

JOB DESCRIPTION

Job evaluation ref number:	
Job Title: Senior Children's Community Nurse	
Reports to (post title): Service Lead Nursing Children's Community Nursing	
Evaluated Banding: Band 6	
Role Purpose: <p>The post holder will work as a senior member of the Children's Community Nursing team with specific responsibility for planning, delivering and supervising care for children and young people with acute conditions, complex needs and disabilities, and their families, in their own homes, schools, clinics and other community settings.</p> <p>The post holder will be expected to demonstrate high levels of autonomy and decision-making skills and undertake systematic, comprehensive health assessments.</p> <p>The post holder will ensure that high standards of service/care are maintained and ensure that all services are responsive to the needs of children and their families. They will also use every opportunity to promote health and well-being of children, recognising that parents need to be empowered to care for their child.</p> <p>The post holder will teach and provide expert knowledge and advice to other Registered Nurse, Health Care Support Workers and Health Care professionals within the Trust, Specialist Services Directorate, and Primary Healthcare Teams in relation to clinical care and other related topics.</p>	
Role Context: <p>To provide nursing care and support to children and young people with severe and complex needs and disabilities and their families.</p> <p>To function as caseload holder for children and young people, supporting and supervising junior registered staff and health care support workers</p>	
Trust Values <p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
Provide community visits to ensure appropriate community follow up for children & young people	
Using an agreed model of care, assess, plan, implement and	

evaluate agreed treatment programmes, in accordance with Trust Procedures and guidelines.

Co-ordinate and plan programmes of patient care, utilising clinical skills and knowledge to ensure appropriate evaluation and assessment of care delivery is evidence based, in line with both best practice and underpinned by research whilst meeting the specific needs of the child or young person as an individual.

To participate in 24 hour on call services for palliative and end of life care. Provide 24 hour on call support on a pro rata (weekly basis)

To work within local and national policies, standards and protocols.

To facilitate effective communication between all disciplines and services through effective liaison arrangements.

Act as keyworker for identified children as required, collating, and disseminating complex information in line with the Trust's Confidentiality Policy.

Support lead/initiatives that enhance continuity of care, family centred approaches and clinical effectiveness in accordance with the changing NHS agenda.

Demonstrate a high level of clinical competence in areas such as administration of intravenous antibiotics, cytotoxics, accessing of implanted venous access devices and phlebotomy and credibility to offer expert clinical advice and support to children, families, and other professionals.

To bring the attention of the locality lead all issues of Health, Safety and Risk and ensure a robust incident/error reporting system is in place and adhered to.

To work in a flexible manner that meets the needs of the service.

To undertake additional duties and responsibilities as required by the service.

To work with senior leads and other colleagues to produce procedures, protocols, standards, and guidelines to maintain a quality service.

To ensure that practice is responsive to evidence and research to support the development of audits so that the service can be evaluated effectively.

To ensure that relevant action is taken following audit.

Dimensions
<p>This post involves the management of a clinical caseload, and the post holder will work as a member of the Community Children's Nursing Team with specific responsibility for delivering and supervising home-based packages of care for individual children within the caseload, working within the children's own homes, school or elsewhere in the community.</p> <p>The post holder will provide clinical advice in relation to NHS Children's Continuing Healthcare Framework and represent the CCN Service at relevant meetings and forums across the county and region, where appropriate</p> <p>The Children's Community Nursing team provide care across the county of Nottinghamshire and Nottingham City.</p>
Safeguarding
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.</p>
Disclosure and Barring Services
<p>Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.</p>
Infection Control
<p>All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.</p>
Equality and Diversity
<p>All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.</p>
Sustainability and Net Zero – Supporting Our Green Plan
<p>The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the</p>

consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

Data Quality Statement

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

Communication

You are expected to work in consultation with others to support the organisation's vision, values, strategies, and objectives.

Liaise with Local Partnership's colleagues in relation to gathering data required for Key Performance Indicators.

Internal

- Children and Young People
- Parents/carers.
- CCYPS nursing teams across Nottinghamshire.
- Allied Health Professionals including SALTs, Physiotherapist and Occupational Therapists
- Children's Community Nursing Training Team.
- Acute & Community Paediatricians.
- Acute Care Specialist Nurses and AHPs
- CDC teams
- Paediatric Community Matron

External

- Staff in schools and other educational settings
- Public Health Practitioners (Health Visitors & Schools Nurses)
- GPs.
- Early years settings.
- Local authority/social services City and County.
- Voluntary sector, eg Local Hospices

Knowledge, Training and Experience

1st level Registered Nurse - RSCN/RNCB/RN Child

Analytical and Judgement Skills

Provide expertise in the care of children who have complex health needs and disabilities.

Facilitate families to access an appropriate range of health and social care services for children with disabilities.

To recognise and sign post appropriate support where children with disabilities have behavioural/emotional problems

Demonstrate a high level of clinical competence and expert clinical advice that is evidence based. Supporting children, families, and other professionals.

Ensure that care is evidence based and developed in collaboration with other professionals to ensure continuing high-quality care.

Support/lead initiatives that enhance continuity of care, family centered approaches and clinical effectiveness in accordance with the changing NHS agenda.

Planning and Organisational Skills

To ensure that children and young people receive high quality, well-co-ordinated and seamless care.

To organise, plan and deliver training.

To act as key worker for the most complex children, organise/plan reviews, and team around child meetings.

Physical Skills

To act as a clinical role model for staff.

Maintain own competencies in a range of clinical skills, e.g. change a gastrostomy/nasogastric tube, oral and tracheal suctioning, subcutaneous/IM injections, monitoring O2 saturation, blood pressure, temperature, ability to interpret, understand and act appropriately if the safe parameters are outside the normal range for individual children.

Computer keyboard skills.

IT literate, ability to maintain own electronic clinical records.

Responsibility for Patient/Client Care

Provide expertise in the care of children who have complex health needs and disabilities their families.

To promote a child and family centred care philosophy in all areas of care.

Provide instruction, training, and assessment, including annual updates and services (where appropriate) for equipment used within the home and ensure delivery and uses are in continuity with the Trust's Manual Handling Policy.

Ensure that accurate, contemporaneous, and comprehensive records are kept, and confidentiality is maintained.

Ensure compliance with the Trust's clinical policies, legislation relating to children's rights and safeguarding of children, particularly in relation to children with a disability.

Ensure all incidents are reported in accordance with Trust policy and that findings from any complaint are used to influence change in clinical practice.

Demonstrate a high level of clinical competence in areas such as administration of intravenous antibiotics, accessing of implanted venous access devices and phlebotomy and credibility to offer expert clinical advice and support to children, families, and other professionals.

To act as a clinical role model for staff, maintaining and updating clinical skills.

To access clinical supervision and to provide clinical supervision to junior staff and support staff.

Responsibility for Policy/Service Development

To keep self-up to date with Trust Policies and Procedures

To keep self-up to date with service developments and contribute as appropriate.

To maintain own clinical skills and up to date knowledge

To participate in Trust's PR&D process for self and staff.

To ensure current registration with NMC for self and staff.

To participate in networking both locally and nationally.

Participate in annual PDRs, identifying training and development needs.

To work with senior colleagues to promote a high profile of the Children's Community Nursing Teams both internally and externally.

Responsibility for Financial and Physical Resources

No budget responsibilities needed though is aware of financial constraints when planning visits and when asked to requisition and receipting of goods.

Responsibility for HR

Work towards the objectives agreed in own Performance and Development review

To undertake training applicable to the post and as agreed within Performance and Development review.

To undertake all mandatory training.

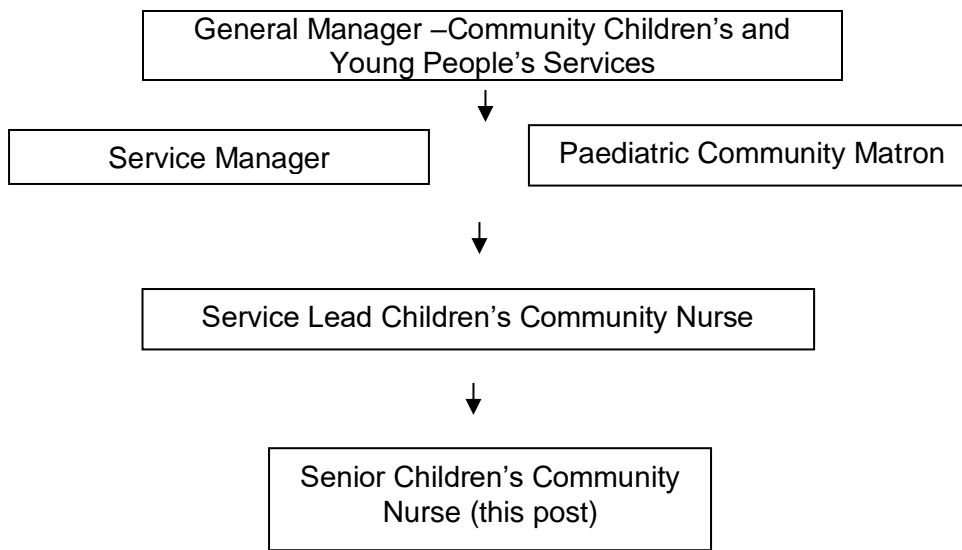
To take a lead role within the Children's Community Nursing Team and to support staff as appropriate, including providing clinical supervision.

Responsibility for Information Resources

The post holder will use I.T for record keeping, e-mail, internet etc.

Responsibility for Research and Development
Contribute to audit and data collection
Freedom to Act
<p>To work to the Job Description</p> <p>Accountable for own professional actions</p> <p>Not directly supervised, manage own caseload and prioritise care needs</p>
Physical Effort
Travel across the county and city and to other bases when required
Mental Effort
<p>Involved in assessments.</p> <p>Attend meetings.</p> <p>Ability to deal with conflict and difficult situations</p> <p>Frequent concentration, unpredictable pattern</p>
Emotional Effort
<p>Possible occasional exposure to parents and carers who may become aggressive</p> <p>Exposure to safeguarding children scenarios.</p> <p>Working with families where children are receiving palliative care and, in the weeks, days and hours at the end of their life.</p>
Working Conditions
<p>Will be required to work in the child/young person's home and may encounter any of the following:</p> <ul style="list-style-type: none"> • Inclement weather. • Excessive temperatures. • Unpleasant smells/odours, unpleasant substances/non-household waste. • Infectious material. • Body fluids, faeces, vomit. • Dust, dirt, fleas, or lice. • Humidity. • Contaminated equipment or work areas. • Working in isolation. <p>Driving/being driven in normal situations</p>

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures	
After reviewing the document, please sign to confirm agreement	
Post holder:	Date:
Line Manager:	Date:

EMPLOYEE SPECIFICATION FOR THE POST OF CHILDREN'S COMMUNITY NURSE

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork	2			Interview
	All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation	2			
Physical Requirements	Carrying equipment e.g. baby scales, syringe pump Sometimes working in cramped spaces or kneeling/standing/walking up stairs	2			Application form and Interview
Qualifications - Academic / Craft / Professional	First Level Registered Nurse or RSCN Educated to Degree level or equivalent knowledge and experience	2	ENB 998 or equivalent teaching qualification Evidence of professional development	2	Application
Experience	Significant proven post registration experience of working with sick children and families Experience of working with children and families with complex health needs Substantial relevant post qualification experience	2	Working in a community setting Leadership experience	4	Application form and Interview

	<p>Experience of managing own caseload</p> <p>Experience of multi-disciplinary working</p>				
Knowledge	<p>Knowledge of a wide range of nursing interventions used with children with severe and complex needs and disabilities</p> <p>Knowledge and understanding of the impact of long-term health needs on the family</p> <p>Knowledge of using an electronic patient record</p> <p>Knowledge of safeguarding principles relevant to this client group and community context</p> <p>Knowledge of the complexities of working in a community setting</p>	2	<p>Knowledge and understanding of current agenda for development of children's community health services</p> <p>Knowledge of project management</p>	2	Application form and Interview
Skills	<p>Clear communicator</p> <p>Excellent written communication skills</p> <p>Ability to work independently and recognise own limitations</p> <p>Excellent team member</p> <p>Communicates confident and sensitive information competently</p> <p>Able to develop a therapeutic relationship with a diverse group of families</p> <p>Can prioritise a nursing caseload effectively</p>	2			Application form and Interview

	<p>Problem solving and analytical skills</p> <p>Ability to think independently and identify appropriately when to seek support</p>				
Contractual Requirements	A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.	2			Application

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT