

## Job Description

<b>Post:</b>	Senior Staff Nurse
<b>Salary:</b>	Band 6 (pro rata for part time)
<b>Department:</b>	Children's Services
<b>Contract:</b>	Permanent, 24.5 hours per week
	<b>Plus a 12 month Waiting List for Permanent &amp; Temporary Full-Time/Part-Time posts</b>
<b>Location:</b>	Children's Hospice, Horizon House/Community
<b>Reports to:</b>	Care Team Manager
<b>Responsible to:</b>	Director of Care & Quality Governance

### Role:

To support the care team manager in the development and delivery of the range of services provided through Horizon House, promoting a philosophy of holistic care and active engagement of children and families.

To promote and ensure the delivery of high standards of palliative care to children, young people and their families by demonstrating personal and professional leadership to care team members and through the application of expert knowledge and skills.

To undertake delegated responsibility in the absence of the Care Team Manager.

### Clinical Practice

- To undertake the role of the nurse in charge, acting as a role model and ensuring the delivery of excellent, evidence-based nursing care for the children and their families.
- To ensure that each child's needs are assessed, and that their care is planned, implemented, and evaluated through discussion with the child and their parents.
- To promote family centred care and ensure the provision of a welcoming, caring, clean and safe environment for the children and their families.
- To adopt a questioning approach to existing practices and to constantly seek ways of improving the quality of care delivered based on available evidence.

- To supervise the work of other team members and to take action in association with the Care Team Manager where poor performance is noted.
- To lead (alongside the Care Team Manager) the care of children admitted for symptom management or end of life care through the application of specialist knowledge and skills in these areas.
- To act as a member of the multi-disciplinary team and to co-ordinate effective and holistic care.
- To promote good interpersonal relationships.
- To liaise with support services to ensure that satisfactory standards of service are maintained.
- To liaise with the specialist community nursing team, members of the primary health care team and other professionals involved in the care of the child or young person and their family.

## **Education and Professional Development**

- To develop and maintain clinical skills and knowledge to advise, support, direct and participate in the specialist palliative care of children and families availing of care in Horizon House.
- To take responsibility for their own professional development in line with NMC requirements.
- To participate and assist in the annual personal development review programme for themselves and for other members of the care team.
- To participate in clinical supervision.
- To foster an atmosphere conducive to learning for all staff within Horizon House in order to meet the objectives of the organisation.
- To participate in the ongoing teaching and education programme within Children's and Young Peoples services, incorporating the development and ongoing assessment of team members' clinical skills and competencies as well as the structured staff training programme.
- To facilitate the orientation and induction of all new staff.
- To comply with the mandatory training programme and to facilitate others to meet their mandatory training requirements.
- To liaise with the education co-ordinator to ensure that accurate records of training attended by team members are maintained.
- To participate in the mentorship/preceptorship process for new members of staff and students to enable them to meet their learning objectives and

to demonstrate competence in accordance with NMC and NICH requirements.

- To ensure that nursing students and post-registration students receive relevant clinical experience, teaching and supervision in Horizon House.

## **Leadership and Management**

- To provide daily leadership and management in Horizon House.
- To act as a role model for nursing and non-registered staff in Horizon House, working with them to demonstrate and promote high standards of clinical treatment and nursing care.
- To ensure the appropriate delegation of care to nurses and health care support workers and monitor outcomes for effective care/service delivery.
- To collaborate with the Care Team Manager in setting the standards of care to be achieved within Horizon House and to participate in writing and reviewing policies and procedures as necessary.
- To assist the Care Team Manager to implement and evaluate change in clinical practice.
- To participate in the audit programme, to lead on audits and to develop audit skills in team members.
- To challenge appropriately and confidently where standards of care fall below that expected.
- To assist the Care Team Manager in the investigation of incidents/accidents, complaints and suggestions in accordance with Northern Ireland Hospice Care policy.
- To participate in risk assessment and management processes.
- To ensure that team members are aware of and act in accordance with all relevant Hospice policies and procedures.
- To ensure that staff are aware of, and act in accordance with regulations that pertain to Horizon House as laid down by statutory bodies.
- To contribute to a healthy and safe working environment by adhering to health and safety regulations and NIH policies.
- To work with the Care Team Manager to ensure infection control procedures and cleanliness are observed throughout Horizon House.
- To ensure that medical supplies, central supplies and equipment are ordered in a timely and cost-effective manner.
- To assist the Care Team Manager in ensuring compliance with the requirements of the Regulation and Quality Improvement Authority.

- To assist in the development of the staff rota/annual leave and study leave arrangements ensuring that safe cover is maintained at all times.
- To deputise for the Care Team Manager when required according to the needs of the service.
- To participate in the recruitment of staff.
- To observe for signs of ill health or stress in self and others assigned to the team/department and to take appropriate action in consultation with the staff member and the Care Team Manager.
- To maintain their NMC registration and to adhere to NMC guidelines.
- To participate in the On-Call rota
- To act as an ambassador for Northern Ireland Children's Hospice and Northern Ireland Hospice, maximising opportunities to promote the service.

### **Professional**

- To act in accordance with the NMC Code of Conduct and with NI Hospice policies and guidelines.
- To demonstrate a professional approach to work.
- To meet NMC Revalidation requirements. To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments.
- To undertake further training as relevant to the role and service requirements.

### **Research and Development**

- To participate in the implementation of research activity
- To integrate processes for reflecting on research into daily practice
- To participate and, where appropriate, lead on service and staff development initiatives and evaluate outcomes to assess the impact of change.

**THIS JOB DESCRIPTION IS NOT MEANT TO BE DEFINITIVE AND MAY BE AMENDED TO MEET THE CHANGING NEEDS OF NORTHERN IRELAND HOSPICE.**

# NORTHERN IRELAND HOSPICE



**OUR VISION** is that infants, children and adults with life-limiting and life-threatening illness and their families receive excellent and compassionate palliative care, thereby, maximising their quality of life.

**In pursuit of this vision, our Mission** is to inspire and deliver excellent and compassionate specialist palliative care via effective service models underpinned by exemplary education, innovation and research.

Underpinning this strategy are **OUR VALUES** which we will strive to live by daily.

## **WE BELIEVE IN**

- **A culture of respect and acceptance without distinction or judgement, where everyone can belong**
- **Acting with courage, compassion and integrity to add value to all that we do**
- **Being pioneering, professional and accountable to deliver our very best**

*We are an equal opportunities employer, and we welcome applications from all suitably qualified persons.*

## Job Specification

### Essential Criteria

- Registered Nurse on the live NMC Register (Children) with 2 years' post registration experience in the last 5 years in nursing children with life limited conditions

#### **OR**

Registered Nurse on the live NMC Register (Adults) with 2 years' experience in the last 5 years working in Childrens Palliative Care

- Experience of working in a supervisory role displaying effective leadership and management skills.
- Knowledge of current changes in Childrens Palliative Care and awareness of the impact changes have on this care environment.

### Desirable

- Proven experience in;
  - Delivering Effective Presentations
  - Teaching and Assessing in Clinical Practice Courses
  - Clinical Audit
  - Quality Assurance