



HOSPITAL SERVICES

PAEDIATRICS

STAFF NURSE

BAND 5

JOB DESCRIPTION

SUMMARY OF PRACTICE AREA:

Frossard Ward is a general paediatric ward with 9 beds. We provide acute hospital healthcare for any child within the Bailiwick of Guernsey. Patients from birth to 18 years of age are admitted onto the ward, therefore the nurse's care for children with diverse healthcare needs.

JOB SUMMARY:

The post holder, having undertaken a period of supervision/preceptorship will be responsible for delivering a high standard of care to sick children and the young person on their allocated shifts. They will liaise with the multidisciplinary team and expected to support other nursing and non-nursing staff, appropriate to own areas of competence, and to teach and support parent(s)/guardian(s) skills in caring for the sick child. The post holder will assess, plan, implement and evaluate the care needs of the sick child/ young person, in association with current philosophies of paediatric care and the organisational policies/guidelines.

The post holder will be supported to work towards co-ordinating the ward, and it is expected that full qualification criteria is met on reaching the KSF second gateway. They will act as a role model to all staff and participate in the development of departmental initiatives in order to enhance the care delivered to the 'Sick Child/Young Person.

RELATIONSHIPS:

The post holder will:

- Report to the Paediatric Clinical Leader.
- Be responsible to the Head of Midwifery, Acute Paediatrics and the Neonatal Intensive Care Unit.
- Be accountable to the Assistant Director, Children and Maternity Services.

REVALIDATION:

- In accordance with States of Guernsey legislation and the HSC procedure the Registration of Health and Social Care Professionals (COR001), all nurses and midwives who are States of Guernsey employees, contractors, agency workers or in any other capacity are practising as a nurse or midwife are required to have effective registration with the (UK) Nursing & Midwifery Council (NMC).
- In order to maintain effective registration with the NMC you must adhere to the Council's requirements for Revalidation.
- You must proactively manage all aspects of your Revalidation requirements including keeping an up to date portfolio and proactively seeking out opportunities for reflection, continuing education and professional growth. You must be proactive and cooperative in the appraisal and confirmer processes
- You must assist colleagues with relevant aspects of their Revalidation. This includes but is not limited to teaching, providing support and opportunities for Facilitated Reflective Practice, participating in professional discussions and providing constructive feedback. Depending on your level of experience and seniority the organisation may also require you to act as a Confirmer.
- If you are unable to meet any aspect of the Revalidation requirements or this element of your Job Description or you require additional support it is your responsibility to escalate this immediately to an appropriate senior nurse or midwife.

KEY TASKS:

CLINICAL RESPONSIBILITIES

1. To assess, develop, implement and evaluate programmes of care.
2. To autonomously initiate emergency interventions as the child's condition dictates.
3. To provide prescribed nursing care without supervision, within the level of the post-holder's experience, referring to a more senior nurse when necessary.
4. To participate as team member, including supporting relatives and friends of the child together with providing support for other children.
5. To maintain accurate records, both electronic and paper, of the care given in accordance with agreed standards.
6. To act in accordance with the NMC Code of Professional Conduct.
7. Independently liaise and communicate effectively with members of the nursing staff, multidisciplinary team and other associated agencies.
8. Demonstrate evidence-based practice.

TRAINING AND EDUCATION

1. Participate in contributing to the continuing development of the department's philosophy, training/education.
2. To undertake in-house annual mandatory training in Manual Handling, Basic Life Support, Fire Safety and AED training.
3. To undertake the role of health promoter and educator for the child and their families/significant others.
4. To maintain and develop own skills to promote evidence-based practice, within the role of emergency care.
5. To participate in clinical supervision.
6. To assist in the learning, development and assessment of unqualified staff, junior staff and adaptation nurses.
7. To undertake a formal mentorship role if an appropriate qualification is held.

LEADERSHIP/MANAGERIAL

1. In liaison with team leader, gain experience in providing leadership to junior staff.

COMMUNICATION

1. To co-ordinate complex discharge arrangements through communication with multidisciplinary team members and associated agencies.
2. To give due consideration to language and cultural differences of both patients/clients/relatives/significant others and colleagues.
3. To communicate effectively with children and significant others. This could include children with reduced consciousness levels (including intoxication and trauma), violent and aggressive behaviour and support the bereaved.

AUDIT/INFORMATION TECHNOLOGY

1. To participate in clinical audit as required in department.
2. With training, access organisational electronic information systems relevant to the role.

KEY COMPETENCIES:

MINIMUM QUALIFICATIONS

1. RN Child/RSCN.
2. Relevant Diploma/Degree.
3. Knowledge of current issues within acute health service.
4. Understanding of personal accountability.
5. Good written and oral communication skills.
6. Able to use initiative.
7. Analytical decision-making skills.
8. Team player.
9. Ability to deal with stressful situations and remain calm.
10. Flexibility able to do full range of shifts including weekends and nights.

FULL QUALIFICATIONS

11. IV Therapy/cannulation - blood taking course/skills.
12. EPLS.
13. Teaching/ Mentorship experience/qualification.
14. Awareness of Child Protection issues.
15. Aware of learning needs.
16. Evidence of on-going personal development.