



JOB DESCRIPTION

JOB TITLE:	Paediatric Nurse
RESPONSIBLE TO:	Head of Children's Services
ACCOUNTABLE TO:	Director of Patient Care
BASE:	ellenor, Gravesend

POST SPECIFICATION:

General

ellenor is a specialist palliative care provider for adults and children in the North of West Kent, and for children in the London Borough of Bexley and South West Kent. The organisation has in-patient and day therapy facilities at Gravesend, a comprehensive Hospice at Home service for children and adults and a range of outpatient and community services, all supported and delivered through a multi-disciplinary team approach.

The **ellenor** children's team provides children's palliative care in the community. We operate a 7 day service with a 24/7 step-up service for those at end of life. Our team includes Children's Nurses, Health Care Assistants, Music and Play therapists, and volunteers who assist and support the family, providing advice and support, short breaks and nursing care for children with Life Threatening and Life Limiting illness.

Job Summary

Working as part of an integrated multidisciplinary team, the purpose of this role is to facilitate optimum quality of life for children, young people and their families with life limiting or life threatening conditions. This will be achieved in collaboration with children, young people, their families and other professionals. The provision of palliative care nursing interventions is based on comprehensive holistic assessment, goal focused care planning and includes

education and support for patients and families. Support and training regarding children's palliative care is provided for other health and social care professionals. The role, as part of a multi-disciplinary team, supports the delivery of high quality palliative and end of life care, through partnership working. The care will focus on quality of life for the child, young person and family, and will include the management of distressing symptoms, care through death and bereavement and the provision of short breaks. The post holder will supervise the work of colleagues in the extended Children's Hospice at Home team as appropriate, and take initiative in practice development.

Duties and Responsibilities

Clinical Practice

- To undertake comprehensive palliative care nursing assessments, agreeing a plan of care for patients and families living with life limiting or life threatening illness, including the provision of care for children undergoing acute oncology treatment.
- Participate in a seven day per week operational service including out of hours provision when required,
- Proactively collaborate with a wide range of community and hospital based health and social care professionals.
- Having and facilitating difficult conversations with children and their families, allowing us to tailor make their care when facing life threatening diagnoses.
- Ensures patients / families preferred place of care is clearly discussed and identified and advanced care plans are in place wherever possible.
- Working alongside colleagues, takes responsibility for a caseload of patients in the community, ensuring the highest possible standards of individualised care.
- Ensures that the patient's dignity is promoted and respected and that equality and diversity are a top priority in the care of patients and families.
- Provide advice and guidance related to symptom management, and psychological, social and spiritual needs, referring onto the appropriate professional or service accordingly.
- Support and co-ordinate the transition of young people with life-limiting illness into adult services.

- Undertake bereavement follow-up in line with the agreed pathway and bereavement risk assessment.
- Promote the work of the organisation in all settings, encouraging collaborative working and the referral of appropriate patients with all diagnoses.
- Ensure accurate and contemporaneous records, inputting patient data as required by the organisation.

Education, Training and Professional Development

- Maintain own expert clinical knowledge and skills, and achieves the educational standards set out in line with the skills, knowledge and competency level required for the role.
- Participates in the induction, training and support of new staff and colleagues in the extended Hospice at Home team.
- At the request of the Head of Service, plays a supportive role to health and social care students undertaking training within the organisation.
- As directed, actively participates in the delivery of training sessions including internal and external courses, education and awareness raising events for professionals.
- Participates fully in clinical supervision sessions in line with organisational policy.
- Actively contributes to the practice development of colleagues within the team, as well as within the wider organisation.

Quality, audit and research

- Participates in regular clinical audit to aid ongoing service improvement and development.
- Keeps abreast of research and audit activity to ensure that his / her practice is appropriately updated in line with latest guidance, research findings and local policies and procedures.
- Assesses, reports and manages risks in line with the Nursing and Midwifery Council's Code and the organisation's policies.
- Identifies and reports verbal complaints in line with the organisation's policy.
- Together with colleagues, actively seeks and identifies areas where changes to routines and practices will result in quality improvements.
- Participates in research and audit aimed at enhancing patient or family care.
- Abides by all organisational policies and guidance in relation to confidentiality and information governance.

General

- Organises and prioritises any competing demands of the role, completing duties as required within working hours.
- Adapts and develops in line with changing needs of the role.
- Acts as an ambassador for ellenor in order to raise the profile of the organisation at a local, regional and national level as required
- Undertakes other duties commensurate with the seniority of the post as maybe requested by their managers.

The post holder will work within the NMC Code of Conduct and Scope of Professional Practice at all times. All organisational policies and procedures will be followed.

This job description is not exhaustive and may be reviewed and changed by discussion with the post holder to meet the needs of the service.

Person Specification

Clinical Nurse Specialist

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<p>Degree Level Registered Nurse with demonstrable experience in Palliative Care (min 2 years) or manage long term conditions</p> <p>Evidence of post-registration diploma qualification in specialist palliative, community care or related subject – study relative to field.</p> <p>Interest or willingness to continue professional development.</p> <p>Teaching / mentorship qualification.</p>	<p>Advanced Communication Skills certificate / training</p> <p>Advanced clinical assessment skills.</p> <p>Non-Medical prescribing</p> <p>Degree in palliative care or related subject (or already working toward)</p>
KNOWLEDGE, SKILLS AND ATTRIBUTES	<p>Good understanding of the role that palliative care teams have to play in supporting children, young people and families living with life-limiting illness</p> <p>Excellent knowledge of symptom management, holistic and ability to make initial assessment of patients' needs.</p> <p>Ability to communicate sensitively and effectively with patients and families with palliative and</p>	<p>Ability to deliver training programmes / packages with confidence and clarity</p> <p>Advanced assessment skills</p> <p>Ability to undertake clinical audit and recommend change to practice if appropriate</p>

	<p>complex care needs in high stress situations.</p> <p>Demonstrates a high standard of computer literacy including word, excel, email and electronic patient records.</p>	
EXPERIENCE	<p>Experience working with children with long term needs with children requiring ventilation or palliative care requirement or acute oncology care, in either community, specialist palliative care, or oncology/non malignant disease.</p> <p>Experienced in managing a case load.</p> <p>Experience of productive multi and inter-disciplinary working</p>	<p>Experience in delivering training for others</p>
Personal Attributes	<p>Resilient, hardworking, committed and able to meet the complex demands of the post.</p> <p>Ability to work efficiently with indirect supervision and with unpredictable work patterns, managing time, work commitments and priorities within the working hours allocated.</p> <p>Conscientious, reliable, punctual and acts with integrity at all times.</p>	

OTHER REQUIREMENTS	Car owner / driver with full license.	
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