

Job Details

Job Title:	Registered Sick Children's Nurse / RN Child
Hours of Work:	Various hours available
Band or Grade:	5
Department:	Rainbow Ward
Division:	Surgery
Base:	RAEI

Reporting Arrangements

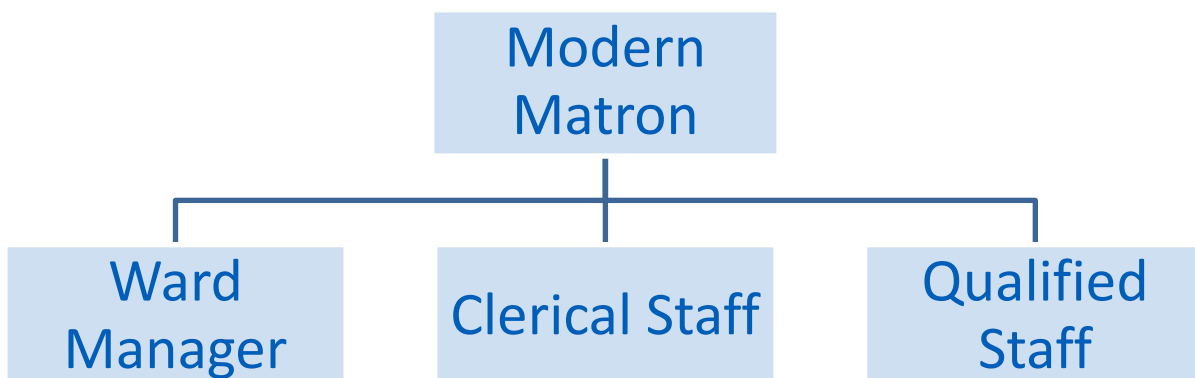
Managerially Accountable to:	Ward/Department Manager
Professionally Accountable to:	Matron Children's Services
Responsible for:	All staff of a lower grade within the department

Job Purpose

Rainbow Ward is seeking proactive, enthusiastic band 5 nurses to join the WWL family on our friendly Children's Ward. The ward has benefited from recent investment to create a sensory zone, and we are soon to open our Teen Zone area, providing age appropriate spaces for our patients, day to day.

Organisation Chart

Illustrate the position of the job within the department/service, indicating any services/functions directly managed.



Duties and Responsibilities

Outline the core responsibilities of the position in a detailed but concise way removing any that aren't relevant to the job role.

Key results from the job holder

The post holder will demonstrate responsibility for:

Identifying what is required of self and others in delivering individualised patient care. This includes assisting with the assessment of care needs, the development, implementation and evaluation of these programmes of care within the agreed standards of care.

Developing competencies in self which safeguard practice and effectiveness in role.
Ensuring compliance with NMC Code of Conduct.

Assist the ward/department manager with the effective use of allocated resources within the ward/department to ensure effective clinical management of patients is achieved.

Demonstrating awareness of and participation in development to meet demands and adapt to the changing needs of the service.

Empowering self and colleagues to creatively meet professional and organisational objectives.

Develop management and leadership skills and principles to develop patient care.

Planning and Organisational Duties

The post holder will participate in, and influence, care delivery by:

Acting as a catalyst in questioning expert professional knowledge within the team influencing application of theory in practice.

Identifying, maintaining and improving the quality of care through evidence based practice.

Communications and Key Working Relationships

Use the spoken and written word to influence outcomes.

Assist in the establishment of communications systems with all the stakeholders to promote understanding and goodwill.

Maintain consistency within standards of care for both elective and emergency care.

Maintain compliance with the data protection act 1988 and information governance ensuring confidentiality is adhered too.

Maintain accurate and timely records.

Responsibility for Finance

Participate in ensuring the effective use of all financial resources in providing and delivering the service.

Demonstrate awareness of the need for Cost Improvement Programmes within the service.

Promote effective utilisation of resources.

Provide the service within the financial constraints.

Responsibility for Human Resources

Adhere to Trust policies and maintenance of the professional Code of Conduct.

Responsibility for Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Responsibility for Teaching

The post holder will promote life-long learning through the use of appropriate coaching, teaching and assessment in practice by:

Facilitating a supportive learning environment to enable all members of the team to develop.

Recognising the effective utilisation of all appropriate development resources and opportunities.

Recognising and responding to a range of objectives and standards necessary to assure a supportive learning environment.

Participation in the appraisal process and having a personal development plan formulated to maximise their potential.

Recognising and accepting responsibility for personal development and professional growth in self and others.

Supporting those developments, which contribute to the achievement of departmental, team and individual goals.

Work Circumstances & on-call

Not applicable

Standard Duties & Responsibilities

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the Data Protection Act 1998 and Information Governance – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of

duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

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Person Specification & Scoring Sheet

Job Title	Staff Nurse	Band	5
Candidate			

Top Tip for candidates! Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	Essential Criteria The minimum essential criteria required to undertake the role. Changes may affect AFC banding	Desirable Criteria Good to have. Not essential but may assist in identifying the most suitable candidate at interview. Will not affect AFC banding	Score
Qualifications	<ul style="list-style-type: none"> ▪ RSCN / RN Child 	<ul style="list-style-type: none"> ▪ Teaching and Assessing Course ▪ Degree/Diploma Studies ▪ Specialists Skills Course 	
	<ul style="list-style-type: none"> ▪ Candidates: Please be aware that you will be asked to present your original qualifications at interview. 		
Experience	<ul style="list-style-type: none"> ▪ Experience of working independently and as a member of a team 	<ul style="list-style-type: none"> ▪ Post qualification experience ▪ Previous experience in caring environment ▪ Experience of clinical supervision ▪ Experience of audit/research 	
Skills	<ul style="list-style-type: none"> ▪ Excellent verbal, written and interpersonal communication skills ▪ Ability to maintain and improve standards of care ▪ Ability to challenge unacceptable behaviour or practice in a professional context 	<ul style="list-style-type: none"> ▪ Basic computer skills 	
Knowledge	<ul style="list-style-type: none"> ▪ Up to date knowledge of current clinical and professional issues ▪ Knowledge of evidence based practice ▪ Understanding of research/audit ▪ Recent evidence of continuing professional development 	<ul style="list-style-type: none"> ▪ Understanding of resource management ▪ Understanding of education/student requirements 	

Additional	<ul style="list-style-type: none"> ▪ Flexible and positive approach to work ▪ Internal rotation ▪ Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation 		
WWL Behaviours	<p>When we are:</p> <p>4ward Thinking We seek out new and creative way of working to make a positive difference.</p> <p>Working together We actively seek opportunities to work in partnership with others</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Demonstrate Compassion We take time to show kindness and care to others</p>		

Total Score:	
Out of total possible score:	

Comments	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<p>Scoring Key:</p> <ol style="list-style-type: none"> 1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria 2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria 3. Showed more positive than negative evidence of meeting the essential criteria 4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria 5. Showed multiple clear evidence of meeting all of the essential and desirable criteria 		
Signature:		Date:
Print name:		Position:

