disciplinary team. Evidence of providing mentorship to staff and students.</li> <li>Ability to undertake physical activities and manual handling to support the varying needs of our service users in line with the requirements of the role.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of delivering parenteral nutrition, long-term ventilation and/or tracheostomy care.</li> <li>Experience of working with learning and physically disabled children and young people with mental health needs.</li> <li>Experience of providing community care services.</li> <li>Experience of managing a small group of staff and resources on a day-to-day basis.</li> <li>Experience of working with volunteers, either personally or professionally.</li> <li>Evidence of participation in research and audit.</li> </ul>

<p>Skills &amp; Abilities</p>	<ul style="list-style-type: none"> <li>• Excellent written, oral communication and interpersonal skills.</li> <li>• Able to confidently use IT, including email, Microsoft Office, and video conferencing such as Teams or Zoom.</li> <li>• Being accountable for decisions made</li> <li>• Ability to reflect on practice and propose changes.</li> <li>• Ability to use initiative and problem solve.</li> <li>• Ability to plan and manage own time, to ensure all patient care is completed and additional tasks as required.</li> <li>• Demonstrates the ability to adapt quickly to changing tasks and priorities, even at short notice.</li> </ul>	
<p>Other Requirements</p>	<ul style="list-style-type: none"> <li>• Current full, valid driving license.</li> <li>• Ability to occasionally work in the other EACH hospice localities (Suffolk, Norfolk and Cambridgeshire) to respond to increased demand for complex or end of life care.</li> <li>• Ability to participate in the EACH local on-call rota, when required, to deliver urgent or end of life care in the hospice or community.</li> </ul>	<ul style="list-style-type: none"> <li>• Access to own vehicle</li> <li>• Experience of driving a wheelchair accessible vehicle</li> </ul>