

JOB DESCRIPTION

JOB TITLE: NICU Senior Staff Nurse

GRADE: Band 6

BASE: Homerton University Hospital

MANAGED BY: NICU Lead Nurse

JOB SUMMARY: The post holder is part of the nursing team of the Neonatal Unit. They will be expected to deputise for the Band 7 staff, taking charge of the Unit on a regular basis.

MAIN RESPONSIBILITIES

- The post-holder is required to lead a team of staff at band 5 in the absence of a band 7 nurse.
- The post-holder is responsible for the care of one or a defined group of babies within the Neonatal Unit without supervision.
- The post holder is responsible for provision of high-quality patient care, at all care levels in the NICU, ensuring that care is evidenced based and of a high standard
- The post-holder is required to act as a mentor/preceptor and is required to teach and supervise all staff working within the team.
- Effectively induct new staff into the Trust/department in accordance with the Trust's induction programme.
- Facilitate the personal and professional development of staff. This involves identifying training and development needs, providing suitable development opportunities, and evaluating development actions in accordance with the Trust's appraisal and training procedures.
- Monitor the level and standard of work undertaken by junior staff and to guide, coach and advise them as appropriate.

CLINICAL

- To provide clinical leadership in the band 6 role, offering expertise, advice, and support to all nursing staff.
- To take a pro-active approach to the development of clinical skills within unit team, ensuring that practice reflects local standards and policies and are in keeping with relevant professional standards.
- To keep abreast of all clinical developments within the profession and act as a resource for the junior staff, multi-disciplinary team, and parents.
- To ensure the best interest of the babies are upheld at all times.
- To review and reflect on practice in the clinical area and ensure that an awareness of evidence-based practice informs the way care is delivered in the unit.
- To be responsible for the organisation and management of direct patient care to a group of babies, at all care levels
- To undertake specialist nursing procedures for neonatal care.

- To have an understanding of patient safety and Clinical Governance and how these impacts on everyday practice.
- To have a good understanding of safeguarding and child protection.

MANAGEMENT

- To ensure that the service is appropriately staffed at all times.
- To develop a knowledge of Human Resources Policies and Procedures.
- To ensure the competency of all staff in the use of specialist equipment.
- To ensure that all equipment used within the Unit is in good working order and poses no clinical risk.
- To ensure that all non-staff resources are used effectively so that a quality service is provided.
- To monitor the level and standard of work undertaken by team members and guide and advice as appropriate.
- To work in collaboration with the NICU senior nursing and medical team to identify areas of risk within the unit.
- Within the team structure develops strategies to eliminate or greatly reduce identified risk areas.
- To complete appropriate incidence monitoring forms and discuss these with the Lead Nurse as required.
- To ensure that complaints are handled sensitively and in line with Trust policy.

EDUCATION

- To ensure that practice is continuously reviewed and that all care given to the babies and their family is based on sound evidence.
- To support team members in finding evidence to support practice.
- To oversee and facilitate changes in nursing practice.
- To work in conjunction with families and colleagues to evaluate innovative practice on the unit and disseminate those findings.
- In conjunction with the Team Leader, assess the training needs of staff within the team.
- To be involved in the planning and delivery of training and education for the team, including presenting at teaching sessions and the units journal club.
- To ensure that training and education are inter-linked with practice and assist in the evaluation of training and education programmes.
- To act as a clinical supporter for students for the duration of their placement.
- To have an understanding of nurse education at all levels.
- To undertake formal training in mentorship and preceptorship
- To be actively involved in the Education Audit and related change programmes.
- To be involved in the delivery and evaluation of teaching and assessment packs used in the service from both internal and external sources

COMMUNICATION

- To attend unit and hospital meetings as required.
- To ensure that effective mechanisms are in place within the team so that all information is disseminated to all members of the team.
- To meet regularly with the Team Leader to feedback information from the team.
- To attend Team Meetings and Development sessions as and when needed

- To ensure that all written information received is disseminated to all members of the team and/or responded to promptly and appropriately.
- To ensure that any information given to families is consistent and presented in a professional manner.
- To monitor the effectiveness of communication with families in the light of diversity of languages and cultures.
- To know hospital policies and procedures and to ensure that they are followed.
- To have a working knowledge of all NMC codes and guidelines relevant to the clinical area.
- To work in partnership with the multi-disciplinary team.
- To represent the needs of the babies at inter-agency forums, e.g., Child Protection Conferences, planning groups etc.
- To develop and maintain a network of contacts both locally and nationally and be pro-active in disseminating knowledge of good practice.
- To develop competencies in the use of basic IT skills and use of dedicated neonatal data system
- To have an understanding of the laws pertaining to the protection of data and access to records.
- To ensure that record keeping within the team is of a high quality and is in keeping with the 'partnership' philosophy of the unit.

Further information

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton University Hospital NHS Foundation Trust](#). We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Hospital. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton University Hospital NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.

Living Our Values – How We at the Homerton Work

Personal

We will provide care which addresses individual needs and focuses on our patients, service users, their families and carers, and our staff. We will do this by:

- ensuring that relationships with patients and service users are founded on compassion, empathy and kindness
- appreciating each person as an individual and addressing their specific needs
- actively listening to and involving patients and service users in decisions about their care
- providing continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and create a positive learning environment. We will do this by:

- being open and honest when we get things wrong, and doing all we can to correct and learn from our mistakes
- listening to our staff, patients, service users and their carers and using their feedback to improve services
- ensuring that we have the right staff, with the right skills, caring for each patient
- constantly monitoring standards of care and responding quickly if there are concern

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for. We will do this by:

- treating everyone with dignity and respect
- listening to others and valuing their contribution
- providing services that meet the diverse needs of our communities
- valuing and supporting the health and wellbeing of all our staff

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example. We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult

PERSON SPECIFICATION

POST: Neonatal Nurse
DEPT: Neonatal Unit

BAND: 6
DATE: June 2022

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Education / Qualifications	<ul style="list-style-type: none"> NMC Registered Nurse/ Midwife 405/ Neonatal course/QIS training 	<ul style="list-style-type: none"> NLS certification Preparation for Supporting and assessing in practice (or place on course pending) 997/998 MSPP 	AF/I
Skills/ Abilities	<ul style="list-style-type: none"> The ability to effectively function as part of a multi-disciplinary team. Ability to demonstrate Trust values The ability to assess patients; develop, implement, and evaluate a plan of care. The ability to communicate effectively. The ability to effectively prioritise own workload. The ability to safely administer medicines in accordance to Professional guidance on the administration of medicines in healthcare settings 2019 by the Royal Pharmaceutical Society (RPS) and Royal College of Nursing (RCN). The ability to keep accurate records in accordance with NMC Guidelines for records and record keeping (2015) 	<ul style="list-style-type: none"> Understanding of research in neonatal care Participation in clinical audits 	AF/I
Experience	<ul style="list-style-type: none"> Neonatal nursing experience post neonatal qualification 		AF
Knowledge	<ul style="list-style-type: none"> Knowledge and understanding of confidentiality issues. A level of nursing knowledge consistent with at least two years post registration experience and continued learning. NMC Code of Conduct. 	<ul style="list-style-type: none"> Recent attendance at relevant study days Awareness of relevant national programs and projects for neonatal care 	AF/I
Other Requirements	<ul style="list-style-type: none"> Understanding and demonstration of the Trust Values 		AF/I

	<ul style="list-style-type: none"> • Commitment and adherence to equality, diversity and inclusion • Commitment to further professional development. • Able to work flexibly to meet service needs. • Ability to be punctual and efficiently manage time. 		
--	--	--	--

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)