

### Job Description

<b>Title:</b>	Senior Staff Nurse
<b>Directorate:</b>	Paediatric High Dependency Unit (PHDU)
<b>Reports to:</b>	Sister PHDU
<b>Base:</b>	Royal Brompton sites
<b>Salary:</b>	<b>Band 6</b>
<b>Responsible To:</b>	Sister / Charge Nurse
<b>Accountable To:</b>	Senior Nurse/ Matron
<b>DBS checks:</b>	enhanced with adult/child barred list <input type="checkbox"/>

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer, and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world. Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an

international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

The Paediatric High Dependency unit at The Royal Brompton Hospital is a 10 Bedded unit across paediatrics. Our unit cares for children from birth to 18 years with complex Cardiac and Respiratory conditions and associated conditions. We provide level 2 High dependency care for patients and their families through high quality, evidence-based nursing care, making the transition from HDU to PICU and HDU to the ward as streamlined as possible. We help to provide non-invasive ventilation to children requiring various forms of ventilatory support including CPAP and BIPAP. We care holistically for children with tracheostomies in situ supporting the long-term ventilation team with necessary competencies to allow efficient discharge back to community. In addition, we deliver care for children pre and post Cardiac Catheter/ post-operative, complex cardiac operations requiring inotropic support for children in Cardiac failure. We pride ourselves on our excellent team working with members of the multi-disciplinary team.

## **Key responsibilities:**

### **Patient care**

- Write a care plan that holistically meets the needs of the child, based on assessment, best practice and expertise, supporting junior nurses to do same.
- Implement a nursing plan in a caring, expert and competent manner, responding to and reflecting any individual changes in the child's care needs.
- Always act with Compassion
- Supervise and support the delivery of care provided by the junior nursing team, ensuring it is compliant with the nursing care plan. Ensuring care priorities continue to be met in a changing clinical environment for both individuals and groups of patients.
- Have foresight in relation to discharge planning, discussing with and referring to multi professionals as needed.
- Act as patient advocate considering holistic/socio-economic and cultural aspects of child and family.

- Ensure that nursing documentation is maintained to the Trust standard.
- Oversee staff competencies and ensure own competence in nursing activities and use of related equipment.
- Deliver and share excellent clinical standards of nursing practice.
- With the Matron/Senior Nurse provide a suitable and safe environment for the physical and psychological wellbeing of staff, patients and their carers.
- Promote awareness and compliance to Trust policies, procedures and guidelines.
- Commitment to good governance, participating in the reflection of care.
- Listen to patients and relatives and anticipate areas of their concern, resolving issues locally and reporting any complaints, escalating to the Sister/Matron/Senior Nurse team to ensure resolution is found.
- Identify and report incidents, clinical errors or omissions on DATIX and assist in any investigations as required.
- Actively promote a healthy lifestyle for patients and staff in line with national strategy requirements.
- Oversee compliance of all infection control policies for the safety of patients, self and colleagues (both clinical and non-clinical).
- Teach patients and family the correct hand hygiene practice and challenge staff who do not abide by best practice.
- Report concerns about patient care to ward sister/charge nurse or deputy
- Commitment to the ward philosophy of family centred care and nursing strategy.

### **Quality / Patient Safety**

- Promotes, monitors and maintains best practice in relation to risk management.
- Listens to and encourages the patients (and family's) voice sharing their thoughts and concerns with members of the healthcare team
- Good governance central to all patient care abiding by all trust policies.
- Checks equipment and systems for safety e.g. bedside emergency equipment and the cardiac arrest crash trolley on own initiative and supports junior staff to do the same. Ensuring this is documented to aid communication.
- Be accountable for your own practice and any that is delegated by you to a non-registered/junior colleague.
- Participate in a culture of best practice through the measurement of patient outcomes.
- Actively review key outcomes of DATIX reported and participate in the identification of relevant actions/changes in practice.

### **Communication**

- Ensure excellent communication with children, young people and their families.
- Demonstrate politeness, respect, courtesy and sensitivity.
- Share good practice within the Ward/Department and Trust wide
- Delegate effectively, reviewing progress with delegated task or aspect of care.
- Maintain and promote effective communication with nurse colleagues and the multi-disciplinary team e.g. handovers
- Promote team spirit, sharing expertise and supporting colleagues
- Report key information to senior colleagues.

- Recognise patient dissatisfaction or complaints, respond appropriately or escalate to senior staff as necessary.
- To represent Paediatrics at relevant meetings
- Represent the trust positively. This includes the appropriate wearing of trust uniform.

### **Safeguarding**

- Is required to recognise, respond and report concerns for a child in need or at risk.
- Hear the voice of the child.
- Supervise and assist junior nurse to process and escalate concerns to ensure safety of the child with clear communication.
- Seek advice from safeguarding team
- Have courage to persevere if concerns not heeded.
- Always put the child first.
- Participate in professional and safeguarding meetings as required
- Ensure own training in safeguarding up to date
- Have understanding of the Children Act (1989, 2004), the Children's National Service Framework (2004) and know the nursing responsibilities in relation to these publications.
- To be aware of responsibilities in relation to national as well as local child protection policies.
- Be aware and respond to vulnerable adults using relevant safeguarding policy and advise.

## **Professional**

### **People Management**

- Provide a high standard of clinical leadership
- Maintain and enhance own competencies drawing support of education, mentors and seniors.
- Be responsible and participate in the Trust's appraisal process and PDP development.
- Manage own team.
- Encourage and develop junior staff in own team
- Support junior nurses and assess competencies if trained.
- Support new staff.
- Participate in development programme(s).
- Maintain own professional profile, in line with the NMC code of conduct towards re-validation.
- Support colleagues.
- Adhere to the trust sickness/absence policy and local reporting process
- Manage own annual leave in line with Trust Policy and local procedure.

## **Educational**

### **Education**

- Contribute to a positive learning environment.
- To engage in staff education and own development,
- Support and share knowledge and skills with students and all nurses.

- Act as preceptor or mentor as required.
- Take all opportunities to learn and increase competence in nursing activities and use of equipment /software.
- Developing presentation skills.

## **Managerial**

### **Service Improvement**

- Identifying service improvement needs.
- Discuss the validity and timing of possible improvements with sister(s) / educators / quality nurse.
- Lead or share a project.
- Monitor the progress of own project, keeping tight time lines.
- Listen and encourage ideas for service improvement.
- Participate in the service improvement initiatives for the Trust if directed by senior nurse.
- Work collaboratively with MDT.
- Report service improvements at senior level.
- Share best practice and publish / present work.
- Audit service improvement to measure impact for own project – regular evaluation, benchmarking, KPIs.

### **Resource**

- Effective use of resources both disposable and permanent equipment, being mindful of waste.
- Efficient use of software e.g. PAS / EPR/ CDW to accurately store and retrieve data.
- Use Internet and Intranet resource to enhance best practice.
- Explore resources through networks of professionals both within and beyond trust to enhance professional practice.
- If using social media, adhere to trust guidance and NMC code of professional conduct in relation to professional practice and do not discuss any work related/confidential matters via this medium.

## **Research Component**

### **Research**

- To demonstrate a commitment to advancing nursing/clinical practice in research and implementing evidence based practice.
- Contribute to active encouragement of nursing research in paediatrics.
- Up to date with current relevant research findings.
- Collect data for audit / research as required
- Participate in relevant research projects in area.
- Share results.

## **General**

**Trust mission** To be the leading national and international centre for the diagnosis, treatment and care of patients with heart and lung disease, creating and disseminating knowledge through research and education

## **Our aims**

<b>Patient care</b>	To serve our patients by working with them to determine their needs, viewing the quality of care as being of paramount importance
<b>Research</b>	To translate the outcomes of research into improved patient care by evaluating new ideas and being innovative in how they are applied
<b>Education</b>	To provide education and training for our staff, while encouraging teamwork and valuing each member of the team for their involvement and specialist expertise

## **Core behaviours for all Trust staff**

All staff will commit to:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

### **In addition, all managers and supervisors will:**

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance

- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Providing a safe working environment

**Specific skills, experience and competencies required for the role**

**Essential**

**Desirable**

**This job description is subject to regular review dependent on the needs of the service and the developmental needs of the postholder, and should always be revisited as part of the appraisal process.**

**Signed as acceptance of the above terms .....**

**Date .....**