

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	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 work as a skilled member of the nursing team, to provide a high standard of holistic family centred care to the children, young people and families.
- Ability to promote family centred care and establish good relationships with children and their families.
- To communicate effectively at all levels within the multi-disciplinary team.
- To be able to take charge of the ward in the absence of senior nursing staff following achievement of required competence (excluding intensive care wards and non RN Child Registered Nurses).
- 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 provide the highest standard of nursing care for the children and their families at all times.
- To plan, assess, implement and evaluate programmes of care for individual children and to supervise other staff in this activity.
- To ensure an ongoing welcoming, caring and safe environment is provided for the children and their families.

- To act as an advocate for the child and family, providing them with information and support and directing them to the relevant support services where appropriate.
- 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.
- To start planning discharges from 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 toolkit and expanded role responsibilities, following appropriate training.
- To be competent in the administration of medication including under patient group directives
- To ensure clinical practice is evidence based or peer reviewed “best practice”.
- Assist with ongoing education and training of families
- 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:

- To supervise and support members of the ward team as required, ensuring that all patients receive appropriate care.
- To ensure that treatments prescribed by the medical staff are carried out, and that multidisciplinary team members are informed of changes in the patient’s condition.
- To ensure quality care is given, by being familiar with agreed ward and Trust standards of care and to inform senior nursing staff, 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.
- To manage allocated resources effectively and efficiently. This includes maintaining the correct skill mix of staff for patient dependency, bed management, utilisation of time and equipment, in the absence of senior staff.
- To assist in ensuring the safety of the ward, actively participating in clinical audit, clinical risk and quality initiatives, including the managing and reporting of incidents and complaints.
- In the absence of senior staff take charge of the shift (RN Child Nurses only).

EDUCATIONAL:

- To actively assist in the education and practical training of learners and junior staff at every opportunity. To work in co-operation with London Southbank university in order to provide uniformity and promotion of professional standards.
- To participate in informal and formal teaching.
- To supervise and orientate learners and new staff.
- To act as a preceptor for junior staff nurses (RN Child Nurses only).
- To be a resource for students and junior colleagues.
- Developing and promoting good practice in developing research based protocols.
- To participate in surveys, audit, research and clinical trials as required.

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 GOS personal responsibilities framework and the NMC Code of Professional Conduct at all times.
- To participate in staff appraisal, staff development and in service training activities in line with the Knowledge and Skills Framework.
- 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.

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	Ability to plan and prioritise care for patients
E	Committed to family centered care
E	Excellent verbal and written communication skills
E	Excellent numeracy skills
E	Good time management and teaching skills
E	Ability to work well both in a team and on own initiative
E	Demonstrates Compassion in practice
E	Ability to work internal rotation to night duty (as appropriate)

Education, training and qualifications

E	NMC Registered Nurse (Child) Or RN Adult / RN Mental Health / Midwife with significant experience in specialty e.g. theatres, ICU
E	Relevant First Degree** in health care related subject
D	Assessing & Mentoring qualification
D	NVQ D32/33 Assessors course
D	Evidence of ongoing professional development linked to demonstrable competencies

Knowledge & Experience

E	Demonstrable experience as a registered nurse in an acute setting
E	Experience of having worked with acute/chronically sick children
E	Understanding of professional and current issues in children's nursing
E	Understanding of the importance of research and evidence based practice
E	Basic knowledge of computer skills
E	Understanding of safeguarding issues according to Trust policies and procedures
E	Understating or evidence of fulfilling PREP requirements for Revalidation
D	Ability to work internal rotation to night duty (as appropriate)

D	Administration of IV drugs
D	Central venous access management

D	Understanding of nursing practice and innovation outside of GOSH
D	Knowledge of clinical incidents and complaints
D	Previous experience in the relevant specialty
D	Previous ward management experience
D	Awareness of cultural needs, equality and diversity
D	Knowledge of ward specialties

** 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.