



Job Description **St Oswald's Children and Young Adult's Service**

Job Title: Nursing associate

Department: Children and Young Adults Service

Reports To: Children and Young Adults Service Matron

Hours: 37.5 hours per week. Flexible working pattern required.

The Role

As a nursing associate, your primary role will be to act as an effective part of a multidisciplinary team providing specialist care to children and young adults with life limiting conditions and complex health needs.

Your role will involve assessing, implementing, monitoring and delivering care, either independently or supervised, within your scope of professional practice for the children and young adults, aged 0 to 25 years.

St Oswalds Hospice aims to provide the highest standard of clinical care for the children, young adults and families that we support.

Key Outcomes and Responsibilities

To provide individual holistic care to children and young adults living with complex health needs.

To demonstrate continuous professional development and be an active participant in supporting the organisation in meeting the St Oswald's Hospice Strategy aims and objectives.

To ensure that daily practice aligns with St Oswald's Hospice goals and values.

It will be your professional responsibility to maintain up to date knowledge and awareness around the care of children and young adults with complex needs including long term ventilation, central line care, tracheostomy care, and other complex care needs and technical dependencies as required.

In conjunction with senior staff, help to identify gaps in skills and knowledge. Actively participate in the education and training of other care team members, including teaching clinical skills.

To act as a role model in the delivery of high standards of clinical care, and provide support and supervision to care support workers, student nurses and volunteers. To use effective prioritisation, problem solving and delegation skills to manage own time and workload.

Participate in and contribute to regular staff meetings to inform and improve practice.

Maintain good public relations and promote the St. Oswald's philosophy of care in the wider community.

To actively participate in key meetings to drive collaboration and innovation in the wider community.

To actively contribute to a philosophy of service delivery, which is child and young adult centred as well as family focused. To regularly assess and review whether this approach continues to meet the changing needs of the family.

To act as designated primary worker for identified children, young people, their families and carers.

To implement and monitor high quality care without direct supervision whilst being open to peer, service user and family feedback.

To work effectively as part of a team as well as independently with the potential of lone working in family homes and community settings.

To maintain accurate clinical records, ensuring they are stored securely and confidentially.

To work closely with senior staff in planning and implementing effective community care packages.

To safeguard and promote the welfare of each child and young adult, maintain an awareness of safeguarding issues and an understanding of reporting procedures at St Oswalds hospice.

To be responsible for the safe delivery of certain medications, ensuring compliance with medicine management policies and procedures.

To undertake appropriate personal development, maintaining skills and knowledge as determined by annual reviews and quality conversations, subject to the availability of resources.

Risk Management including Health & Safety

We take the safety of our staff, volunteers, patients and their families seriously. We have a full suite of Health and Safety procedures and training that we'll ask you to sign up to and we expect you to complete all of our essential health and safety training.

This includes carrying out safe and effective moving and handling practices, as well as working in line with St Oswald's policy and standard operating procedures.

Team Working and Conduct

Team work is core to the role and you will work as a positive and constructive team member.

Our Respect at Work Policy, Values and People Charter help to guide everyone in how we live this day to day.

It will be essential to adhere to NMC Code of Professional conduct at all times.

Confidentiality

You will have access to confidential information, so it's important that you maintain the highest confidentiality of members of the public, staff and volunteers in accordance with St Oswald's Hospice's information governance policies and GDPR legislation.

New Tasks

This profile provides an overview of the most important parts of the job however all jobs shift over time and so we may ask you from time to time to carry out new tasks. These will fit with the remit of your role and your manager will guide and direct you.

Any substantive changes which may need to be made will be discussed with you.

Other

This outcomes-based job description focuses on the key outcomes and responsibilities of a Nursing Associate within the children and young adult's service at St Oswald's Hospice. It provides a results-oriented perspective and highlights the desired impact and contributions expected from the position. However it is not an exhaustive list of the duties but gives a general indication of the level of work undertaking.

Specific tasks may vary in detail in the light of changing demands and priorities. Substantive changes will be carried out in consultation with the post holder.

**RISK ASSESSMENT- Hospice based, Clinical role,
DISCLOSURE / LEVEL - Enhanced DBS required
PREPARED BY/ DATE – Sister, Children and Young Adults Outreach Service**

About you (the Person Specification)

Qualifications, Training and Education

At St Oswald's Hospice we recognise that not everyone gains their experience via an educational route. You may have gained your experience through a combination of paid work, internship, and voluntary work. In the skills section you will see what we are looking for.

As a guide we are looking for:

- An NMC registered Nursing Associate
- Evidence of knowledge and experience in working with children, and young adults with life shortening , life threatening conditions and complex health care needs

Experience

To succeed in the role we believe you will be required to have a minimum of a nursing associate, NMC registered qualification.

We are looking for someone with experience in:

- Working with children and young adults with complex health needs in a community, residential or short break care setting
- Experience of supporting learners and others

Skills

- Someone who has the ability to assess care needs and deliver programmes of care for children and young adults
- Ability to maintain professional boundaries
- To work as a member of a multidisciplinary, multi-agency team
- Ability to work along with others to provide a high level of clinical care over a 24 hour period

Knowledge

- Current knowledge of working with children and young people with life shortening , life threatening conditions and complex health care needs
- An awareness of palliative care philosophy
- An understanding of family dynamics

Qualities

- A genuine interest in working with children, young people and their families
- Common sense with a sense of humour
- Self-awareness and motivation
- Flexible to a changing and demanding work environment
- Genuine interest in working with this client group

Your values

You will embrace and demonstrate our values of:

- Safe and supportive
- Positive and Can Do
- Accountable and Authentic
- Caring and Compassionate
- Excellence and Innovation

Working Arrangements

To fulfil the requirements of this role, the successful candidate must be able to work flexibly which includes shift patterns consisting of day, night and weekend shifts.

Applying for this role

Studies have shown that women and people of the global majority are less likely to apply for jobs unless they meet every single qualification and requirement. Research also shows that many people with other protected characteristics also find it hard it much harder to gain employment

At St Oswald's Hospice we are dedicated to building a diverse and inclusive workplace.

So if you are excited by the role but your past experience doesn't quite match every requirement we encourage you to apply anyway. You may be just the person we are looking for!