

## **The Newcastle upon Tyne Hospitals NHS Foundation Trust**

### **Job Description**

#### **1 Job Details**

<b>Job title</b>	Nursery Nurse
<b>Pay band</b>	4
<b>Directorate</b>	Childrens Services
<b>Ward/Dept Base</b>	Ward 10
<b>Hospital site</b>	RVI - GNCH

#### **Essential Requirements**

- NVQ Level 3 in Childcare or equivalent (e.g. NNEB BTEC Nursery Nurse qualification)
- Good interpersonal skills
- Good communication skills
- Good organisational skills
- Caring attitude
- Able to work effectively under direction as part of a multi-disciplinary team
- Ability to work independently

#### **Desirable Requirements**

- Previous work in a health care setting
- Evidence of ongoing professional development
- Experience of caring in a personal or professional setting
- Basic IT skills or ability to learn
- Able to manage time effectively

#### **2 Job Purpose**

- To assist in therapeutic assessments and carry out play programmes for children and young people in hospital, according to their individual needs and as part of the overall care plan.
- To monitor and evaluate the effectiveness of play using reflective practice to achieve best outcomes.

#### **3 Dimensions**

- Contribute to the work of the ward/department through the provision of high quality therapeutic care and the appropriate use and development of play resources.
- Suitable post for an individual wishing to develop specialist knowledge and skills.
- Required to provide a variety of recreational and therapeutic programmes and activities to paediatric patients and their families to promote emotional health and optimal development.

#### **4 Organisational arrangements**

**Reports to:** Ward/Department Sister/Charge Nurse

**Professionally accountable to:** Directorate Manager

#### **5 Knowledge Training and Experience**

- Foster a culture of life-long learning and continuous professional development.
- In addition to the essential requirements of the role, the post holder is required to maintain and improve professional knowledge, skills and competence to ensure the delivery of evidence-based practice.

#### **6 Skills**

##### **Communication and Relationships**

- Communicates effectively within the ward based multi-disciplinary team to contribute to the smooth running of the ward or department.
- Attends ward and staff meetings and disseminates information.
- Communicates with children, parents and carers to ensure their active involvement in the well being of the child.
- To respect the individuality, values, cultural and religious diversity of patients and their families, and contribute to the provision of a service sensitive to these needs.
- Liaises with other wards and departments.
- Liaises with Child Protection Named Nurse regarding highly sensitive child protection issues.

##### **Analytical and Judgemental**

- Prioritises and manages a wide and varied workload. Is responsible for play activities on wards and department to suit age and conditions.
- Meeting the changing needs of paediatric patients from birth to adolescents.
- May be the first point of contact for a complaint or incident and will ensure that this is appropriately reported in a timely manner

##### ***Assessment and Play***

- Facilitate play activities on the ward/department suitable to the age/condition of the children.
- Assist in the organisation of activities related to special events such as Halloween, Christmas etc.
- Maintain a suitable variety of toys, games and books appropriate for the age range of patient on the ward/department.
- Ensure that the toys etc are kept clean, stored correctly and are updated regularly.
- Assess and aim to meet the children's individual needs for play.
- Make use of play to assess a child's physical and social development, encourage further development and distract a child or acts as a means for the child to work through its own fears.
- Report and record as necessary any specific information in relation to the child and his/her family.
- If applicable co-ordinate the children's play activities so that in conjunction with the ward teacher, the ward can be decorated with some of the children's own work.

- Ensure that the individual play needs of the children are provided for during their stay.
- Encourage the active participation of parents in caring for and playing with their child whilst in hospital.
- Give support, teaching and guidance to parents as appropriate.
- Supervise and provide for infant/children's basic needs as required.

### **Planning and Organisational**

- Will initiate and facilitate changes in play practice at ward and departmental level.

### **Physical Dexterity**

- Contributes to the delivery of care, which may involve a range of practical tasks.

## **7 Key result areas**

### **Patient / Client Care**

- Provide expert play care.
- Works as a member of the multi-disciplinary team to deliver play within their area of work.

### **Policy and Service Development**

- May contribute to policy development at ward or department level.

### **Financial and Physical Resources**

- Responsible for the maintenance, inventory and ordering of supplies and equipment for designated work area through the budget holder.

### **Human Resources**

#### *Education and Training*

- Supervise, teach and assess Nursery Nurse Students during their placements.
- Participate in ward teaching programmes.
- Liaise with Sister/Charge Nurse and Nursery Nurse Tutors with regard to the progress of Nursery Nurse Students.
- Contribute to student nurse teaching as appropriate.
- Utilise opportunities for health education and promotion within the ward/department setting.

#### *Leadership*

- Acts as a role model to demonstrate the highest professional standards.

### **Information Resources**

- Report and record as necessary any specific information in relation to the child and his/her family.

### **Research and Development**

- Participates in ward and departmental audit and research as required.
- Highlights areas for potential audit and actively contributes to the process at ward and departmental level.

## **8 Freedom to act**

- Contributes to Clinical Governance at an appropriate level.
- Adhere to policies, procedures and guidelines, which govern practice at national and local level.

#### *Clinical Governance*

- Responsible for the identification of possible areas of risk and takes appropriate action to minimise the risk

### **9 Effort & Environment**

#### **Physical**

- Moving patients to and from theatre and other departments within the hospital, moving equipment.

#### **Mental**

- Preparing play sessions

#### **Emotional**

- Listening to parents problems/supporting parents under stress
- Working alongside sick children
- Potential verbal abuse.

#### **Working conditions**

- Handling bodily fluids.

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*Agreed post holder* ..... *Agreed manager* .....

*Date* .....

*Date* .....

**The Newcastle upon Tyne Hospitals NHS Foundation Trust**

**Person Specification**

**JOB TITLE:** Nursery Nurse

**BAND:** 4

**DIRECTORATE:** Childrens Service

<b><u>REQUIREMENT</u></b>	<b><u>ESSENTIAL</u></b> Requirements necessary for safe and effective performance of the job	<b><u>DESIRABLE</u></b> Where available, elements that contribute to improved/immediate performance in the job	<b><u>ASSESSMENT</u></b>
<b>Qualifications &amp; Education</b>	<ul style="list-style-type: none"> <li>NVQ Level 3 in Childcare or equivalent (e.g. NNEB BTEC Nursery Nurse qualification)</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of on-going professional development</li> </ul>	
<b>Knowledge &amp; Experience</b>		<ul style="list-style-type: none"> <li>Previous work in health care setting</li> <li>Experience of caring in a personal or professional setting</li> </ul>	
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>Ability to work effectively under direction or part of a team</li> <li>Ability to work independently</li> <li>Good interpersonal skills</li> <li>Good communication skills</li> <li>Good organisational skills</li> </ul>	<ul style="list-style-type: none"> <li>Able to manage time</li> <li>Basic IT skills</li> </ul>	
<b>Values / Behavioural / Attitudes</b>	<ul style="list-style-type: none"> <li>Caring attitude</li> </ul>		
<b>Core Behaviours</b>	<ul style="list-style-type: none"> <li>Alignment to Trust Values and Core Behaviours</li> </ul>		

**CANDIDATE:**

**REFERENCE NO:**

**SIGNED BY:**

**DATE:**

**DESIGNATION:**