

JOB DESCRIPTION

Job Title:	Band 5/6 Nurse
Team/Directorate:	Care In House
Salary range/pay band:	£35,709- £40,783 plus geographical allowance
Reports to:	Lead Nurse
Hours:	37.5 per week
Location:	Christopher's, Old Portsmouth Road, Artington, Guildford, GU3 1LP
Job holder:	Vacant

Part 1: Job Profile

Main purpose of job

The post-holder will be part of a multi-professional team providing holistic care and support for children with life-limiting condition and their families. The post-holder will work in collaboration with the family and other services providing care and support for the family.

The role includes active involvement in the education, training and professional development of other team members including volunteers.

The Shooting Star Children's Hospices care service is provided 24 hours a day, 365 days a year. The post holder will be required to work a variety of shifts across the 24 hours.

Band 6 roles will also participate in the on call rota.

Part 2: Main duties and key responsibilities

Main duties and key responsibilities

- Act in accordance with Shooting Star Children's Hospices policies, guidelines and standards. To keep up to date with national policies and guidance.
- Adhere to the NMC Code of Professional Conduct at all times.
- Participate in the assessment, care planning and care management of each child and family receiving care from Shooting Star Children's Hospices.
- Develop and maintain clinical skills and knowledge necessary to provide holistic, Evidence-based nursing care. This includes completion of the Shooting Star Children's Hospices care competencies
- Liaise with clinical, non-clinical and facilities staff in order to maintain a safe, friendly and welcoming environment for the children/ young people, families, visitors and staff
- Ensure cleanliness and infection control standards are maintained within the clinical area taking appropriate action where these standards are not maintained and escalate to Lead Nurses/ Head of Hospice Services where necessary
- Act as an advocate for the child / young person and family ensuring the provision of appropriate information and support services
- Ensure effective communication between all members of the multidisciplinary team, parents, relatives, visitors and external agencies
- Participate as a team member in the other activities that complete the care cycle, i.e.

laundry, the environment and outings with the young person and their family.

- Share professional expertise with Care Team colleagues, providing support and training where appropriate.
- Be responsible for maintaining and updating own professional practice by actively participating in reflective practice, action learning, mandatory training, appraisal management and practice supervision. To be a full and willing participant in opportunities for learning. To act as a mentor to new staff and students and participate in the education and development of colleagues.
- Be competent in the use of all relevant IT systems ensuring that data is entered in an accurate and timely fashion, in accordance with Shooting Star Children's Hospices policy and procedure
- Share information with colleagues at team meetings, when handing over care and at other informal contacts.
- Maintain positive and effective communication with other agencies involved with the care of families receiving a service from Shooting Star Children's Hospices. To attend discharge planning, network and review meetings as appropriate. This includes providing written reports and letters as required.
- Ensure that young people and family feedback and views are brought to the attention of senior personnel within the care directorate for consideration and to inform service developments.
- Ensure that any complaints are dealt with in accordance with Shooting Star Children's Hospices policy.
- Report any equipment, maintenance or safety issues to the Lead Nurse or Head of Hospice Services, ensuring that all Shooting Star Children's Hospices property and equipment is well looked after and maintained.
- Inform the relevant team member of any ordering required to facilitate good stock control for all clinical and pharmacy stores.
- Carry out any reasonable duty as requested by the Director of Care / Head of Hospice Services.

Mandatory Criteria

1. Other duties

The post holder will be working in a developing environment and they will therefore be expected to undertake other appropriate duties as required for the effective operation of Shooting Star Children's Hospices.

2. Professional Codes of Conduct

The post holder will be required to respect professional codes of conduct and practice relevant to their role, as appropriate

3. Health and Safety

Be responsible for health and safety in the area under their control and ensure that they are familiar with Shooting Star Children's Hospices policy on health and safety at work.

4. Mandatory Training

The post holder will attend all mandatory training relevant to their role

5. Our values and behaviours

Shooting Star Children’s Hospices is a leading children’s hospice charity for babies, children and young people with life –limiting conditions, and their families. We require that all of our staff share our common values and display behaviors that will enable us to achieve our goals.

Professionalism – *we will safeguard our families, each other and our organisation by working to ethical and professional standards at all times.*

Respect – *We will treat each other with the utmost respect.*

Integrity – *We will be open, honest and transparent in all that we do.*

Diversity – *We will respect individuality and ensure inclusion and fairness to all.*

Excellence – *We will strive for excellence in all that we do.*



Part 3: Person specification: qualification, experience, and skill level.

Essential and desirable skills and experience

	Essential	Desirable
1. Qualification	<input type="checkbox"/> RSCN or RN child or RGN or RNLD	Diploma/Degree in Nursing/Palliative Care/ Oncology/Specialist Practice (CCN) <input type="checkbox"/> Mentorship qualification
2. Skills and experience	Experience of working with children and their families. <input type="checkbox"/> Knowledge of recent initiatives, current legislation and guidance in pediatric health and social care. <input type="checkbox"/> Excellent clinical nursing skills and recent experience. <input type="checkbox"/> Multi-disciplinary team working. <input type="checkbox"/> Experience of resource	<input type="checkbox"/> An understanding of the principles and philosophy of palliative care and life limiting conditions. <input type="checkbox"/> Experience of working with children with complex healthcare needs or long term ventilation. <input type="checkbox"/> Experience of working with young

	<p>management.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Adaptable, being able to use skills, knowledge and experience to care for children, families based on individual needs. <input type="checkbox"/> Ability to prioritise workload and to be flexible to changing demands. <input type="checkbox"/> Excellent communication, both written and oral. <input type="checkbox"/> Planning and organizational skills. 	<p>people with physical or learning disabilities.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of bereavement issues. <input type="checkbox"/> Leadership skills to motivate and inspire others. <input type="checkbox"/> Mentorship and supervision skills. <ul style="list-style-type: none"> <input type="checkbox"/> Teaching and presentation skills.
3.Other	<ul style="list-style-type: none"> <input type="checkbox"/> Basic IT skills <input type="checkbox"/> Ability to show compassion, empathy and consideration to others. <input type="checkbox"/> Resilience 	<ul style="list-style-type: none"> <input type="checkbox"/> Risk assessment skills.

What we offer

Pension scheme

- NHS Pension Scheme (eligible employees)
- Stakeholder pension scheme
- Employee contribution 3.5%
- Shooting Star Children's Hospices contribution 4.5%
- Additional contributions – we will pay 1% above the contribution up to a limit of 7%

Annual leave

- 35 days including Bank Holidays rising with length of service
- 2 weeks paid sabbatical leave after 5, 10 and 15 years' service

Contractual benefits

- Generous sick pay scheme
- Enhanced maternity, adoption, and paternity leave pay
- Flexible working arrangements
- Death in service benefits
- Reimbursed professional membership fees
- Eye care
- Employee referral scheme
- Blue Light discount card

Health and wellbeing

- Employee Assistance Programme
- Occupational Health
- Mindfulness sessions
- Cycle to work scheme
- Mental Health First Aiders
- Nutritionally balanced meals at Christopher's (free employees)

Equality, diversity and inclusion

Shooting Star Children's Hospice is committed to inclusion and diversity in everything we do. We know that getting things right is critical for us to live our organisation's values: Professionalism, Respect, Integrity, Diversity and Excellence.

We are always trying to improve our way of working to be more inclusive and equal. Our vision is for Shooting Star Children's Hospice to be a place where people of all backgrounds, groups and communities feel welcomed to work and volunteer.