

Job Title: Neonatal Nursery Nurse

Band: 4 (on completion of Neonatal Foundation Programme/required competencies)

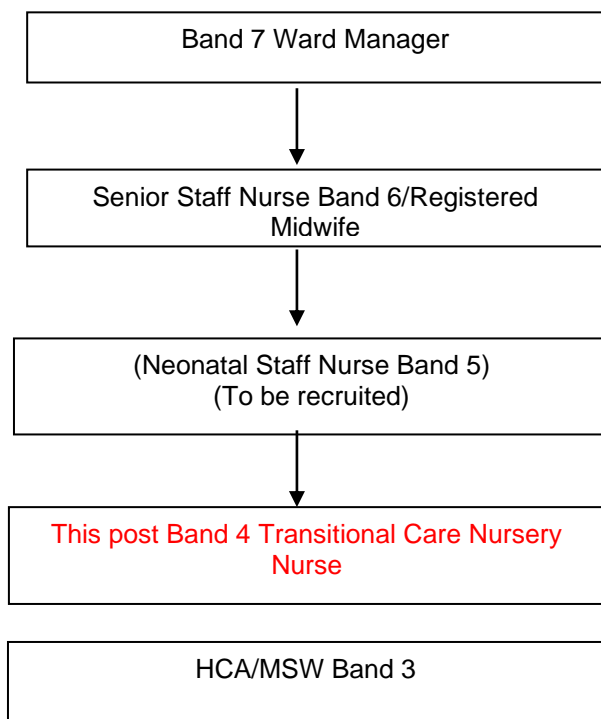
Care Group: Women and Children's and H.I.V

Location: Transitional Care Ward, Maternity Wing, RCHT

JOB SUMMARY

- To work as a skilled member of the nursing/midwifery team, to provide a high standard of holistic family integrated care to babies and their families on Transitional Care
- Ability to promote and establish good relationships with families.
- To communicate effectively at all levels within the multi-disciplinary team.
- Responsible for delivering effective, specialised, high quality care, ensuring the area of work runs smoothly and efficiently.
- Works under the supervision of a Senior Registered Practitioner.
- Works within the boundaries of existing competence, adhering to local and national protocols / standard operating procedures and policies.
- Delivers high standards of compassionate, dignified care, managing their time accurately and efficiently in cooperation of other staff members, tasks and resources effectively.
- Undertakes training, assessment and facilitation of peers and other staff as required.
- To support Senior Registered Practitioners in their duties and contribute to the holistic care of patients as part of a Multi – Disciplinary Team.
- To ensure that the environment is clean, safe, tidy and welcoming for patients and visitors.
- To undertake rotational work within the department including transitional care as / if required.

ORGANISATIONAL CHART



MAIN DUTIES AND RESPONSIBILITIES (included and not limited to)

. CLINICAL

- Delivering a high standard of safe, compassionate nursing care, recognising and incorporating the specific needs of patients.
- Undertaking assessment, planning and delivery of care.
- Utilising a problem-solving approach to patient care.
- Promoting and delivering health education within the clinical area for infants and families.
- Engaging and interacting with infants and families to include them in decision making and care planning.
- Implementing and sharing good infection prevention and control practices.
- Adhering to Trust infection control, decontamination and cleanliness policies.
- Adhering to COSHH regulations.
- Promoting the safety and wellbeing of infants and families and visitors.

Following a programme of training and assessment take responsibility for individual patient care under the supervision of a trained Nurse/Midwife as allocated by the Nurse/Midwife in charge, undertake the following procedures/ activities for infants and families requiring special and high dependency care:

- Demonstrate an understanding of, assess, evaluate care in relation to infant hygiene, nutritional care, thermoregulatory care, monitoring and undertake associated practical aspects within sphere of responsibility
- Carry out daily checks and cleaning of specialised equipment used for infant feeding/Neonatal care
- Support and assist mothers in breast-feeding/expressing
- Care for infants with neonatal abstinence syndrome and associated observations.
- Participate in Transitional Care wards rounds, helping to represent the families.
- Ensure environment is adequately stocked with all necessary consumables family require to care for their infant.
- Act as an advocate, liaise, report and document any relevant nursing or social issues to the Registered Nurse/Midwife
- Demonstrate a basic understanding and practice of Child Protection including legislation and procedures and attend social care meetings as/if required.
- Engage and interact effectively with families, encouraging them to be actively involved in planning and delivering care to their infant.
- Take a primary role in care planning, family education and preparation for discharge.
- Be an NLS provider
- Undertake parent IBLS training.
- Undertake transfer of infant's care to other wards, the Neonatal Outreach Team and discharge to their home environment.

MANAGERIAL:

- Reporting untoward incidents such as complaints, clinical emergencies, and injury or errors as detailed in Trust wide and local policies / standard operating procedures and protocols.
- Contributing towards clinical projects to set and maintain standards of practice in conjunction with other team members.
- Ensuring that resources are used efficiently and in accordance with agreed procedures.
- Demonstrating an awareness of and compliance with health and safety regulations / procedures that apply to staff, patients and visitors within the trust premises, including reporting any deficiencies in equipment, furnishings or matters of cleanliness.

EDUCATIONAL:

- Undertaking evidence-based practice and contributing to local / national research where required.
- Supervising, assessing and supporting peers, including bank and agency staff in the clinical setting.
- Maintaining own professional development and attending training to enhance the role within the clinical area.
- Supporting colleagues to deliver on their objectives through offering advice, guidance and support as appropriate

- Completion of South West Neonatal Foundation Programme.

OTHER

- The Post holder must comply with all RCHT Policies and Procedures.
- The Post holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.
- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post holder will undertake any other duties which may be required from time to time.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST HOLDER

JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of
Department Signature:

Date:

Title:

Please note:
Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

The Royal Cornwall Hospitals Trust is a non-smoking organisation. Smoking will not be permitted on any of the sites by staff in trust uniform and/or wearing a trust identification badge in any location, in vehicles owned or leased by the Trust or in the homes (including gardens) of any patients visited at home.

Person Specification for the Post of: Neonatal Nursing Associate Band 4

All requirements listed in this specification must be (a) essential to the post and (b) assessable within the selection process.

<u>ATTRIBUTES</u>	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	GCSE C or above in Maths and English NVQ level 2/3 or equivalent.	Neonatal Foundation course. Infant feeding alternative qualifications or evidence of further learning.	AF
EXPERIENCE	Significant Neonatal Transitional Care experience as a Healthcare Assistant/Nursery Nurse or equivalent. Responsible for a patient caseload.	Evidence of supporting Registered Nurses/Midwives in the delivery of specialised Infant feeding or higher levels of Neonatal Care.	AF AF
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	Good verbal and written communication skills. Committed to the Baby Friendly Initiative. Good understanding and knowledge of neonatal care. Awareness of professional issues. Basic IT skills	Evidence of a plan to continue to study and achieve within Neonatal care/Transitional Care.	IV IV/AF IV IV IV

DISPOSITION/ ADJUSTMENT/ ATTITUDE	<p>Ability to work well within a team and collaboratively with different specialist teams.</p> <p>To be able to manage own time efficiently prioritising care for the infant and family</p> <p>Enthusiastic motivated and passionate about providing a high standard of family integrated care.</p> <p>Reliable</p> <p>Good interpersonal skills</p> <p>Ability to deal with highly emotional situations.</p> <p>Physically able to undertake role including long periods of standing whilst providing care</p>		<p>AF/IV</p> <p>IV/References</p> <p>AF/IV</p> <p>References</p> <p>AF/IV</p> <p>AF/IV</p> <p>AF/IV/References</p>
TRAINING	<p>Mandatory training</p> <p>Neonatal foundation training will be provided and expectation to complete as well as specialist neonatal competencies prior to Band 4</p>		

ADDITIONAL CIRCUMSTANCES	<p>An enhanced disclosure and barring record check satisfactory to the organisation.</p> <p>OH clearance</p> <p>Ability to work internal rotation to days and nights Monday – Sunday for clinical shifts</p> <p>.</p> <p>Post-holder must comply with professional code of conduct and/or code of conduct for NHS managers where applicable.</p>		
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