

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job title	Nursery Nurse
Pay band	4
Directorate	Childrens Services
Ward/Dept Base	Ward 10
Hospital site	RVI - GNCH

Essential Requirements

- NVQ Level 3 in Childcare or equivalent (e.g. NNEB BTEC Nursery Nurse qualification)
- Good interpersonal skills
- Good communication skills
- Good organisational skills
- Caring attitude
- Able to work effectively under direction as part of a multi-disciplinary team
- Ability to work independently

Desirable Requirements

- Previous work in a health care setting
- Evidence of ongoing professional development
- Experience of caring in a personal or professional setting
- Basic IT skills or ability to learn
- Able to manage time effectively

2 Job Purpose

- To assist in therapeutic assessments and carry out play programmes for children and young people in hospital, according to their individual needs and as part of the overall care plan.
- To monitor and evaluate the effectiveness of play using reflective practice to achieve best outcomes.

3 Dimensions

- Contribute to the work of the ward/department through the provision of high quality therapeutic care and the appropriate use and development of play resources.
- Suitable post for an individual wishing to develop specialist knowledge and skills.
- Required to provide a variety of recreational and therapeutic programmes and activities to paediatric patients and their families to promote emotional health and optimal development.

4 Organisational arrangements

Reports to: Ward/Department Sister/Charge Nurse

Professionally accountable to: Directorate Manager

5 Knowledge Training and Experience

- Foster a culture of life-long learning and continuous professional development.
- In addition to the essential requirements of the role, the post holder is required to maintain and improve professional knowledge, skills and competence to ensure the delivery of evidence-based practice.

6 Skills

Communication and Relationships

- Communicates effectively within the ward based multi-disciplinary team to contribute to the smooth running of the ward or department.
- Attends ward and staff meetings and disseminates information.
- Communicates with children, parents and carers to ensure their active involvement in the well being of the child.
- To respect the individuality, values, cultural and religious diversity of patients and their families, and contribute to the provision of a service sensitive to these needs.
- Liaises with other wards and departments.
- Liaises with Child Protection Named Nurse regarding highly sensitive child protection issues.

Analytical and Judgemental

- Prioritises and manages a wide and varied workload. Is responsible for play activities on wards and department to suit age and conditions.
- Meeting the changing needs of paediatric patients from birth to adolescents.
- May be the first point of contact for a complaint or incident and will ensure that this is appropriately reported in a timely manner

Assessment and Play

- Facilitate play activities on the ward/department suitable to the age/condition of the children.
- Assist in the organisation of activities related to special events such as Halloween, Christmas etc.
- Maintain a suitable variety of toys, games and books appropriate for the age range of patient on the ward/department.
- Ensure that the toys etc are kept clean, stored correctly and are updated regularly.
- Assess and aim to meet the children's individual needs for play.
- Make use of play to assess a child's physical and social development, encourage further development and distract a child or acts as a means for the child to work through its own fears.
- Report and record as necessary any specific information in relation to the child and his/her family.
- If applicable co-ordinate the children's play activities so that in conjunction with the ward teacher, the ward can be decorated with some of the children's own work.

- Ensure that the individual play needs of the children are provided for during their stay.
- Encourage the active participation of parents in caring for and playing with their child whilst in hospital.
- Give support, teaching and guidance to parents as appropriate.
- Supervise and provide for infant/children's basic needs as required.

Planning and Organisational

- Will initiate and facilitate changes in play practice at ward and departmental level.

Physical Dexterity

- Contributes to the delivery of care, which may involve a range of practical tasks.

7 Key result areas

Patient / Client Care

- Provide expert play care.
- Works as a member of the multi-disciplinary team to deliver play within their area of work.

Policy and Service Development

- May contribute to policy development at ward or department level.

Financial and Physical Resources

- Responsible for the maintenance, inventory and ordering of supplies and equipment for designated work area through the budget holder.

Human Resources

Education and Training

- Supervise, teach and assess Nursery Nurse Students during their placements.
- Participate in ward teaching programmes.
- Liaise with Sister/Charge Nurse and Nursery Nurse Tutors with regard to the progress of Nursery Nurse Students.
- Contribute to student nurse teaching as appropriate.
- Utilise opportunities for health education and promotion within the ward/department setting.

Leadership

- Acts as a role model to demonstrate the highest professional standards.

Information Resources

- Report and record as necessary any specific information in relation to the child and his/her family.

Research and Development

- Participates in ward and departmental audit and research as required.
- Highlights areas for potential audit and actively contributes to the process at ward and departmental level.

8 Freedom to act

- Contributes to Clinical Governance at an appropriate level.
- Adhere to policies, procedures and guidelines, which govern practice at national and local level.

Clinical Governance

- Responsible for the identification of possible areas of risk and takes appropriate action to minimise the risk

9 Effort & Environment

Physical

- Moving patients to and from theatre and other departments within the hospital, moving equipment.

Mental

- Preparing play sessions

Emotional

- Listening to parents problems/supporting parents under stress
- Working alongside sick children
- Potential verbal abuse.

Working conditions

- Handling bodily fluids.

Agreed post holder *Agreed manager*

Date

Date

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Nursery Nurse

BAND: 4

DIRECTORATE: Childrens Service

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
Qualifications & Education	<ul style="list-style-type: none"> NVQ Level 3 in Childcare or equivalent (e.g. NNEB BTEC Nursery Nurse qualification) 	<ul style="list-style-type: none"> Evidence of on-going professional development 	
Knowledge & Experience		<ul style="list-style-type: none"> Previous work in health care setting Experience of caring in a personal or professional setting 	
Skills & Abilities	<ul style="list-style-type: none"> Ability to work effectively under direction or part of a team Ability to work independently Good interpersonal skills Good communication skills Good organisational skills 	<ul style="list-style-type: none"> Able to manage time Basic IT skills 	
Values / Behavioural / Attitudes	<ul style="list-style-type: none"> Caring attitude 		
Core Behaviours	<ul style="list-style-type: none"> Alignment to Trust Values and Core Behaviours 		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: