

Hello, we are Barts Health

#TeamBartsHealth

bartshealth.nhs.uk

Recruitment information pack



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

	Value	Key behaviours
W	WELCOMING 	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E	ENGAGING 	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C	COLLABORATIVE 	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A	ACCOUNTABLE 	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R	RESPECTFUL 	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E	EQUITABLE 	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



1. Job Particulars

Job Title	Specialist Paediatric Haematology Nurse
Pay Band	Band 7
Location	Newham University Hospital
Reports to	Matron - Children's
Responsible to	Associate Director of Nursing – Children's

2. Job Purpose

The post-holder will work with a specified case load of children, young people and their families with minimal supervision once appropriate training and assessment of competence has been undertaken.

The role will continue to develop and the post holder will initiate, implement and evaluate services within the specialist area. They will facilitate the provision of a seamless service and promote quality care to patients.

This will be achieved through clinical practice, management, education, research and audit and professional activities with a multi professional approach

3. Key Working Relationships

Internal	External
Lead Consultant and other medical teams	Community Nursing Teams
Matron	Health Visitors
Ward Manager	Social Services
Nursing staff - Day care, inpatient & Outpatient	Education Services
Allied Health professionals	General Practitioners
Specialist haematology nurses – trust wide	Health Visitors
Healthcare assistants	Psychological services
Student Nurses	Therapies
Safeguarding Team	Network Members
Practice development team	



4. Structure Chart



5. Main duties, responsibilities and results areas

CLINICAL PRACTICE

- Lead clinical care by managing a patient caseload, with supervision, providing an expert assessment, plan and evaluation within the specialist area.
- Contribute towards a multi-professional approach in the management of patients within the area of haematology in particular around day case services.
- Implement changes in clinical practice, with supervision, that improve standards of care and health outcomes in the specialist area.
- Act as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills under supervision.
- Identify clinical issues and incidents within the Trust that reduce the quality of care within the specialist service. Take part in activities to counter these to ensure the delivery of safe and effective care.
- Demonstrate clinical leadership skills by encouraging ward/unit staff to actively participate in the sickle cell and thalassaemia care and promote best practice
- Facilitate communication with community Trusts to promote a seamless service.
- Identify when support and counselling for staff, patients and carers may be required and refer appropriately.
- To ensure a smooth pathway of care from cannulation to transfusion.

MANAGEMENT

- Participate in the development of a strategic plan for the specialist service, under the direction of the team, which includes patient centred evidence-based programmes of care, a continuous quality improvement programme and a regular written review.



- Participate in the development of strategies for delivering effective specialist care within a changing environment that improve the quality of care and health outcomes to children with sickle cell and thalassaemia and their families
- Participate in the development of health promotion and preventative strategies to achieve service targets.
- Participate in the development of multi-professional documentation systems, standards and evidence based clinical protocols for the specialist area in collaboration with other professional groups.
- Take part in projects that raise the profile of the specialist service and team members.

EDUCATION

- Participate in educational programmes for children and carers in relation to the sickle cell and thalassaemia, so that they are empowered to manage their condition and seek appropriate help and advice.
- Maintain links with the School of Nursing and Midwifery and participate in formal and informal educational programmes for all appropriate health care staff.
- Participate in activities to monitor and evaluate all educational programmes for children, carers and staff.
- Act as a resource for the Trust in the specialist area with supervision.

RESEARCH AND AUDIT

- Evaluate research findings and facilitate evidence-based practice in the specialist area.
- Participate in collaborative research projects within the clinical setting that improve the quality of care and health outcomes in the specialist area.
- Participate in audit activities to assess and monitor the quality of nursing practice in the specialist area. Assist in implementing changes based on the findings.
- Participate in audit activities to assess and monitor the quality and impact of specialist nursing practice in the specialist area. Assist in implementing changes based on the findings.
- Disseminate research findings and knowledge by pursuing opportunities to present work at national conferences or via publications.

PROFESSIONAL

- Maintain a high level of awareness of relevant research, issues and trends within the specialist area of practice and in nursing generally.
- Take an active part in professional networks to ensure the exchange of knowledge and ideas, both locally and nationally.
- Take an active part in the development of nursing in the Trust via participation in the clinical nurse specialist forum and shared governance initiatives.
- Take responsibility for personal professional development and education through the appraisal process.
- Participate in and utilise reflective practice techniques.



- **Working conditions**

Criteria	Description
Physical	The postholder may be exposed to light exertion carrying out patient care. The postholder will be required to move objects and machinery such as beds and IV pumps.
Emotional	The postholder will frequently be required to support patients, and staff during discussions and the decision making process The postholder has to be able to work under pressure of time and resources The postholder may have to deal with staff, patients and their families who may be tearful/upset/angry The postholder will require personal resilience
Working Conditions	The post holder will work with the Rainbow Centre, but maybe required to travel to other sites with Bartshealth or Network
Mental	The postholder requires high levels of concentration. The work is unpredictable and the postholder may have to adapt to change.

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant. (October 2002). www.nmc-uk.org/



Person Specification

Domain	Essential Criteria	Desirable Criteria
Experience	Minimum of 3 years post registration experience within an acute paediatric setting Experience of working within a clinical haematology setting	
Skills	Excellent written and verbal communication skills Effective interpersonal skills Excellent communication skills with people on complex matters/issues Ability to deal with difficult situations Good personal organisation skills, able to work independently & part of a team. Adaptable and able to deal with changing workloads Displays professional integrity and credibility Effective teaching skills (informal & formal) Basic computer skills	Managerial Development Cannulation and Venepuncture skills
Knowledge	Understand the principles of management Clear understanding of the CNS role. Understanding of Clinical Governance issues. Awareness of current NHS & professional issues Understand change management principles Awareness of Clinical Supervision Awareness of relevant professional guidelines.	Basic knowledge of counselling techniques
Qualifications	R.N Child Relevant 1st Level Degree Mentorship course or equivalent Leadership course / development program	Specialist clinical course relevant to area Pain management module



	Evidence of Haematology experience. IT skills	
Other	Ability to analyse & resolve problems within a caseload Willingness to seek advice, when appropriate. Ability to review performance & use of reflective practice for self-development. Enthusiastic, able to work flexibly & personally motivated. Takes responsibility for own learning	Lead, influence and motivate others Personal Resilience



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

