

Senior Staff Nurse

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4,100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

Job title	Senior Staff Nurse
Division	
Responsible to	Ward Sister/Charge Nurse
Accountable to	Lead Nurse
Type of contract	Permanent
Hours per week	37.5
Location	Great Ormond Street Hospital
Budgetary responsibility	None
Manages	Supports the Band 6 and 7's management of Healthcare Assistants and Students.

Trust Values and Expected Behaviours

Over 2,000 of our staff, patients and parents have developed a set of Values – Our Always Values. These are the values that should characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

Always Welcoming
 Always Helpful
 Always Expert
 Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street Hospital for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

Scope of the role

- To provide clinical leadership to a designated nursing team and ensure the provision of high quality nursing care to children and families.
- To act as a role model and expert clinical practitioner
- To assist in the safe, effective and efficient management of the department within allocated resources
- To promote a progressive attitude to the continual improvement of patient care through research and evidence based practice
- To undertake delegated responsibility for the department in the absence of the Ward Manager
- To be familiar with and adopt the principles of the NHS Chief Nursing Officers vision for Compassion In Practice (NHS Commissioning Board Dec 2012).
- Contribute towards achieving the 'Great Ormond Street Hospital Vision for Nursing' (Jan 2013).

Key working relationships

Internal:

Nurses, Doctors, administrative team, physiotherapists, pharmacists, social workers, occupational therapists, healthcare assistants, play specialists, psychologists, psychotherapists, IT staff, chaplains dieticians and housekeeping staff and other teams within GOS

External:

Families, GPs, other hospitals, local health authorities, social services, community services, schools

Main duties and responsibilities

CLINICAL:

- To be a clinical expert within the specialty.
- To ensure the provision of excellent, evidence based nursing care for the children and their families at all times.
- Ensure that each child is assessed, and that their care is planned, implemented and evaluated in negotiation with the family, and that this is accurately documented.

- Promote Family Centred Care and ensure the provision of a welcoming, caring, clean and safe environment for the children and their families.
- To act as an advocate for the child and family ensuring the provision of appropriate information and support services.
- To communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events.
- Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments and community services as necessary.
- To develop and maintain clinical skills and knowledge necessary to provide holistic, evidence based nursing care. This includes completion of the Trusts clinical skills competency framework and expanded role responsibilities, following appropriate training.
- To be competent in the administration of medication including under patient group directives.
- Communicate effectively, promoting open and trusting relationships.
- To be aware of the uses, safety precautions and handling of equipment in the department.
- Assist in the development and review of policies and standards for the safe use and cleaning of equipment and any new equipment introduced to the department.
- To be competent in the use of all relevant Trust IT systems ensuring that data is entered in an accurate and timely fashion, in accordance with Trust policy and procedure.

MANAGERIAL:

- Ensure the provision of appropriate supervision and support to members of the ward team.
- Support the provision of effective communication between all members of the multidisciplinary team, other hospital departments, relatives and visitors.
- Ensure quality care is given, by being familiar with agreed ward and Trust standards of care and to inform seniors, if the required standard cannot be reached.
- To be familiar with the Nursing Vision and ensure that key performance indicators are met in relation to getting the basics right and implementation of 'Saving Lives'
- To ensure compliance with the Health and Social Care Act regulations 2010 by adhering to the Care Quality Commission standards at all times.
- Manage allocated resources effectively and efficiently. This includes maintaining the correct skill mix of staff for patient dependency, bed/list management, utilisation of time and equipment, authorisation of bank/agency time sheets as appropriate.

- Assist in ensuring the safety of the department, and the risk management process by actively participating in clinical audit, clinical risk and quality issues, including the managing and reporting of incidents.
- To ensure that all staff know where to access trust policies and clinical procedure guidelines and that staff adhere to these at all times
- To lead on an agreed area of department management e.g. infection control link, teaching research etc.
- Act as a team leader for a group of nurses, acting as a mentor/preceptor, and facilitating their development through challenge and support.
- To lead and co-ordinate team projects and team building activities.
- Participate in the process of recruitment and retention of staff.
- Promote and support the improving working lives philosophy, and initiatives
- To contribute to the appraisal process, and if required disciplinary activities.
- Deputise for the ward manager in their absence or when requested.
- Participate in events or publications that promote the Trust and children's nursing.

EDUCATION:

- To actively assist in the education and practical training of learners, junior staff and multidisciplinary team members at every opportunity, through formal and informal teaching.
- Ensure the provision of and access to appropriate mentors for student nurses, and provide a supportive and challenging environment for students in training.
- Participate in the audit of the clinical learning environment
- Supervise and orientate learners, temporary staff and staff new to the area.
- To act as a preceptor for junior staff nurses.
- To be a resource for students and junior colleagues, facilitating the development of junior staff
- Teach parents the clinical skills required to care for their child safely at home.
- To initiate and participate in audit and research studies relating to nursing and multidisciplinary care, presenting findings through presentations and writing for publication
- Maintain own professional development and mandatory training.

PROFESSIONAL:

- To maintain confidentiality surrounding the child's admission and treatment at all times.
- To ensure that all patient care is documented, and that all relevant documentation is completed accurately and within agreed timescales using Trust approved documentation, in line with NMC, CQC and Trust standards.
- To have knowledge of and adhere to ward and Trust policy and professional standards. To ensure that team members do likewise.
- To demonstrate a professional approach to work, and act in accordance with the GOSH Trust Our Always Values and the NMC Code of Professional Conduct at all times.
- To participate in staff appraisal, staff development and in service training activities.
- To meet PREP requirements for Revalidation. To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments.
- To undertake further training and academic qualifications as relevant to the role and service requirements.
- To be conversant with and demonstrate in practice the principles of the NHS Chief Nursing Officers vision for Compassion In Practice (NHS Commissioning Board 2012).
- Participate corporately and lead locally in delivering the 'Great Ormond Street Vision for Nursing' (Jan 2013)

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Skills and abilities

E	Excellent paediatric clinical skills
E	Relevant specialist skills and abilities for specialty
E	Effective managerial, leadership and organizational skills
E	Excellent verbal and written communication skills
E	Effective teaching, training and preceptorship skills
E	Ability to delegate and prioritise

Education, training and qualifications

E	NMC Registered Nurse (Child) (or Registered Nurse/ Midwife relevant to area of practice e.g. Mental Health / Neonatology/ Theatre
E	Evidence of ongoing professional development relating to clinical speciality
E	Assessing & Mentoring qualification
E	APLS/EPLS (High Dependency/ITU areas only)
E	Basic life support
D	Relevant honours degree or in the process of obtaining**
D	NVQ D32/33 Assessors course

Knowledge & Experience

E	Demonstrable knowledge and experience within relevant clinical speciality
E	Teaching, supervision and managerial experience
E	Experience of coordinating and managing patient care
E	Understanding of professional and current issues in children's nursing.
E	Understanding of resource management, health and safety, clinical risk and quality issues
E	Handling safeguarding issues according to Trust policies and procedures

E	Administering medication under patient group directives
E	Ability to work internal rotation to night duty (as appropriate)
E	Administration of IV drugs
D	Phlebotomy and cannulation skills
D	Able to motivate and develop a team of staff
D	Able to problem solve and initiate change
D	Able to work across professional team and organizational boundaries

E	Understating or evidence of fulfilling PREP requirements for Revalidation
E	Awareness of equality and diversity
E	Information Technology/Computer literate
E	Evidence of fulfilling PREP for Revalidation.
E	Committed to providing excellent Family Centred Care.
D	Previous experience of research and audit
D	Previous experience of change management and problem solving
D	Experience of handling clinical incidents and complaints
D	Understanding of audit and research methodologies
D	Handling clinical incidents and complaints

**** Applicants with a non-honours degree will be expected to work towards Honours**

There are limited opportunities for Registered Nurses with specialist expertise in intensive care and theatres. Registered midwives accepted into NICU with significant NICU experience and Registered Mental Health Nurses accepted into Child and Adolescent Mental Health (CAMHS) with significant CAMH's experience.