



JOB DESCRIPTION

Job Title:	Neonatal Nurse.
Department(s):	Neonatal Unit
Location:	Aberdeen Maternity Hospital
Hours:	37hrs pw & part time hrs avail/will be considered
Band:	Band 6
Salary Scale:	£41,608 - £50,702 per annum(pro rata for part time)

1. JOB PURPOSE

Role Context

Working within the neonatal unit providing care to pre-term and ill babies. The post holder can be either Registered Sick Children's Nurse or Registered Nurse (child branch) with further development through undertaking a specific, QIS recognised course in neonatal care.

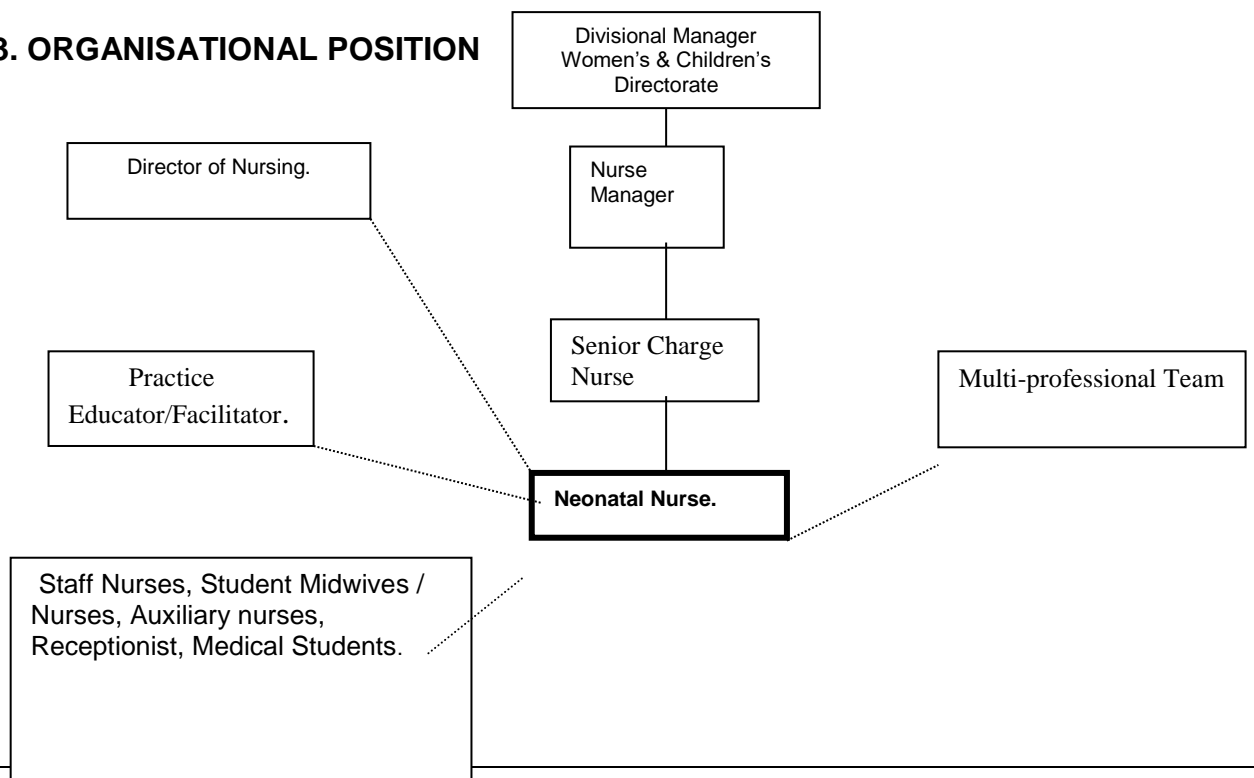
Role Purpose

The prime purpose is to deliver direct care to the neonate, practising autonomously in all settings, supporting mothers and families, enabling them to understand their baby's illness. The jobholder will develop knowledge and skills in line with best practice and research evidence, thus ensuring the best quality of care possible. This is achieved through using midwifery and/or neonatal nursing.

Participation in the mentorship programme of student midwives/nurses, midwives and staff nurses, providing leadership where necessary, is also a requirement, eventually progressing to support/mentorship of those undertaking the specialist neonatal intensive care course.

Recognition of the importance of efficient management of resources, as well as being aware of and complying with all NHS Grampian policies and that of their own professional bodies.

3. ORGANISATIONAL POSITION



Reports to locally: Senior Charge Nurse

Accountable to: Nurse Manager.

4. SCOPE AND RANGE.

The neonatal unit is a tertiary referral centre covering a large geographical area including Orkney and Shetland.

It has a 38-cot capacity including 10 intensive care, 7 high dependency, and 12 special care cots.

The average yearly admission rate is 800-900 babies.

It also provides outpatient facilities.

Pre- and post-surgical care is provided with the exception of cardiac surgery.

As a teaching faculty, the unit caters for student nurses, midwives, medical students and those undertaking the specialist neonatal intensive care course.

The neonatal nurse will be required to work flexibly.

She will work on a shift basis, and be responsible, as an autonomous practitioner, for the management and care of an allocated number of babies including when appropriate short term supervision and management of the NNU.

They will also be responsible for liaising/working with the Neonatal Transport service to ensure the safe escorting of ill babies within different departments / units in NHS Grampian and to other units

Active participation in the mentorship programme including student appraisal is also a requirement.

5. MAIN DUTIES/RESPONSIBILITIES.

CLINICAL FUNCTION:

- Develop and maintain a sound knowledge base relevant to neonatal care.
- Assist mothers with their chosen method of feeding their baby.
- Demonstrate ability to critically appraise own level of competence, identifying areas for future development.
- Implement care under the direction of the NNU clinical guidelines.
- In collaboration with the family and the multidisciplinary team, assess, plan, deliver and evaluate neonatal nursing care that

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED

- Implement health and safety, infection control, risk management, and clinical governance strategies, and integrate in practice.
- Good negotiation skills.
- Deal competently with complex and sensitive issues.

<p>reflects individual physical, social, cultural and spiritual needs.</p> <ul style="list-style-type: none"> • Demonstrate effective decision making within the context of current role. • Ensure that the most appropriate, individualised clinically effective care is achieved within the confines of available resources. • Utilise health promotion strategies to support/advise parents and families. • Ensure that care is taken to safeguard babies and families at all times. • Develop and maintain own clinical competence. • Participate in the transport/transfer of infants to and from theatres/ investigations locally <p><u>MANAGEMENT FUNCTION</u></p> <ul style="list-style-type: none"> • Demonstrate ability to co-ordinate, organise and prioritise workload. • Demonstrate leadership skills within context of current role including 'taking charge' of a designated area • Maintain collaborative working relationships with the multidisciplinary team and the general public and external agencies. • Demonstrate and apply knowledge of clinical governance clinical effectiveness, and risk management. • Manage resources effectively. • Contribute to practice development initiatives within the neonatal unit. 	<ul style="list-style-type: none"> • Good and effective communication skills • Good Influencing, and listening and skills. • Diplomacy and trust building. • Team player. • Deal with complex and contentious information. • Work within NMC Code of Professional Conduct, (Midwives Rules) and comply with NHS Grampian and NNU policies and guidelines.
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EDUCATION

- Demonstrate a commitment to continuing professional development.
- Participate in personal development and performance planning.
- Facilitate and actively participate in clinical support activities and orientation of colleagues and learners (preceptorship/mentorship/clinical supervision).
- Contribute towards maintaining a supportive teaching and learning environment within the neonatal unit.
- Participate in teaching of parents and carers.

EVIDENCE-BASED PRACTICE

- Contribute to practice development through active participation in clinical working groups.
- Contribute to the development of the philosophy of shared governance within the neonatal team.
- Demonstrate an awareness of current developments in neonatal practice.
- Contribute towards maintaining an environment within the neonatal unit where research, quality and clinical audit are valued, being receptive to new developments in neonatal care.
- Participate in local clinical governance initiatives.

PROFESSIONAL ISSUES

- Comply with all NHS Grampian and Directorate policies and practices.

- Promote an environment that encourages staff development, supporting and counselling staff as necessary.
- Deliver and evaluate staff development programmes that support the achievement of clinical skill, leadership and best practice nursing.
- Facilitate and participate in maximising resources, and contribute to the development of staff.
- Instigate and facilitate actively in relation to research and audit, ensuring best practice within a clinical governance framework.

<ul style="list-style-type: none"> • Comply with the policies relating to Child Protection taking cognisance of the UN Convention on the Rights of the Child and the Children (Scotland) Act. • Maintain a safe standard of storage and administration of drugs in accordance with NHS Grampian and NMC. • Ensure that all written documentation is clear, concise and timely and complies with the NMC standards for Records and Record Keeping. • Attend neonatal resuscitation programme (NRP) and yearly updates. • Attend a moving and handling training programme and be conversant with local policies. • Attend a yearly fire lecture. • Be conversant with NHS Grampian infant security policy. 	<ul style="list-style-type: none"> • Knowledge of NMC Code of Conduct, Code of Practice, (Midwives Rules), Standards for Record and Record Keeping and Administration of Drugs.
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<p>6. SYSTEMS AND EQUIPMENT.</p> <ul style="list-style-type: none"> • Knowledge of the current cleaning and re-assembly of all machinery/equipment used including; ventilators, infusion pumps, pulse oximeters, nitric oxide machine, blood glucose machine all phototherapy equipment, incubators including transport incubators. • Setting up and use of the various cardiac monitors, including those with specialised components such as SaO₂, TcPO₂/TcPCO₂, blood pressure recording both invasive and cuff, temperature analysis both core and skin, and awareness of a memory store and downloading facility available on certain equipment. • Setting up, operating and awareness of the mechanism of all ventilatory support systems including the SLE 5000 series with both conventional and oscillating ability, nasal Sipap / CPAP drivers and high/low flow support circuits. • Setting up and use of breast pumps, awareness of recommendations for correct storage of expressed breast milk.
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- Setting up and using the transport incubators and recognising their different travel specifications – road/air.
- Setting up, using, cleaning and the safe storage of nitric oxide machine including the safe use and storage of the nitric cylinders.
- Understand and recognise the different types and strengths of the phototherapy equipment and their safe and correct use.
- Recognise the different types of infusion pumps used in the NNU, their storage, capabilities, setting up and safe and correct maintenance.
- Be cognisant of the ‘backpacks’ which accompany all transfers, their contents and the method and frequency of checking.
- Awareness of the importance of daily checking and calibrating of all blood glucose machines and their safe and correct method of use.
- Having computer literacy to access the internet/intranet from PC’s located in the workplace, use of neonatal badger, neonatal nursing workload tool, e-ksf, and be able to communicate via the e-mail system to help maintain and extend knowledge.

7. DECISIONS AND JUDGEMENTS.

- Work within agreed policies and recommendations as outlined by NHS Grampian and the neonatal unit.
- Be accountable for optimal use of resources.
- Work autonomously within allocated clinical areas.
- Be responsible for daily planning of care within allocated clinical areas.
- Be responsible for supervision of staff / students.
- Be responsible for professional / clinical supervision of staff / students.

<p>8. COMMUNICATIONS AND RELATIONSHIPS</p> <ul style="list-style-type: none"> • Communicate effectively and sensitively with babies, families, relatives and carers 	<p>KNOWLEDGE, SKILLS AND COMPETENCE REQUIRED</p> <ul style="list-style-type: none"> • Effective communication skills
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<ul style="list-style-type: none"> • Communicate effectively and sensitively with families and carers when difficult issues such as neonatal abstinence syndrome, child protection issues or abusive family situations arise. • Support parents and carers in distressing situations such as very pre-term births or very ill babies with poor prognosis. • Counsel and support bereaved parents and carers. • Act as baby's advocate. • Maintain effective and supportive communications within neonatal nursing team and with other professionals. • Contribute to creating an environment which fosters open communication and trust with families and colleagues. • Liaise with health care professionals and other disciplines from within and outwith the organisation to support quality patient care. 	<ul style="list-style-type: none"> • Good interpersonal skills • Good negotiation skills • Effective Influencing skills • Good leadership and relationship building.
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<p>9. PHYSICAL DEMANDS OF THE JOB.</p> <ul style="list-style-type: none"> • Ability to work in a sustained busy environment. • Work efficiently with unpredictable work levels on a daily basis. • Ability to make immediate decisions. • Ability to cope with stressful clinical situations at any given time. • Resilience. • Cope efficiently with unpredictable workforce numbers.

- Cope with unpredictable situations whilst undertaking neonatal transport.
- Cope with potentially fraught situations involving parents/visitors or general public.
- Be knowledgeable of all equipment available in the NNU despite infrequency of use.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Deliver effective working relationships with all medical personnel and the multidisciplinary team.
- Recognise accountability for the effective development and delivery of services.
- Balance professional, nursing demands with service demands satisfying both within the available resources.
- Within allocated clinical area, ensure effective management and performance of junior staff, promoting a democratic approach rather than authoritarian.
- Maintaining balance between competing demands in the job and between the job and other "life priorities".

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Registered Sick Children's Nurse or registered nurse (child branch), with a recognised specialist neonatal course to Qualified in Speciality standard, as degree module or equivalent and at least 1 years experience following attaining same in order to consolidate the acquired knowledge and skills.
- Evidence of continued professional development, expanded skills.
- Current appropriate registration with NMC,



PERSON SPECIFICATION

POST/GRADE:	Neonatal Nurse / Band 6
LOCATION:	Aberdeen Maternity Hospital
WARD/DEPARTMENT:	Neonatal Unit

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. With the exceptions relating to displaced and disabled candidates noted in Sections 5.3 and 5.4 of this policy, shortlisted candidates must possess all the essential components as detailed below.

GENERAL REQUIREMENTS

Factor	Essential	Desirable
Qualification & Experience	a) NMC / Degree RSCN or Registered Nurse Child b) Qualified in Speciality Course e.g. Foundations in Neonatal nursing or ENB 405 or equivalent Will require post neonatal qualification experience / consolidation Good general communication skills	Teaching qualification or experience Able to communicate with a wide range of people including parents and other health professionals Evidence of leadership Experience of neonatal transport
Circumstances & flexibility	Ability to work flexibly including rotation to night duty	Able to work for long periods in potentially high stress environment
Particular requirements of the post	Ability to work well within a team Ability to use computer systems	Experience with hospital child care / substance misuse / social serves
Level of Disclosure check required	PVG	Previous experience working with families / high stress areas

