



JOB TITLE: Children's Nurse (RSCN/RN Child)

RESPONSIBLE TO: Hospice Nurse Manager

LOCATION: Zoe's Place Baby Hospice

JOB SUMMARY

Zoe's Place Baby Hospice provides 24 hour respite, nursing care and end of life care, for babies and children up to the age of five with life-limiting and life threatening complex needs. We require children's nurses to work as part of a team providing specialised respite and palliative care, advice and support and to facilitate high quality, individualised care in collaboration with the multi disciplinary team. The role also requires the post holder to maintain and monitor practices, standards of nursing care and staff development.

SERVICE DELIVERY

Ensure that all aspects of the role specification are met and that the service provided is culturally sensitive and appropriate for all sections of the communities we serve.

MAIN RESPONSIBILITIES

1. To actively encourage a family atmosphere within Zoe's.
2. To use an individualised approach to care of the child and family, developing programmes in partnership with other professionals.
3. To ensure the safe administration and storage of all medications.
4. To ensure the maintenance of confidentiality including accurate and timely records.
5. Assess, plan, implement and evaluate the care of the children in partnership with the families.
6. To be involved in the assessment of staff competence and in the training and mentoring of staff.
7. To use evidence to underpin practice.
8. To adhere to Zoe's Trust policies, procedures, guidelines and standards at all times and to promote these to others.

9. To maintain NMC professional registration and be responsible for your own professional development in accordance with NMC guidelines.
10. Adopt the role of link worker/ primary nurse as required by Zoe's Place Hospice.
11. Take advantage of training opportunities to further develop your skills to enhance your role within Zoe's including all mandatory training sessions.
12. Attend and participate in an annual appraisal and regular reviews of performance and objectives.
13. To encourage and promote the philosophy of Zoe's and present a good public image, to co-operate with all staff in maintaining good relationships with outside agencies in order to uphold the charity's image and to win increased support for its work.
14. To be able to communicate effectively with all members of the team and to develop excellent relationships with community teams.
15. To attend staff meetings and participate in other meetings as appropriate.
16. To undertake risk assessment and management to ensure that staff, families, children and visitors are safe.
17. To participate in the induction of new staff to Zoe's.
18. To mentor, supervise and support student nurses during their placement at Zoe's Place.
19. To be able to carry out effective complaint, accident and incident reporting.
20. To play an active part in the Clinical Governance framework within the hospice.
21. To be able to support the user and the family at the time of death, respecting an individual's beliefs, community, culture and religion.
22. To be aware of, and responsive to, the changing nature of the Trust and adopt a flexible and pro-active approach to work.

This job description is not an exclusive description of the role and will develop and change to meet the evolving needs of the service.

PERSON SPECIFICATION

CHILDREN'S NURSE (RSCN/RN CHILD)

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • RSCN/RN Child with a minimum of 1 years post qualification experience in a paediatric setting 	<ul style="list-style-type: none"> • ENB 998 or equivalent • Bereavement and loss counselling
Experience/ Knowledge	<ul style="list-style-type: none"> • Ability to practice within the scope of the NMC code of professional practice • Awareness of child protection • Understanding of clinical governance • Current clinical practitioner • Awareness of the skills, interactions and models that underpin effective communication with children who have life limiting/life threatening conditions and their families • Knows the principles of caring for children with palliative care or bereavement needs • Evidence of continued professional development • Excellent use of the English language demonstrated through effective written and verbal communication 	<ul style="list-style-type: none"> • Experience as nurse in charge of shift • Experience of paediatric palliative care • Experience working for a voluntary organisation • Experience of supporting families who have experienced loss or bereavement • Understanding the work of a baby/ children's hospice • Experience of working with children with complex care needs
Skills and Attributes	<ul style="list-style-type: none"> • Good interpersonal skills • Ability to maintain professional boundaries • Ability to provide holistic care • Flexible and able to use your own initiative • Ability to take responsibility for adopting best practice in the implementation of individualised care plans • Team management skills • Ability to work under pressure/tolerate stress within themselves and others • Ability to work shifts including nights and weekends • Commitment to equal opportunities • Ability and willingness to work towards full competence in clinical skills 	<ul style="list-style-type: none"> • Counselling skills • Mentoring skills • Ability to facilitate the development of others • Ability to manage difficult situations