

RAINBOWS HOSPICE FOR CHILDREN AND YOUNG PEOPLE JOB DESCRIPTION

Job Title:	Paediatric Advanced Clinical Practitioner
Salary Band:	Band 8a/8b (dependent on experience)
Accountable to:	Executive Nurse- Director of Clinical Operations
Based at:	Rainbows Hospice for Children and Young People

Principle Purpose/ Key Responsibilities:

- Responsible the daily care of Children & Young People resident in the Hospice
- Support the Head of Clinical Operations in managing, leading and introducing new services within the Hospice.
- Overall responsibility for the coordination and assessment of care needs, the development, implementation and evaluation of programmes of care.
- Setting and monitoring of clinical standards within the defined clinical area.
- Liaison with staff and services within Hospital both Paediatrics and Neonates to identify and facilitate the transfer plan and subsequent ongoing care needs of Children & Young People
- To develop and implement clinical service policies and procedures in conjunction with the Lead Nurse for Quality & Governance, ensuring that they remain up to date, robust and fit for purpose.
- To take a lead role in the monitoring and investigation of clinical incidents
- To support good clinical governance around medicines management.
- To work alongside The Senior Nursing and Medical Teams to, develop and support strong leadership within the care team
- To work closely with the clinical team, ensuring visibility within the Clinical area and participating in Clinical shifts.
- To be a member of the senior nurse team, demonstrating effective leadership skills and taking part in the senior nurse on call rotas.

Clinical Practice

- To have lead nursing responsibility for a defined caseload of children with Palliative and end of life care needs
- Be an independent prescriber & support the prescribing/transcribing process within the Hospice
- To professionally support staff within the hospice, hospital and community to ensure that child's needs are assessed, care planned, implemented and evaluated, and that there is consultation and involvement of child/parents and carers.
- To promote continuity of care, advice and support for all children and families referred to the Hospice.
- To support end of life care of children in the Hospice. Provide expert clinical advice to medical and nursing professionals involved in end of life care.
- To develop resuscitation plans for individual children.
- To act as a clinical expert and role model, providing highly specialised advanced advice concerning complex children

- To work autonomously within own field of practice to the benefit of the child's care.
- Ensure all care and the required care package is individualised to encompass the spiritual and cultural needs of the child and family.
- To provide an interface between hospital and community to provide a seamless service and discharge process for the family.
- Is aware of clinical considerations of children with Palliative care & LTV support needs.
- To provide professional advice to children, carers, colleagues and health care professionals on a variety of issues relating to complex care.
- To act as an advocate for the child and family ensuring the provision of appropriate information and support services.
- Ensure infection control standards including COVID Secure requirements are maintained within the unit.
- Initiation, development, implementation, facilitation and review of new practice.
- To work in conjunction with the family, other health professionals and other agencies to ensure a holistic approach to the child's care.
- To promote health, comfort, dignity and quality of life whilst supporting and promoting the child and families rights.
- To promote children's equality, diversity and rights in relation to treatment options and outcome.

Management:

- To support the MDT on a daily basis within the Hospice
- To manage and prioritise the clinical needs of the CYP in the Hospice.
- To lead, motivate, develop and retain staff utilising in-house training, mentorship, preceptorship, objective setting and appraisal.
- To facilitate the management of care packages in liaison with other health and social care providers for the transfer and discharge of children with complex disease.
- To support staff caring for any child who dies unexpectedly, or are required to provide resuscitation for a child.
- To implement ventilation service procedures and working practices.
- To actively participate in organisational/regional meetings and steering groups.
- To ensure that appropriate documentation/record keeping are maintained and the principles of best practice adopted as per NMC guidance.
- Identifies and evaluates areas for potential service improvement
- Evaluates the effectiveness of the service.
- Compiles monthly activity & quality data for reporting at CQAC and Board.
- To provide effective nursing leadership, expertise, advice and support to professional teams/department and ensure the provision of high quality care to children and families
- Manages conflicts and complaints

Training and Development:

- Participates in the education and development of the MDT

- Works closely with the Lead Nurse for Education to develop & deliver the required training & education packages
- Provides mentorship, clinical and professional supervision
- Contributes to identification of learning needs and development of appropriate multi-professional programmes on a regional basis
- Has a Lead Clinician role in development, production and evaluation of regional clinical procedure/practice guidelines for Palliative Care
- Maintains own professional development and mandatory training identifying learning needs in relation to specialist area of practice.
- Acts as a resource to other multidisciplinary team members on all aspects of care.
- Participates in regional/national/international events in order to further develop knowledge and share best practice.
- Ensure appropriate educational opportunities are provided for students and established nursing staff in post including succession planning.

Research and Development:

- Participates and leads research and audit within the area of Paediatric Palliative Care
- Maintains high standards of research-based care to children and ensures that clinical practice procedures and standards of care are based where available on valid current research findings.
- Works alongside the Research Manager to identify potential research studies for participation in.
- Disseminates good practice to other paediatric centres both locally, regionally and nationally.
- Participates in research awareness training
- Works within research governance arrangements to support clinical audit locally, regionally, nationally and internationally.
- Participating in clinical audit and quality improvement.
- Participates in the application and evaluation of research findings.

Data Compliance and Confidentiality

- In line with national legislation, and Rainbows policies, must process all personal data fairly and lawfully, for the specific purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies
- To comply with all Rainbows policies and procedures on Data Protection, Confidentiality and Information Security.

Behaviours and Values

- To promote, uphold and demonstrate the Rainbows values of WE CARE
- To work actively and positively as part of the wider hospice team, demonstrating a desire and ability to build relationships with colleagues across all teams

- To be able to manage time and projects effectively and efficiently and respond to shifting priorities and workloads with ease
- To be proactive in seeking out support and finding new ways to encourage supporters to participate in our activities.
- To act always in a professional manner, respecting the needs of colleagues and co-workers, working collaboratively to ensure a harmonious work environment and following our code of conduct at all times

Safeguarding Children and Vulnerable Adults

- To comply with Hospice and Leicester City LSCB Policy, Procedures and Practice
- To follow hospice policy regarding the management of safeguarding concerns.
- To access mandatory safeguarding training and demonstrate competence at the required level. Access and promote safeguarding supervision.

Equality, Diversity and Rights

Rainbows Hospice for Children and Young People is committed to improving the quality of its services to all people, irrespective of race/ethnicity, disability, gender, religion or belief, age or sexual orientation. Our objective is to deliver high quality services that are accessible, responsive, and appropriate to meet the diverse needs of different groups and individuals. As such, we will continue to take action to ensure that staff and volunteers employed by Rainbows Hospice are culturally aware and treat every person with dignity, respect and fairness, in a way that is sensitively responsive to differences and similarities. Unlawful discrimination and other forms of exclusion have no place within Rainbows Hospice.

Responsibilities;

- To support equality, diversity and rights of all including children, young people and their families, staff and volunteers.
- To actively promote the consultation of children/young people and families and their involvement and participation in decision making.
- To work to the Hospice Equality and Diversity Policy.

Health and Safety

- To carry out duties placed on employees by the Health and Safety at Work Act 1974 To comply with Health and Safety Policy
- To take reasonable care for the Health and Safety of themselves and others whom may be affected by their acts or omissions at work
- To co-operate with their employer as far as is necessary to meet the requirements of the legislation

- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in the pursuance of any of the relevant statutory provisions
- To be aware of and adhere to current policies regarding infection control at all times.

General

- To maintain a high standard of personal hygiene and presentation
- To act at all times in a professional manner, respecting the needs of colleagues and co-operating to maintain a harmonious working environment.

This job description is subject to amendment and may be changed from time to time.