

East Anglia Children's Hospices - EACH

Job Description



Job Title: Clinical Nurse Specialist: Children and Young People's Long Term Ventilation & Respiratory Care

Responsible to: Matron

Directorate: Care

Job Summary:

To act as an expert resource in babies, children and young people's (BCYP) respiratory and long term ventilation (LTV) care.

To deliver high quality, evidence-based, respiratory care including for BCYP with long term ventilation needs, and promote the development of a competent workforce.

To continuously update, develop and deliver programmes of learning for all grades of staff and facilitate clinical teaching in all locations of care.

This role is practice based and requires the post holder to have visible presence within the clinical setting and frequent travel between the EACH locations and home environment.

Responsibilities

Clinical Responsibilities

- To be a highly competent practitioner providing specialist clinical skills and knowledge in relation to respiratory care for BCYP with life limiting conditions using EACH services.
- Line management duties for other staff members within the LTV team at EACH.
- To deliver highly specialised individualised, family centred, nursing care to BCYP with respiratory disease and LTV needs. Ensuring all BCPY's have individualised LTV care plans for the safe delivery of care.
- To implement teaching packages and competency frameworks for BCYP with respiratory and LTV needs in EACH and to be actively involved in the development of respiratory

related protocols and procedures e.g. care pathway, in conjunction with other members of respiratory multidisciplinary teams within the region.

- To support the existing and service development of external professionals commissioned training packages for BCYP within the region.
- In conjunction with the specialist respiratory teams in the region, act as an expert resource and advocate for BCYP with LTV needs and their families, giving support and advice that is appropriately planned to meet each individual's needs empowering them to manage their treatment regimes, to recognise any deterioration or acute episodes requiring immediate specialist attention and how to access the necessary support.
- Support the safe delivery of hydrotherapy to BCYP's with complex respiratory and LTV needs.
- To facilitate discharge from hospital for BCYP on LTV to EACH or home environment.
- To contribute to a seamless transition of care for young people with LTV and respiratory disease and their families from the paediatric respiratory multidisciplinary team to the adult service promoting full preparation for the young person over an agreed period of time.
- Have a visible presence within the EACH clinical setting (hospice and home) by providing 'buddied' clinical time to facilitate situational learning, acting as a role model and clinical leader to care staff.

Professional Responsibility

- Develop and maintain own clinical skills and knowledge in BCYP LTV and respiratory care that is evidenced based aiming to achieve a 'best practice' principle, keeping up to date with new advances in treatment and new developments in research in respiratory and palliative care.
- Promote positive working relationships within and across EACH care teams, and with families by establishing and maintaining effective communication processes. Work collaboratively with all EACH departments.
- Develop and maintain positive relationships within, and external to, EACH.
- Advocate for and support parents, children and young people.
- Recognise the level of emotional stress that may be encountered when working with CYP and their families who are dealing with life restricting issues and to seek appropriate support for self.
- Have an awareness of own personal responses in relation to the maintenance of a safe environment and identification of potential risk for all personnel, CYP, families and significant others.
- Act as a positive role model which enables change.
- Fulfil professional clinical supervision and continuing professional development requirements.

Education and Governance Activity

- Contribute to developing the EACH workforce, including training and teaching to support safe practice.
- Develop effective working relationships internally and externally to EACH to ensure collaborative progress on matters relating to education and practice development.
- Network with other paediatric respiratory nurse specialists throughout the UK, joining appropriate organisations in order to collaborate, share and benchmark practices and initiatives.
- Promote the introduction of research based findings in an endeavour to continually improve the care of BCYP receiving LTV at home or in hospice care.
- Develop and deliver training within the EACH education and training programme and other MCN / national / international training events as required.
- Participate in management supervision and annual appraisal ensuring challenging objectives are set and achieved and a personal development plan is agreed.
- Adopt a reflective approach to personal practice and learn from experience.
- Participate in relevant clinical governance activities within EACH.
- Participate in student placement programmes where appropriate, providing mentorship as required.
- Contribute to EACH's audit and service evaluation programme as required.
- Provide statistical information as required.

This job description is not exhaustive and may be amended as necessary. It is intended as a guide to the duties and responsibilities of the post.

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.
- 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.

EACH - 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 that 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

Additional Points of Reference

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 staff 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.

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Person Specification



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	Essential	Desirable
Knowledge/ Training & Experience	<ul style="list-style-type: none"> Professional qualification in nursing Evidence of highly developed specialist children's LTV and respiratory care knowledge underpinned by theory and experience Highly developed professional knowledge acquired at degree level or above (or evidence of working towards) Knowledge of mentorship, education and development practice with evidence of post graduate study or equivalent (e.g. A1 C&G Award; C&G 730 or equivalent; Assessor and mentorship level 2/3 or equivalent) High standard of IT literacy (e.g. word processing, E-Mail, PowerPoint, spreadsheets and virtual platforms) Evidence of effective training, teaching, facilitation and presentation skills Evidence of working with a multi-professional team. 	<ul style="list-style-type: none"> Evidence of service improvement skills Additional IT literacy skills (including database work) Evidence of implementing change in the workplace. Knowledge of educational and practice development related initiatives in the statutory and voluntary sectors Evidence of palliative care work with BCYP Detailed knowledge and understanding of BCYP palliative care services and recent initiatives in BCYP health and social care
Communication & Relationships	<ul style="list-style-type: none"> Articulate & able to influence a range of people in achieving identified outcomes Able to adopt collaborative and participative approach to achieve successful multi-disciplinary team and partnership working 	<ul style="list-style-type: none"> Proactive in anticipating barriers to communication and able to take action to improve communication flow Able to be adaptable as appropriate, to manage difficult, sensitive or

	<ul style="list-style-type: none"> • Able to provide and receive complex, sensitive information to children and families • Ability to understand barriers to communication & able to take action to improve communication flow • Ability to work effectively with people with diverse skills, abilities and experience • Able to establish personal credibility with internal and external contacts to effect strong working relationships • Excellent verbal, written and numeracy skills, able to convey ideas or concepts in a way that is easily understood • Demonstrates empathy and reassurance • Ability to deliver presentations to large groups. 	<p>contentious issues / situations including using reassurance, persuasion and motivational, negotiating and training skills with staff</p> <ul style="list-style-type: none"> •
Analytical & Judgemental Skills	<ul style="list-style-type: none"> • Able to assess and interpret patient related information and recommend appropriate action • Able to problem solve, formulate solutions and provide sustainable recommendations • Ability to assess and benchmark clinical and other practice educational environments 	<ul style="list-style-type: none"> • Ability to analyse and interpret complex information and situations • Ability to problem solve, compare a range of options and generate solutions
Planning & Organisational Skills	<ul style="list-style-type: none"> • Ability to plan and organise complex activities • Ability to manage own time • Ability to prioritise work • Evidence of a flexible approach • Ability to work to deadlines • Evidence of meticulous approach to detail • Ability to plan and organise activities regarding practice education programmes 	<ul style="list-style-type: none"> • Ability to work effectively against a background of change and uncertainty • Highly developed concentration skills for checking documents, writing reports and analysing data and information
Responsibility for Patient / Client care	<ul style="list-style-type: none"> • Ability to provide best practice advice concerning children's palliative care and support 	<ul style="list-style-type: none"> • Able to adopt a participative approach to regulatory inspections and standard

	<ul style="list-style-type: none"> issues related to governance and best practice 	<ul style="list-style-type: none"> monitoring initiatives. Ability to provide best practice advice concerning children's palliative care.
Responsibility for financial & physical resources	<ul style="list-style-type: none"> Able to work within set budgets and have an understanding of effective resource management. 	
Responsibility for Human Resources	<ul style="list-style-type: none"> Able to demonstrate positive leadership Demonstrate an understanding of what motivates staff Ability to teach and devise training programmes 	
Responsibility for Research & development	<ul style="list-style-type: none"> Able to identify relevant research based information as part of evidence based practice Ability to carry out educational audits and audits of practice Evidence of utilisation of researched based information 	<ul style="list-style-type: none"> Ability to conduct evaluative research in mentorship/education practice and the practice learning environment in children's palliative care
Emotional effort	<ul style="list-style-type: none"> Self motivated, pro-active, energetic and creative Able to recognise own stress and have positive strategies for dealing with stress Able & willing to address unwelcome, sensitive and difficult matters Able to demonstrate a flexible attitude and approach to the changing work environment Able to work under pressure Proven track record of reliability 	
Freedom to Act	<ul style="list-style-type: none"> Comfortable working autonomously, with minimal supervision Ability to be accountable for own actions 	
Other Requirements	<ul style="list-style-type: none"> Must have full driver's licence and own transport Evidence of commitment to own 	<ul style="list-style-type: none"> Ability to travel to national meetings on an occasional basis

	<div>continuing professional development</div> <ul style="list-style-type: none">• Ability to travel across the region on a weekly basis	
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