**Registered Nurse**

Job Description

**Job Title:** Registered Nurse

**Accountable to:**  Clinical Leads

**Responsible to:**  Registered Manager

**Main purpose of post:**

* To always provide a high standard of care and practise.
* To work as part of a multidisciplinary team, delivering care that focuses directly on the needs of the children/young people and families
* To be responsible for the assessment of the Child/Young person’s care needs.
* To be responsible as a registered, accountable, and autonomous nurse and to uphold the best interests of child/young person and their families.
* To plan, deliver and maintain safe, compassionate, and effective care.
* You will be required to demonstrate leadership qualities and be open, transparent, and trustworthy.
* Work within the Nursing and Midwifery Council (NMC) Code of practice.

**Main responsibilities**

**Clinical**

* Ensure a high standard of care, in accordance with Francis House Policies and Procedures.
* Provide and oversee the delivery of high quality, clinically effective and evidenced based nursing care and practice in accordance with Francis House policies, standard operating procedures, and guidelines.
* Provide holistic young people/parent centred care (physical, emotional, social and spiritual for the young people on our roll and their families). (This will include feeding, washing, play outings in addition to high quality clinical care).
* To assess, plan, implement and evaluate the clinical and/or emotional requirements of children and young people with complex, palliative and end of life care needs.
* To accurately evaluate and document the care of the child/young person in accordance with NMCs guidance on documentation.
* To share responsibility within the Hospice to maintain a safe but homely environment thinking about health and safety, infection control and risk assessments.
* To be responsible and accountable for transcribing, calculating doses and the safe administration of medicines to Children and Young People following Francis House medicine management Policy.
* To be competent in defined clinical competencies and individual care needs.
* Liase with outside agencies for health, education and social care involved in the care and support of children/young people and families.
* To be aware of and work to Safeguarding Policies and Procedures.
* To comply with manual handling procedures.
* Ensure the respect, dignity and rights of Children, young people and their families are always upheld.
* Work as part of a team contributing to the efficient running of Francis House. Respecting all team members.
* To maintain appropriate clinical records ensuring that they are stored securely and confidentially.
* To promote the philosophy and ethos of Francis House Family Trust.

**Quality Assurance**

* Contribute to the management of quality assurance issues reporting and recording incidents, responding to complaints and feedback in line with Francis House policies and standard operating procedures.
* Participate in the formation of risk assessments for children and young people in your care, reporting and recording all incidents, accidents and near misses and actively participating in any corrective action required to minimise future risk.
* Adhere to Francis House policies and procedures to prevent infection.
* Contribute to the safeguarding of all children and young people and identifying any areas of concern and reporting them in a timely way, following the Francis House Safeguarding policy.
* To participate in audit to enhance the delivery of care
* To identify ways of continued quality improvement and actively participate and learn from significant events.

**Health and Safety**

* To be responsible and assist in the process of preventing and controlling infections.
* Ensure all equipment is utilised and stored safely and ready for use to support the need of the children and young people. Including reporting any faulty equipment.
* Comply with the requirements of Health and Safety legislation, adopting a preventative approach towards health and safety of children, young people, families, visitors and staff.
* To undertake mandatory training as required by Francis House.

**Communication**

* Contribute positively to discussions and participate in shared decision making.
* Ensure effective communication including the dissemination of information accurately and timely to support effective team working.
* Work collaboratively within the multi-disciplinary teams both internally and externally to Francis House.
* Act always as an ambassador of the Trust and maintain positive and effective communication both internally and externally when representing the Hospice.
* Produce clear, legible, and consistent written documentation in accordance with NMCs guidance on documentation
* To maintain confidentiality in all aspects of the role.

**Professional**

* Act at all times in accordance with relevant legal, ethical and professional legislation and frameworks (i.e NMC, Health and Social Care Act,)
* Each employee has an individual responsibility for identifying their own personal development and educational needs.
* Takes responsibility for maintaining own personal and professional development.
* Share Knowledge and experience that promotes best practice.
* To be competent in Francis House core clinical competencies and work towards extending clinical skills.
* Each employee will actively participate in mandatory training and successfully complete all relevant role related training and competencies within an agreed timescale.
* Present a proactive approach to personal and professional development, participating in supervision, annual appraisals and learning opportunities.
* Support the education and professional development of new staff and students

**This job description does not attempt to describe all aspects of the role, but indicates the general role required. It is open to review and as a result alterations and additions may be made.**

**Person Specification**

**Registered Nurse**

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| **Criteria** | **Essential** | **Desirable** |
| **Professional/Qualifications and specialist training** | RSCN, RN (Child), RGN, RNLD with relevant experience. Evidence of continued professional development.  | Palliative care qualification.Communication skills training. |
| **Knowledge/Proven ability** | Experience of variety of clinical skills.Knowledge of Safeguarding issues. | Experience of working in a Childrens Hospice or Critical Care Unit .Experience in palliative/end of life care.Knowledge and/or experience working with Children or young people with complex health needs.  |
| **Skills and abilities**  | Evidence of well-developed communication skills verbal and written.Good organisational skills and ability to prioritise workload.Ability to assess, plan, implement and evaluate care.Ability to record information in a concise, accurate and legible manner.Good interpersonal and team working skillsRelate well with children, families, and other healthcare professionals. | Experience of advanced clinical skills eg. Syringe driver, tracheostomy care, Artificial ventilation.  |
| **Personal Qualities**  | Honest and TrustworthyEnthusiastic, highly motivated, possesses a positive and confident approach.Professional and approachableRecognises own limitationsAbility to be calm under pressureProven ability to deal with complex and difficult situations.Proven time management skills.Have a flexible approach – able to cover a range of shifts in a 24 hour periodSupportive of colleagues, children, young people and families.  | Proven ability to deal with complex and difficult emotional situations.  |
| **Additional Requirements**  |  | Car Driver and willingness to complete MIDAS training. |