

## **The Newcastle upon Tyne Hospitals NHS Foundation Trust**

### **Job Description**

#### **1. Job Details**

**Job title:** Health Play Specialist

**Band:** 4

**Directorate:**

**Base:** Trust wide

#### **Essential Requirements**

- Health Play Specialist (HPS) qualification at Diploma level, recognised by the Health Play Staff Education Trust (HPSET).
- Registered with HPSET.
- Good communication skills.
- Good interpersonal skills.
- Good organisational skills.
- Caring attitude
- Able to work effectively as part of multi-disciplinary team, as well as on own initiative within scope of practice, with effective time management.
- Evidence of on-going professional development.
- Basic IT skills

#### **Desirable Requirements**

- Advanced IT skills
- Able to mentor HPS students and provide support to junior staff
- Previous experience in co-ordinating and providing a play service in a healthcare setting
- Experience of working with children and young people with complex health needs and disabilities

#### **2. Job Purpose**

- The Health Play Specialist role will, under the accountability of the Ward Sister/Charge Nurse to offer normalising and specialised play for children and young people with complex healthcare needs and their families, considering age, stage of development, medical condition and background to promote emotional health and optimal development, this will include the effects of hospitalisation, ill health and treatments required.
- The Play Specialist is required to have knowledge and experience of developmental, emotional and social play for all age ranges and abilities of children in hospital.
- Inform, educate, support and advise other healthcare specialists, nursing staff, and families in the role of play.
- Use play to help and assist in alleviating anxieties, pain, or emotional trauma

caused to the child, young person and their families, which can often occur in the unfamiliar hospital environment, aiding them to engage in hospital life, promoting their understanding of their healthcare needs, investigations and treatments.

- The post holder is expected to be a fully integrated member of the department team.
- Contribute to the maintenance, consistency and development of the play service throughout the Trust.
- Receive requests from relevant healthcare professionals and other HPS for a patient to be seen following a referral to a medical consultant and his team.
- To escort children and young people to theatre (where appropriate) in line with Trust policy, to aid and promote understanding and coping mechanisms.

### **3. Dimensions**

- Contribute to the work of the ward/department through the provision of high quality therapeutic care, relating specifically to play, and the appropriate use and development of play resources.
- Required to provide assessment, planning, implementation and evaluation of a variety of recreational and therapeutic programmes and activities, with regard to play, preparation, distraction, desensitisation and post procedural play to children, young people and their families to promote emotional health and optimal development.
- Work as part of multi-disciplinary team, which may include contribution to case conferences/meetings
- Work may be designated and supervised by the Ward Sister/Nurse in Charge

### **4. Organisational Arrangements**

**Reports to:** Ward Sister / Charge Nurse

**Accountable to:** Matron, via Ward Sister

**Responsible for:** None

### **5. Knowledge, Training and Experience**

- Work within a culture of lifelong learning, maintaining professional development and registration with HPSET.
- In addition to the essential requirements of the role, the post holder is required to maintain and progress professional knowledge, skills and competence to ensure the delivery of expertise in the play service, ensuring evidence-based practice in line with HPSET's Code of Professional Conduct.
- Knowledge of normal child development and growth.
- Access, analyse, document and record interventions in line with Trust policy.
- Ability to develop understanding, knowledge and competence of specialist ward and patient group needs.
- Organisational skills and the ability to work flexibly within the scope of the post.
- Good interpersonal and communication skills
- Understanding of child safeguarding processes.

## **6. Skills**

### **Communication and Relationship**

- Ability to work with individuals and groups of children/young people, and alter communication strategies in accordance with the age, stage of development and ability of a child or young person, as well as children with special needs including those with challenging behaviours.
- Able to support and demonstrate own role to junior staff and/or students
- Provide Play Specialist advice, instruction and training to individuals and groups, within the scope of practice, whether the subject matter is evidence based, or from specialist training and experience.
- Able to use persuasive, motivational, empathic, reassuring and negotiating communication skills to encourage a child's or young person's participation in treatments and investigations.
- Communicate effectively within the multi-disciplinary team, and other relevant professionals. (Often dealing with complex and sensitive information.)
- May be required to attend and contribute to ward/department, play service, multi-disciplinary team, outside agency and patient case conference/strategy meetings when required.
- Use communication skills with parents and families where situations are complex, sensitive and there are barriers to understanding.
- Acts as an advocate for the child and family.
- Aware of requirements of safeguarding and child protection. Liaises with appropriate professional, as advised by ward sister/charge nurse
- Reports any incidents and relevant information to nurse in charge.
- Respects the individuality, values, cultural and religious diversity of patients and their families. Contributes to the provision of a service sensitive to these needs.
- Effective verbal and written skills.
- May be required to provide training delivery or professional presentations.

### **Analytical and Judgement**

- Prioritises and manages a wide and varied workload using judgement, supported by nurse in charge/ward sister.
- Devise and evaluate treatment specific play programmes for individual infants, children and young people, taking into account age, development and ability.
- Adjust and amend play intervention to reflect changing needs of child/young person.
- May be the first point of contact for a complaint or incident and will ensure that this is appropriately reported in a timely manner.
- Participate in activities that support family centred care in order to provide each family with comprehensive play care, ensuring documentation is accurate and timely.
- Able to assess the emotional needs of patients and families to determine the play support required during medical/nursing intervention.

### **Planning and Organisational**

- Able to develop, plan, and implement on-going programmes of play and adapt to changes in the child or young person's needs.
- Provide health promotional activities and displays.
- Able to work on own initiative within scope of practise.
- Demonstrate organisational and time management skills in co-ordinating the play service at ward level, as well as ensuring changing workload needs are met

specifically in relation to play.

### **Physical Dexterity**

- Contributes to the delivery of care which may involve a range of practical tasks, which may be acquired through practice at ward level, involving specific and repetitive skills and accuracy.
- Able to translate knowledge into practical delivery of care to maintain safety of self, patients and families, for example use of sitting aids, hoists, wheelchairs.
- Moving quickly to take preventative measures to maintain the safety of patients and staff. – For example intervene to prevent harm when a child climbs on a chair.
- Physically holding and supporting patients during procedures.
- Understanding, safe use and moving of electrical equipment within scope of professional practise, such as games consoles, TV, DVD players, sensory room, etc.

## **7. Key Result Areas**

### **Patient and Client Care**

- Provide play specialist expert knowledge in play and implement care packages and recreational activities which have been assessed, planned, implemented and evaluated to meet the play needs of the individual, considering age, stage of development, complex health care needs, abilities and disabilities, as well as considering a family centred care approach.
- Work on own initiative and as a member of the multi-disciplinary team to assess, plan, contribute and support the delivery of therapeutic play within the area providing play advice to other clinical staff, patients and families within scope of practice
- Support nursing staff in provide daily personal hygiene routines this may include toileting, nappy changes, bathing and feeding – normal bottle feeds, weaning oral diet and encouraging feeding in all patients, using play techniques to encourage the child and young person's participation in their own care.
- Maintenance of a safe patient environment and playroom.
- Ensure teaching of children, parents and carers is an integral part of care delivery.

### **Policy and Service Development**

- Support, and contribute to service development to improve service delivery.
- Contribute to policy development within role.
- Awareness and adherence to Trust and ward policies.
- Ensure commitment to infection prevention and control policy.
- Highlights areas where therapeutic play may be improved and developed
- Represent the views of the HPS in working party groups

### **Financial and Physical Resources**

- Responsible for the day-by-day maintenance, inventory, selection, and ordering of play related patient specific equipment and supplies within prescribed budget allowances, through the budget holder, or charitable donations / funds.

### **Human Resources**

- Acts as a role model to demonstrate own duties to highest professional

standards.

- Supports and contributes to education for patients, families, nursery nurses, play specialist students and authorised visitors
- Contributes to education and training of ward staff with regards to the role of the play service.
- Contributes to health promotion and education within the ward/directorate setting.
- May be required to attend or participate at conferences, providing feedback within the Directorate where appropriate.

### **Information Resources**

- Updates clients' records and play plans with own observed information.
- Maintain record of toy and equipment cleaning.
- Contribute to patient education information

### **Research and Development**

- Participates in ward and department audit and research as required

## **8. Freedom to Act**

- To work on own initiative in assessing, planning, implementing and evaluating therapeutic play interventions, using standard operating procedures.
- Is guided by established policies, procedures and guidelines, which govern practice at local and national level; however has the freedom to determine play interventions to suit specific patient requirements, managed by the nurse in charge/ward sister.
- Contributes to clinical governance at an appropriate level.

## **9. Effort and Environment**

### **Physical Effort**

- Walk or stand most of the shift, sometimes will push trolleys or wheelchairs.
- Kneeling and crouching to be at patients' bedside when working with them.
- Moving patients to and from departments.
- Often involved in moving equipment.
- Often participating in floor play on floor mats, to facilitate the needs of an individual and their play programme.

### **Mental Effort**

- Daily activities may include extended periods of concentration and/or frequent interruptions.

### **Emotional Effort**

- Listening to parents' and families problems, concerns, and worries.
- Supporting parents who are under stress, caused by having a sick child and being in hospital.
- Exposure to distressing and emotional circumstances, when working with children, young people and their families with complex health needs or disabilities.
- May be required to work within situations which can be highly emotional, due to ill health, safe guarding concerns, preparing for end of life or the death of a child.

- Provision of emotional support for families including those of children with life limiting/threatening illness.

### **Working Conditions**

- Frequent handling of uncontained body fluids.
- Due to stress and anxieties, child/parent may demonstrate verbal/aggressive behaviour.

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**Signed:** .....  
(Post holder)

**Date:** .....

**Signed:** .....  
(Directorate Manager or equivalent)

**Date:** .....





## The Newcastle upon Tyne Hospitals NHS Foundation Trust

## Person Specification

JOB TITLE: Health Play Specialist

BAND: 4

DIRECTORATE:

<b><u>REQUIREMENT</u></b>	<b><u>ESSENTIAL</u></b> Requirements necessary for safe and effective performance of the job	<b><u>DESIRABLE</u></b> Where available, elements that contribute to improved/immediate performance in the job	<b><u>ASSESSMENT</u></b>
<b>Qualifications &amp; Education</b>	<ul style="list-style-type: none"> <li>Health Play Specialist (HPS) qualification at Diploma level, recognised by the Health Play Staff Education Trust (HPSET).</li> <li>Registered with HPSET.</li> </ul>		
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>Evidence of on-going professional development.</li> </ul>	<ul style="list-style-type: none"> <li>Previous experience in co-ordinating and providing a play service in a healthcare setting</li> <li>Experience of working with children and young people with complex health needs and disabilities</li> </ul>	
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>Able to work effectively as part of multi-disciplinary team, as well as on own initiative within scope of practice, with effective time management.</li> <li>Good communication skills.</li> <li>Good interpersonal skills.</li> <li>Good organisational skills.</li> <li>Basic IT skills</li> </ul>	<ul style="list-style-type: none"> <li>Advanced IT skills</li> <li>Able to mentor HPS students and provide support to junior staff</li> </ul>	
<b>Values / Behavioural / Attitudes</b>	<ul style="list-style-type: none"> <li>Caring attitude</li> </ul>		
<b>Core Behaviours</b>	<ul style="list-style-type: none"> <li>Alignment to Trust Values and Core Behaviours</li> <li>Take personal responsibility to:               <ul style="list-style-type: none"> <li>engage with the Trust's Climate Emergency Strategy and Sustainable Healthcare in Newcastle (SHINE) initiatives;</li> <li>assist in embedding our sustainability values into everyday practice; and</li> <li>help ensure such practice is applied consistently by you and your colleagues</li> </ul> </li> </ul>		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: