

## Job description

**Post:** Children's Nurse  
**Line manager:** Care Team Leader  
**Location:** Hospice-based, with expectation of occasional community work, depending on the needs of the service.

### About our values

We have developed our values with staff and those who use our services. They reflect how we work together, respect everyone, with empathy and integrity.



### About the job

#### Main purpose of the job:

#### As a Bluebell Wood staff nurse, you will:

- Work as a skilled member of the care team, providing high quality nursing care to meet the diverse and individual needs of babies, children, young people and their families.
- Deliver child-focused, family centred palliative and end of life care.
- Support colleagues, students and trainees whilst on duty

### Clinical:

- Assess, plan, evaluate and deliver high quality nursing care to meet the diverse and individual needs of children, young people and their families.
- Caring for children with a wide range of complex clinical needs and technology dependence (for example ventilation, tracheostomies and enteral feeding devices).
- Work with other members of the multidisciplinary care team to ensure that plans of care are carried out to the agreed standard.
- To ensure an ongoing welcoming, caring and safe environment is provided for the children, young people and their families.

- Identify and escalate significant changes in a child or young person's condition or well-being, outside of your area of competence.
- Establish therapeutic relationships with children, young people and their families
- Deliver care after the death of a child, supporting their family whilst in the hospice, and at home.
- Act as an advocate for the child, young person and family, providing them with information and support and directing them to the relevant support services where appropriate.
- Communicate complex and sensitive information effectively to children, young people and their families, and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events.
- Develop and maintain clinical skills and knowledge necessary to provide holistic, evidence-based nursing care. This includes completion of the hospice clinical skills competencies and expanded role responsibilities, following appropriate training.
- Assist with ongoing education and training of colleagues, students and trainee practitioners, as required.
- Support the development of advance care plans.

**Leadership:**

- Contribute towards quality and improvement initiatives being undertaken, as directed by the Care Team Leaders.
- Report near misses and untoward incidents, complaints, clinical emergencies, injury or medicine administration errors, as outlined in the hospice policies and procedures.
- Lead shifts, in the absence of a Care Team Leader.

**Education:**

- Actively assist in the education and practical training of colleagues, students and trainees.
- Supervise and orientate learners and new staff.
- Participate in surveys, audit, research and facilitating clinical trials as required.
- Assess students on placement, in line with the requirements of the Nursing and Midwifery Council.

**Governance:**

- To welcome and respect diversity and contribute positively to anti-discriminatory practice, actively promoting equality and diversity.
- Ensure a consistent approach to all aspects of care delivery by following protocols and prescribed care, recommending changes to advance practice.
- Report all incidents/accidents and near misses in line with reporting procedures to facilitate opportunities to advance practice.
- Actively contribute to employee consultation around policy and procedure development and highlight any areas of concern or suggestions for improvement.

**Professional requirements:**

- Comply with the requirements for NMC Revalidation, identifying own learning needs and ensuring own professional development is maintained by keeping up to date with practice developments.
- Participate in clinical supervision and appraisals.
- Successfully complete required competences as defined by Bluebell Wood.

- To maintain confidentiality surrounding the child's or young person's admission and treatment at all times.

*This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.*

**All staff:**

**Safeguarding:**

All hospice staff have a responsibility for safeguarding children, young people and adults at risk, which includes:

- an understanding of relevant hospice policies
- ensuring that any safeguarding and child protection or vulnerable adults concerns are both recognised and acted on appropriately
- attendance at mandatory safeguarding children and adults training and updates at the competency level appropriate to their role and in accordance with the Bluebell Wood safeguarding training guidance.

**Confidentiality:**

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

**Equality, diversity and inclusion:**

At Bluebell Wood, we value and respect difference, where families, visitors, our staff and volunteers can feel welcomed and confident to be themselves. We ensure this by delivering our values:

- We value diversity and recognise that different people bring different perspectives, ideas, knowledge and insights that will benefit all.
- We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be displayed in a way that is hostile or degrading to others.

**General requirements:**

All Bluebell Wood employees are required to:

- Abide by the Health and Safety at Work Act
- Work within hospice policies and procedures
- Demonstrate understanding and application of the provisions of GDPR and information security
- Comply with the hospice no smoking policy
- Participate in and contribute to team meetings
- Cooperate and liaise with colleagues
- Behave in a professional manner at all times
- Act as an ambassador for Bluebell Wood Children's Hospice, reflecting the objectives and values, and to always work in the best interests of the charity.
- Make a positive contribution to fundraising and raising the profile of the Hospice

Date of issue: January 2023

Review date: January 2025

### PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

Criteria	Essential	Desirable	Assessment method
<b>Professional qualifications</b>			
NMC registration (as a children's nurse).	✓		A D
<b>Experience</b>			
Post registration experience with demonstrated experience of delivering a wide range of clinical skills,	✓		A D
Experience of using clinical judgement to interpret clinical data to inform decision making.	✓		A I
Evidence of working within a professional, multi-disciplinary team.	✓		A I
Experience of contributing to an inclusive workplace culture	✓		I
Clinical experience of providing palliative care		✓	A I
Assessor or practice supervisor qualification/experience		✓	A
<b>Skills/Knowledge</b>			
Excellent communication skills both written and verbal with an ability to adapt style as required.	✓		I
Ability to plan and prioritise care for children	✓		A I
Excellent verbal and written communication skills	✓		A I
Excellent numeracy skills	✓		A
Good time management and teaching skills	✓		A
Ability to work well both in a team and on own initiative	✓		A I
Knowledge and understanding of children and young adult's health needs in a racially and culturally diverse population	✓		I
Ability to delegate tasks as appropriate		✓	A
<b>Personal qualities and values</b>			
Committed to family centred care	✓		A I
Committed to the values of Bluebell Wood	✓		A I
Commitment to the ongoing development of both self and the service.	✓		A I

<b>A</b>	<b>Application</b>	<b>D</b>	<b>Document check</b>	<b>I</b>	<b>Interview</b>
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