

JOB DESCRIPTION

Job Title:	Senior Children's Community Nurse
Band/Pay:	Band 6
Department:	Children's Community Nursing - County Wide Service
JD Identifier	2022-6.3

Children and Family Health Devon is a system-wide service that delivers an integrated, coordinated support model which wraps around the child, young person and family. It has been specifically designed to respond to all elements of the commissioner's strategy and specification along with the vision and strategic direction of the Integrated Care System for Devon. It builds on our strong relationships across education, health, social care and voluntary sector services in Devon, and, most importantly, it has been developed and refined in partnership with children, young people and their families/carers.

Children and Family Health Devon is part of an Alliance that is unique and brings together five leading providers of adult and children's community, acute and mental health services in Devon:

- Torbay and South Devon NHS Foundation Trust
- Devon Partnership NHS Trust
- Royal Devon University Healthcare NHS Foundation Trust
- Northern Devon Healthcare NHS Trust
- Livewell South West

....along with key voluntary sector organisations:

- Young Devon
- Vbranch House
- Kooth

...and, academic partners:

- University of Exeter
- University of Plymouth
- Marjon University

Children and Family Health Devon is committed to promoting equity and inclusion for all communities; to providing specialist children and young people's health

services which are accessible, appropriate and which recognise the diversity of people, their needs and choices.

Our Children and Young People say...

“We would like the people who work for Children and Family Health Devon to be understanding, patient and respectful. They should be trustworthy and make us feel safe and comfortable. It is important that they use their skills and experience to listen carefully in a non-patronising and non-judgemental way. When staff are positive and friendly, they help to create an environment that is informal and without pressure”.

The core value of Children and Family Health Devon is that all staff will actively seek the views of children, young people, parents and carers in a variety of ways and use this feedback to develop their own practice and support the development of the service as a whole. This aspect of the work will be central within all supervision and appraisal processes.

DEPARTMENT ORGANISATIONAL CHART

Refer to the attached organisational chart

Job overview

- To provide specialist nursing support, advice and interventions within the multiagency ethos of children and family health services for children and their families.
- To assist in promoting the health and well-being of children with complex nursing needs, to enable them to achieve the maximum benefit from their educational opportunities.
- To provide case management of an identified caseload of children with highly complex and/or long term conditions by utilising and promoting evidence based care.
- To provide nursing care, support, training, advice and education to children, families and carers in order to meet the children's health needs in the school and community environment.
- To provide children and young people with the opportunity to express their views in an individually appropriate way, having to have their opinions taken into account to develop the services

Main duties of the job

- To promote and lead on providing a strength/asset based approach to the service delivery.
- To develop effective patient centred decision-making processes.
- To promote ways in which services can project a more positive and socially inclusive view of health and social care.
- To engage fully across all areas of business focusing on improving the physical and mental health of all serving populations.
- To ensure a culture where children, young people and their families/carers and the public are involved in the decision-making processes of services and in the wider context of the Alliance.
- To promote patient and public involvement in all areas of responsibility.
- To develop strong relationships with partner agencies to provide an effective coordination of care for children young people and families.
- To collaborate effectively with patients/service users/carers, health and care economy partners, and other key stakeholder groups about the performance and delivery of the alliance and future plans.
- To ensure that children and young people get heard, get support and get on.
- To ensure that services are of high quality and continual PDSA (Plan, Do, Study, Act) processes are in place for continual review and improvement.

About your new team and department

The Children's Community Nursing team works closely together to provide a high quality responsive and dynamic service for children and young people in the community setting across Devon. We work in partnership with other health service providers and other agencies, both statutory and voluntary, to provide exceptional levels of nursing care to infants, children and young people and strive to continually improve care with the involvement of patients and families.

Detailed job description and responsibilities

Communication and Working Relationships

- To communicate effectively with all children including the use of special communication techniques e.g. sign language and PECS.
- To communicate effectively, on a frequent and daily basis, with children and their families and professionals, regarding clinical issues and daily living procedures
- Provide comprehensive written reports for team members which will inform and support care delivery.
- Effectively communicate highly sensitive and complex information across a variety of service agencies and voluntary organisations.
- Effectively and sensitively communicate with families in difficult situations such as child protection, domestic abuse, illness and mental health.
- Develop and maintain effective and sensitive communication with staff in a facilitative role.
- Interfacing with and strengthening working relationships with nursing teams outside the Children and Families Health Devon Alliance nursing services.
- To promote self-advocacy and to act as an advocate for clients and families.
- Representation of nursing and/or individual children at a wide variety of meetings, to ensure the delivery of a co-ordinated, multi-disciplinary interagency service.
- Frequently having to communicate difficult and challenging information regarding resource decisions.
- Frequently having to deal with children and families anxieties and challenging behaviours

Analytical and Judgement Skills

- To recognise when the young person's medical needs have deteriorated which may mean they can no longer be supported in the community

Planning and Organisation Skills

- Work closely with other team members to provide a cohesive service.
- Works closely with all agencies to promote inclusion and ensure children and young people with complex health and special needs maximise their potential.
- Support and organise working patterns and training for care staff.
- Overseeing the planning, implementing and evaluation of programmes of care for individual young people to meet all nursing needs including palliative and end of life care.
- Maintain close links with community and hospital based services and work to avoid admission or encourage patient discharge from hospital
- To provide relevant teaching and competency packages to clients, families, carers and other professionals
- Take joint responsibility for the planning and delivery of service.

- Ensure that staff have access to relevant technology to support the clinical delivery of the service.

Responsibility for Patient/Client Care, Treatment and Therapy

- To be child and family centred, to respect individuality, dignity and choice and to provide a high standard of care for the child's ultimate benefit.
- To promote care within the family unit recognising the child and families views/ wishes
- To provide specialist nursing support, advice and interventions within the multiagency ethos of Children and Families Health Devon, to young people and their families.
- To act as Lead Professional for a small identified caseload of children who have significant nursing needs.
- To co-work with other professionals to support the child and family's nursing needs.
- To be aware of client entitlements and rights and work within, and promote, an ethos of inclusion across all settings
- To undertake pain and symptom management for children in partnership with the family and the wider healthcare team
- Ensure clinical skill and practice is evidence based and up to date.
- Prescribes appropriate medication where necessary within scope of practice, working in accordance with the Trust Policy and procedures for non-medical Prescribing.
- To work with relevant agencies towards a planned, seamless package of care and to seek to achieve continuity and optimum standards of care for every child.
- Identify areas for collaboration in multi-agency research projects.
- On a frequent and daily basis to utilise appropriate skills with children with complex needs, long term conditions including palliative care, which may include hazardous and unpleasant situations.
- Accurately assess and immediately adjust specialist input and support to the child/family/care setting to reflect the child's needs.
- To provide a wide range of clinical interventions to meet the child's healthcare needs. This will include for example tracheostomies and ventilators, enteral feeding and medication (This list is not exhaustive)
- To provide practical care and sensitive support to the child and family during the end of life phase and following into bereavement.
- Provide symptom care management and nursing care for children at end of life
- Provide a range of clinical skills requiring dexterity and accuracy for example intravenous injections, syringe pumps, insertion of catheters and venepuncture within clinical competency
- Will frequently undertake manoeuvres which require moderate physical effort – moving equipment, working with children who may present with challenging behaviour.
- Will often be required to respond quickly to sudden changes in behaviour which may include a physical response.
- To frequently undertake specialised assessments and interventions reflecting the child's needs.
- To be responsible for effective identification and prompt appropriate action regarding welfare and safeguarding children concerns and issues.

- Accurately assess and immediately adjust specialist input and support to reflect the child's needs in all settings.
- Will frequently be required to identify sudden changes in the behaviour patterns of children and to respond accordingly.
- Will undertake assessments and report writing on a regular basis which requires concentration for long periods.
- Will be required to identify and interpret changes in presentation and need so that appropriate care can be delivered.
- Will be required to respond to emergency medical situations as required.
- Occasionally working with children who are terminally ill including their parents / carer's and siblings as well as the wider professional team.
- Personal duty of care in relation to care of child/family belongings

Responsibility for Policy and Service Development Implementation

- Interpret and assist in the implementation of national and local guidelines, policies and procedures affecting the development of services for children and young people.
- Interpret and assist in the implementation of legislation affecting clinical practice. Adhere to clinical policies and protocols and contribute to ongoing policy development.

Responsibility for Finance, Equipment and Other Resources

- Implement both direct and indirect robust programmes of intervention – including the identification and procurement of equipment and resources
- Personal duty to utilise resources appropriately.
- Identifies the need for purchase of appropriate resources.
- Plan interventions which are best value for money.
- Regularly plan monitor and evaluate complex and detailed short breaks and interventions.
- Ensure all mechanical equipment is regularly maintained, serviced and fit for purpose

Responsibility for Human Resources, e.g. Supervision, Training, HR Advice and Management

- Create an environment that promotes learning and interest among staff of all disciplines where skills and knowledge can be shared.
- Provides day to day line management responsibility for the supervision of junior staff and students.
- Participate in Personal Development Reviews and supervision for junior staff • Adheres to and works within the Professional Code of Conduct and guidelines.
- Provide advice and support to parents, carers and families as an autonomous practitioner.

- Participate in supervision with accordance with employer's policy and standards, consulting with line manager/professional supervisor where there are significant risks or complexity.
- Responsible for own professional development participation in annual performance reviews and the identification of areas for professional development
- To support the utilisation of performance management information with staff and others as the basis for continuous service improvement and support professionally the implementation of IT systems.

Responsibility for Information Resources and Administrative Duties

- Participate actively in evidence based audits and contribute to research projects to further own and team's clinical practice.
- Maintain prompt and accurate records in accordance with organisational national and professional standards.
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- Responsible for personally generating observations and updating records.

Responsibility for Research and Development

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Freedom to Act

- Assess, plan, implement and evaluate specialist interventions, providing clear advice to the child, family, professionals and care workers.
- Accurately assess and immediately adjust nursing care and support to the meet the child's needs in all settings.

Any Other Specific Tasks Required

- Occasionally may have to undertake assessment in chaotic, unhygienic environments.
- Will frequently work in conditions with verbal and physical aggression from clients and families.
- Will frequently be in situations where exposure to body fluids is likely.
- Will be expected to travel to meet the needs of the post.

General Information

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

Equality & Diversity

Child and Family Health Devon, and the Organisations that form an alliance around the service, are committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community regardless of age, disability, sex, race, religion or sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. The Service expects all staff to behave in a way which recognises and respects this diversity in line with the appropriate standards.

Recovery

It is a requirement of all employees to have an understanding of the broad principles of the Recovery Approach and to incorporate them into every aspect of their work in support of the Trust's aim to provide services that support people's recovery through being holistic and promoting social inclusion, self management, personal autonomy and independence.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with the Employer's policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance, Compliance and Performance

The post holder will be responsible for proving that the Care Quality Commission outcome areas have been met in all registered/related activities for which the post holder is responsible. Where outcomes are not met the post holder is expected to put in place/recommend action to improve. The post holder will proactively seek and engage the support of the governance teams in the Compliance and Corporate Development directorate to gather information as required. The post holder will build an understanding of and adhere to the CQC guidelines as well as the Employer's guidelines on the approach to maintaining CQC registration.

Prevention and Control of healthcare Associated Infection

The post holder is expected to comply with the Employer's Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Smoking

The Employer operates a 'non-smoking' policy. Employees are not permitted to smoke anywhere within the premises of the Service or when outside on official business. Staff must also be mindful of public perception and must therefore not

smoke whilst travelling in Service identified vehicles or when you can be identified as working for Child and Family Health Devon.

Policies & Procedures

Child and Family Health employees are expected to follow their Employer's policies, procedures and guidance as well as professional standards and guidelines. It is your responsibility to read and familiarise yourself with all policies relevant to your job role. These can be found on the Employer's intranet site or via your line manager. You will also be required to comply with any training needs that arise from reviews or variations of policies and procedures.

Safeguarding

Safeguarding is part of everyday practice and all Child and Family Health Devon's employees are required to work in accordance with policies, procedures and professional codes to safeguard people who use our service, their families and carers from abuse. All staff should have the knowledge and skills to work in such a way as to reduce the likelihood of abuse, be alert to, and take appropriate action in relation to, safeguarding issues. Where staff are unsure what appropriate action to take, they should always escalate their concerns and speak to a senior member staff.

Conflict of Interests

You may not without the consent of the Employer engage in any outside employment and in accordance with the Employer's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust.

Health and Safety

You must co-operate with management in discharging its responsibilities under the Health and Safety at Work Act 1974 and take reasonable health and safety precautions for yourself and others and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Wellbeing

Our commitment to staff health and wellbeing looks at supporting our staff as 'whole' individuals. Staff are asked to be open about wellbeing issues at work, and have a responsibility to look after and manage their own health and wellbeing and to be mindful of the health of others. Preventative discussions are encouraged with line managers and staff asked to seek support and advice when mental health or physical health issues start to develop so that support can be accessed.

Infection Control

- The post holder, whether clinical or non-clinical, is required ;-
- To undertake all mandatory and essential training in Infection Prevention and Control.
- To familiarise themselves with and adhere to current Infection Prevention and Control policies relevant to them and their area of work.
- To take responsibility to ensure the workplace is kept clean and tidy so that it is safe for all other users of that area.
- To communicate any identified infection risks to the Infection Prevention and Control Team and where appropriate report any Healthcare Associated Infections in line with the Trust's Incident Reporting Policy.

- To take part in the safety improvement projects related to infection prevention and in particular follow the Trust requirements regarding hand hygiene.

Freedom of Information

- You should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and are responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> RSCN or RN Child (part 15). Current registration with the NMC. ENB 998 / C&G 730 or equivalent or willingness to undertake. 	<ul style="list-style-type: none"> Community Specialist Practitioner Degree or diploma (or substantial documented experience of working in the community). Degree level qualification in nursing. ENB 415/405 or equivalent experience. Non-medical prescriber V100 or V300 or willingness to undertake.
Knowledge and experience	<ul style="list-style-type: none"> Significant experience of working within the community / primary care setting. Proven relevant post registered experience. Proven experience of working with children with complex medical needs, special needs and life limiting conditions. Able to work collaboratively within a multidisciplinary interagency team. Ability to reflect and critically appraise own performance. Ability to organise and respond efficiently to complex information. Ability to prioritise own workload, balancing numerous demands and meeting deadlines. Commitment to client-centred practice. 	<ul style="list-style-type: none"> Experience of working with children using ventilators and tracheostomies (or equivalent experience). Experience of providing end of life care.

	<ul style="list-style-type: none"> • Ability to pass on skills/knowledge to others within both formal and informal environments. • Ability to communicate effectively complex and sensitive written and verbal information. • Ability to maintain accurate records within professional and organisational guidelines and process. • Broad general knowledge of normal child development. • Working knowledge of a wide range of nursing models of practice Working knowledge of relevant legislation and national guidelines. • Working knowledge and evidence of observational implementation of therapeutic assessments, interventions and procedures relevant to children and young people. • Evidence of continuing professional development. • Basic IT skills (or willingness to learn). • Evidence of the implementation of risk and manual handling assessments. • Sound knowledge of record keeping and report writing. • Sound knowledge of diversity & equality. 	
Specific Skills	<ul style="list-style-type: none"> • Calm and Supportive approach. • Ability and willingness to engage in supervision. 	

Key requirements as identified by young people participating in the development of our services:	<ul style="list-style-type: none"> • Demonstrate effective communication skills and experiences of using these with children, young people and families • Knowledge and experience of gaining meaningful feedback from children, young 	
	<p>people and families' voice and inform meaningful change</p> <ul style="list-style-type: none"> • Experience of working in a 'person-centred' way which shows you can demonstrate values that are important to children, young people and families • Knowledge and understanding of what children, young people and families feel is important to them and their lives 	
Requirements due to work environment/conditions	<p>Hazards:</p> <ul style="list-style-type: none"> • Laboratory Specimens • Clinical contact with patients • Blood/Body Fluids • Dusty Environment • Challenging Behaviour • Driving / Travelling • Food Handling • Performing Exposure Prone Invasive Procedures • VDU Use • Manual Handling • Working in Isolation • Noise 	

Physical skills	<ul style="list-style-type: none"> • Ability to perform technical/ clinical procedures and skills competently. • Ability to drive • Ability to undertake moving and handling in line with safe practice
Physical effort	<ul style="list-style-type: none"> • Occasionally may have to undertake assessment in chaotic, unhygienic environments. • May work in conditions experiencing verbal and physical aggression from clients and families. • Will frequently be in situations where exposure to body fluids is likely. • Will be expected to travel to meet the needs of the post.

	<ul style="list-style-type: none"> • Physical dexterity required for basic keyboard skills. • Physical fitness for walking short distances.
Emotional effort	<ul style="list-style-type: none"> • Occasionally working with children who are terminally ill including their parents / carer's and siblings as well as the wider professional team. • Frequently having to communicate difficult and challenging information regarding resource decisions. • Frequently having to work with children and families anxieties and challenging behaviours.
Mental effort	<ul style="list-style-type: none"> • Will frequently be required to identify sudden changes in the behaviour patterns of children and to respond accordingly. • Will undertake assessments and report writing on a regular basis which requires concentration for long periods. • Will be required to identify and interpret changes in presentation and need so that appropriate care can be delivered. • Will be required to respond to emergency medical situations as required.

