

Parenteral Nutrition Nurse Specialist

Gastroenterology

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children and young people with heart or brain problems, and the largest centre in Europe for children and young people with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children and young people served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children and young people need the help of different specialist teams. Improvements in health care and diagnosis mean that many children and young people have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.



Job title	Parenteral Nutrition Nurse Specialist
Division	Body, Bones and Mind
Band	6
Responsible to	Matron
Accountable to	Head of Nursing
Type of contract	Fixed Term
Hours per week	37.5
Location	Pan trust

Trust Values and Expected Behaviours

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.



Scope of the role

- To work alongside a band 7 with a defined caseload of children and families incorporating a care co-ordination remit as agreed.
- To provide effective nursing, expertise, advice and support to a team / department and ensure the provision of high quality care to children and families.
- To act as a role model and highly competent practitioner.
- To act as a designated resource to children and families, and other professionals caring for them.
- To facilitate the development of the all staff within the team.
- To promote an innovative and progressive attitude to the continual improvement of patient care through research and evidence based practice.

CLINICAL

- Be an expert practitioner in Home Parenteral Nutrition teaching programme, ensuring excellent standards are maintained.
- To be a competent, knowledgeable and visible practitioner within the specialty ensuring the provision of high quality evidence based nursing care for children and their families.
- To provide information, clinical advice and support to children and families within a defined caseload and act as a resource to other professionals involved in that child's care.
- To be a highly competent, knowledgeable and visible practitioner within the specialty ensuring the provision of high quality evidence based nursing care for the children and their families.
- Ensure that each child is assessed, and their care planned, implemented and evaluated in negotiation with the family and other staff caring for the child, and that this is accurately communicated and documented.
- Ensure that each child within the caseload has a named lead clinician and designated care co-ordinator to co-ordinate their care and ensure a smooth ongoing journey through effective discharge planning.
- Ensure effective communication between all members of the multidisciplinary team both internally and externally to the Trust, other hospital departments, relatives and visitors.
- In conjunction with the Matron, develop and monitor clinical and non-clinical performance standards, taking action as required
- Appropriate training.
- To develop clinical assessment and referral skills.
- To be competent in the administration of medication under patient group directives or supplementary prescribing as relevant.
- To be fully aware of the uses, safety precautions and handling of equipment in the department.
- Develop and review policies and standards for the safe use of equipment and any new equipment introduced to the department as specialty / caseload appropriate.
- To further develop clinical expertise in specialty area.
- To be a resource to those caring for children with intestinal care or failure concerns trust-wide by providing an advisory service to different wards and specialties and to meet with individual young people and their families where appropriate.
- Assess, plan, implement and evaluate programmes of care.
- Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments and community teams.
- To be involved in the facilitating improvements in the services for intestinal care to children and young persons throughout the trust working alongside other colleagues.
- Support the care co-ordination process including supporting external link for children within specialty area.
- Undertake extended roles in relation to the area of specialist practice.
- Attending appropriate outpatient clinics and ensuring appropriate follow up.

- Conduct home assessment visits if required.
- Collaborate with other professionals involved in the specialty area to develop protocols / guidelines for the specialty area (for local and national use) and lead implementation / evaluation at GOSH
- To be competent in the administration of medicines including IV medicines.
- Develop and monitor clinical and non-clinical performance standards, taking action as required.
- Ensuring that the child and family are given the information necessary for making informed consent about treatment.
- Liaising with other health professionals in the capacity of patient/family advocate where appropriate.
- Participation in various working parties to improve child and adolescent services within the trust for these children.
- To recognize the need when to refer on to other professionals.
- Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence based nursing care. This includes the expanded role and responsibilities of the nurse, within the Scope of Professional Practice.
- Work clinically as a rostered member of a ward nursing team (1-2 long days per month for 1 WTE) as directed by the management team.

MANAGEMENT

- Support the effective management of patient activity and foster an environment that enhances the retention of all staff.
- Promote and support the improving working lives philosophy, and initiatives.
- Provide professional advice and support to staff in the department.
- To support and develop the skills to facilitate all staff with access to clinical supervision.
- To ensure that all staff know where to access trust policies and clinical procedure guidelines and that staff adhere to these at all times.
- Actively promote & engage with the clinical governance and improvement agenda in the department / team.
- To actively participate in the essence of care benchmarking process for the clinical area.
- To work closely with other CNS' within body, bones and mind to cross cover and represent them as appropriate in their absence.

Education

- Identify learning needs in relation to specialist area of practice.
- Ensuring excellent standards of practice is are maintained across body, bones and mind.
- Develop and evaluate teaching / learning resources.
- Provide teaching and learning support in a variety of settings.
- Provide education for parents / children within the specialist practice area - general information and clinical skills, as outlined in the standard framework for content, assessing competence and recording.
- Contribute to identification of learning needs and development of appropriate education programmes.
- Participate as required in national / international events in order to further national / international knowledge and share best practice.
- To foster environments conducive to learning, inquiry, and research and to support the identification of the training and development needs of nursing staff / learners in the department.

- Participate as required with the delivery of appropriate orientations to the department for all-new staff, learners and temporary staff.
- To be a resource for students and junior colleagues, facilitating the development of junior staff.
- Contribute to identification of learning needs and development of appropriate multi- professional programmes on a national basis.
- Lead the education of parents / children within the specialist practice area – general information and clinical skills, including working with others to agree and develop a standard framework for content, assessing competence and recording.
- Provide support and training to other professionals both within the Trust and in community/shared care settings to develop skills/knowledge to deliver appropriate specialist care to children and families within the caseload.
- Participate in national / international events in order to further national / international knowledge and share best practice.
- Maintain own professional development and mandatory training identifying learning needs in relation to specialist area of practice.
- Develop and evaluate teaching programmes for children/families, empowering them to manage their condition and seek appropriate help and advice.

RESEARCH AND DEVELOPMENT

- Support and participate in nursing research within specialist area of practice.
- Assist in the co-ordination of trials within specialist area of practice.
- Keep up to date with emerging thinking / findings from other centres.
- Participate in the collection of data to support audit of practice - locally, nationally and internationally.
- Disseminate findings widely.
- Create and distribute reports as agreed with unit management team.
- Utilise and evaluate tools to audit practice within specialist area of practice.
- Participate in local and Trust wide improvement projects in line with the Trust Transformation programme.
- Support and contribution to the collection of data for related to local Trust-wide and national quality indicators.
- Question, analyse and constructively challenge practice in the spirit of continuous quality improvement.

PROFESSIONAL

- Demonstrate a professional approach to work, and act in accordance with the MEHT personal responsibility framework and the NMC Code of Professional Conduct at all times.
- To have knowledge of and adhere to ward and Trust policy and professional standards. To ensure that team members do likewise.
- To maintain confidentiality surrounding the child and families care at all times.
- Ensure documentation is complete and up to date, in line with NMC and Trust guidelines.
- To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments.
- Participate in staff appraisal, staff development and in service training activities.

GENERAL

- In carrying out these duties the post holder is required to take reasonable care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Departmental Code of Practice, which is designed to secure safety in work practice and the handling of materials and equipment.
- The post holder at all times must carry out his/her responsibilities with due regard to the Trusts Equal Opportunities Policy.
- This post is designated as a post, which provides substantial access to children. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post.
- All applicants to any post within the Trust are required to declare any involvement directly or indirectly with any firm, company or organization, which has a direct contact with the Trust.
- These guidelines are provided to assist you in your performance of your contract. Great Ormond Street Hospital is a dynamic organisation therefore changes may be required from time to time.
- These guidelines are not a term and condition of your contract.

Key working relationships

Internal:

Matron, Ward sisters/charge nurses, General Managers, Safeguarding and Social Work Team, Infection Control Team. Doctors, nurses HCA's, Housekeepers, administrative team, dietitians, psycho-social team, CNS's, Play therapists, Pharmacists and other members of the Multi-Disciplinary team

External:

Patients, Families, Community Services, Referring Hospitals, External Peers

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Skills and abilities

E	Expert relevant paediatric clinical skills
E	Relevant specialist skills and abilities for the speciality
E	Excellent managerial, leadership and organisational skills
E	Able to motivate and develop a multi-professional team
E	Able to problem solve and initiate change
E	Self-discipline and good time management to support periods of lone working
E	Negotiating skills with the ability to delegate and prioritise
E	Excellent verbal, written communication and listening skills
E	Excellent teaching, training and preceptorship skills
D	Skills in using IT packages

Education, training and qualifications

E	RSCN or RN Child under the NMC
E	Degree Qualification
E	Specialist knowledge and experience of the Gastroenterology Service
E	Evidence of ongoing and dynamic continuing professional development.

Knowledge & Experience

E	Minimum of 2 years' experience at band 6, or equivalent, within relevant clinical environment
E	Expert Knowledge relevant to the speciality, department/field of practice
E	Understanding of professional and current issues in children's nursing and healthcare
E	Previous experience of change management and problem solving
E	Detailed understanding of audit /research methodologies
E	Is able to articulate a personal philosophy of nursing and understanding of the clinical nurse specialism
E	An understanding to the commitment to improving patient services and awareness of achieving performance focused goals
E	Experience in Safeguarding procedures
E	Clinical Governance experience
E	Experience in handling clinical incidents and complaints