

# Job Description

**Job Title:** Children's Palliative Care Nurse (Band 5 and 6)

**Responsible to:** Team Leader

**Job Summary:** Deliver holistic nursing care and support to babies, children and young people with palliative and end of life care needs and their families.

Lead and co-ordinate shifts and undertake day-to-day operational duties as required.

You will be required to provide care at the hospice, in families' homes and occasionally across our other hospice localities.

**Appointment to Band 5 or 6 is commensurate with nursing skills, experience and knowledge.**

## **Specific Responsibilities:**

1. Deliver safe and effective nursing care involving use of a wide range of clinical skills. For example, clinical assessment and monitoring, intravenous therapy, parenteral nutrition, long-term ventilation and tracheostomy care and support to babies, children and young people whose conditions are stable, unstable, deteriorating and need end of life care.
2. 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.
3. 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.
4. Maintain clinical records using both paper-based and SystmOne electronic care records system in accordance with best practice guidance.
5. 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.
6. 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 or Nurse Consultant.
7. 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.
8. Delegate nursing care to 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.
9. Act as a family co-ordinator to designated 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.

10. 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.
11. Participate in the ongoing development of our care services, including quality and safety initiatives such as audits and evaluations.
12. Mentor new care staff and students, providing support, training and sharing professional expertise.
13. Participate in regular management, clinical and safeguarding supervision sessions.

## **General requirements**

- Maintain confidentiality in all areas of work at EACH.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.
- Promote the safeguarding and welfare of children, young people and adults at risk.
- Ensure personal conduct within and outside EACH does not conflict with professional expectations.
- Actively support and promote EACH and all its policies and procedures.
- Take responsibility for personal continuing personal and professional development.
- Attend employee meetings and training.
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Participate in supervision sessions and appraisals.

Undertake any other duties or general tasks as may reasonably be required which may include working in other locations within the organisation.

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff, regardless of grade or discipline, are required to participate according to this concept. All employees must be sympathetic to, and able to project, the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

## **Our Values:**

### **Empathy and understanding**

Understanding the view and feelings of others is central to our work relationships and how we interact daily.

### **Commitment to quality**

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

### **Open and respectful**

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment.

### **Make it happen**

We are empowered to and take responsibility for getting things done.

## JOB SPECIFICATION - Children's Palliative Care Nurse (Band 5 and 6)

	Essential	Desirable
<b>Knowledge and Training</b>	<ul style="list-style-type: none"> <li>• 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 children's palliative care and recent initiatives in children's health and social care.</li> <li>• Mentor qualification or willingness to work towards it.</li> <li>• Evidence of commitment to own continuing professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Degree level qualification.</li> <li>• Experience of using SystemOne electronic care record system or similar.</li> <li>• Management/leadership training or qualification.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <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>• Experience of leading and coordinating shifts or teams.</li> <li>• Evidence of working within a professional, multi-disciplinary team.</li> <li>• Evidence of providing mentorship to staff and students.</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 in a palliative care service.</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>

<b>Skills &amp; Abilities</b>	<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>• 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.</li> <li>• Ability to lead and work as part of a team.</li> <li>• Ability to be flexible and able to adapt to change at short notice.</li> <li>• Proven track record of reliability.</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Current driver's licence and own car essential (EACH has a small pool of cars which can be used when available).</li> <li>• Ability to occasionally work in the other 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 local on-call rota when required to deliver urgent or end of life care in the hospice or community. An on-call allowance is payable for each session.</li> </ul>	

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**We invest in people** Standard

**Thank you**