# NHS FORTH VALLEY



# JOB DESCRIPTION

**1. JOB DETAILS**

**Job Title: Nursery Nurse**

**Responsible to**)**: Team Leader**

**Department(s): Forth Valley Perinatal Mental Health Team**

**Job Reference: Sco1/BN-CSHSCP-NN-1023**

**2. JOB PURPOSE**

To undertake the role of nursery nurse within the Perinatal mental health team across NHS Forth Valley. The post holder will establish and provide a supportive environment by ensuring the optimum health and social wellbeing of each mother and baby within allocated caseload, and facilitate a nurturing bond and secure attachment relationship within individualised programmes of care.

The post holder will be expected to work with a range of professionals across health, social care and 3rd sector agencies, developing positive relationships across the multi-agency network in order to effectively support mothers, infants and their family and carers.

**3. KEY DUTIES**

**Responsibilities**

* **Patient Client Care**

**There is a responsibility to:**

The post holder will not have any direct line management responsibilities; however will be expected to provide input into induction for new staff, and provide role specific induction to enable new nursery nurses in the team to understand and deliver the role.

To work within the Forth Valley Perinatal Service, with mothers in pregnancy, and up to a year following delivery, offering support with pregnancy and parenting. This will require the post holder to educate parents and facilitate the development of practical parenting skills, such as feeding, play and interactions, response to stressors.

Assess infant needs using relevant assessment tools (e.g. Louis Macro for emotional, physical and practical infant care) including child development, the infant parent relationship and practical parenting; in collaboration with the patient and partner where possible and plan, implement and evaluate a programme of care which is evidence based utilising all available resources taking in to consideration the needs of the patient and infant in the context of the mother’s mental state, her parenting responsibility, lifestyle, race, gender, and cultural background, ensuring involvement with:

Child’s father / carer, siblings and other family members and significant others.

Demonstrate knowledge and skills of a range of interventions relevant to meet the developmental, physical and emotional needs of the child and the mother infant relationship. The interventions could include baby massage, Mellow Parenting, demonstrating equipment and practical skills.

To carry a caseload of mothers and their infants in the service, under the supervision of a care coordinator and / or psychiatrist from the Perinatal Service.

To demonstrate sound clinical skills including, but not limited to, assessment of mother and infant need, care planning and evaluation and assessment of child development and infant mental health based on the principle of best practice, aimed at improving service users' relationship with their infant and the reduction of distress.

Demonstrates an ability to work under direct/indirect supervision when carrying out individualised care packages.

Maintains accurate care records for both mothers and babies.

Utilise appropriate risk assessment tools in order to identify actual and potential risk in the context of the needs of the child and the surrounding environment, implement appropriate interventions to minimise risk and report the outcome to the team leader.

* **Policy and Service**

**There is a responsibility to:**

Comply with the relevant policies and procedures and as requested, comment on policies, procedures or potential service developments relating to the area of activity.

* **Finance and Physical Assets**

**There is a responsibility to:**

The post holder will have no budget responsibilities, however will be expected to order supplies and manage NHS resources and equipment appropriately. Maintain/order adequate stocks of baby equipment. This will include the ordering and maintenance of stock in consultation with Team Leader and Administrator.

* **Staff Management/Supervision, Human Resources, Leadership and/or Training**

**There is a responsibility to:**

To take lead components of planned care related to infant feeding to ensure the team is working in a consistent and co-ordinated way with support from Health Visitors and professionals.

Work with outpatients, offering support and advice relating to parenting. This may be at the service base or in the service users own home.

To support NHS Forth Valley’s values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

Empower patients to take responsibility for their own and their child’s health and wellbeing and future lifestyle by practising in an open, transparent and inclusive manner.

* **Information Resources**

**There is a responsibility to:**

Record personally generated information relating to patients / clients on a regular basis including clinical observations, test results, case reports, financial, personal and/or research data.

Ensure the accurate recording of information and record keeping in line with Regulatory requirements and Professional Body guidelines.

Ensure that information is dealt with in an appropriate, sensitive and confidential manner at all times.

Use IT equipment including local and national systems to read, analyse and record patient / client information within the scope of local and national policies and procedures.

* **Research and Development**

**There is a responsibility to:**

May participate in research and undertake clinical audit to support own and the team’s best practice leading to continuous improvement in care. Disseminate findings as appropriate to influence best practice.

Participates in the sharing of knowledge to ensure the educational needs of other professionals are met. To keep up to date with relevant guidance and legislation specifically in relation to care of the infant. To keep up to date with all aspects of infant care/development and ensure it’s accessible to the team within the resource area.

**Skills**

* **Physical**

**As appropriate to the working area** **and in line with the relevant policies and procedures; there is a requirement to:**

Combination of standing, walking and sitting for majority of shifts.

Receiving stores and supplies, placing them in cupboards/shelves and rotating stock as required, frequently delivered in large boxes.

- Computer skills.

Assist positioning of patients for examination/procedures, theatres (may be an emergency situation).

**There is also a requirement to be familiar with the use, storage and maintenance of all equipment used within the area of work.**

* **Communication**

**There is a requirement to:**

Demonstrate the behaviours expected of all staff and recognise how these can influence others, relationships, the environment and culture and adapt these to meet the needs of any given situation.

Ensure that all communications are carried out in a manner that is respectful and considerate and does not discriminate on the grounds of age, disability, faith, religion or belief, gender, gender reassignment, marriage and civil partnerships, race or sexual orientation, by ensuring that all conversations and discussions are conducted to the highest standards of honesty, integrity, impartiality and objectivity.

Communicate verbally and in writing to members of the multidisciplinary team - members of Primary and Secondary Health Care Teams, Social Care; statutory and non-statutory services.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

The patient, their relatives and the multidisciplinary team involved in the provision of care.

Nursing staff regarding patient care, allocation of work, workload issues.

Regular participation in team meetings.

Regular participation in case discussions and case conferences and child protection meetings.

Partnership, Trade Union and Professional Organisation representatives in relation to service and staffing issues.

Acts as a patient / staff advocate through the application of ethical, legal and professional knowledge and skills.

External

Social Services – e.g. child care and child protection.

Liaise with GP and Health visitor in relation to primary medical needs of the infant.

Primary Care Teams.

Health and social care teams relevant to patient and infant ongoing care.

Maternity services.

Other relevant external agencies – regarding child care and welfare. Other specialist Perinatal mental health services on national basis. Other disciplines to give advice and consultation on issues related to infant development and Perinatal mental illness Speaking at local and national conferences and seminars.

* **Analytical and Judgements**

**There is a requirement to:**

Recognise and adhere to the scope of the job whilst using initiative and referring appropriately to the Registered Professional/Line Manager.

Assessment of infant and patient condition to establish any change; for example changes to the parent-infant bond, deterioration in a child’s social and emotional development evidenced by changes in behaviour or responses.

Assessment of risk in relation to infant safety; patient safety; safety of others.

Supporting and advising patients in executing their parental responsibilities at all times.

Analysis of infant condition in relation to social, physical and emotional development and infant mental health; and subsequent planning of care in collaboration with patient.

Works as an associate worker for infant in collaboration with health visitor but within the Perinatal service is an associate caseload holder for infants of women receiving treatment from the service.

Make clinical judgements and act on them; for example escalating concerns about parenting skills or attachment and managing any clinical risk to mother and/or infant as a result of this.

Crisis management; including awareness of when to escalate concerns of mental health crisis to mental health specialist clinicians.

* **Planning and Organising**

**There is a requirement to:**

Balancing management of own caseload and providing support/ advice to other staff as needed.

Adapting to the variable and unpredictable demands of the post.

**Effort and Environment**

* **Physical**

**There is a requirement to:**

Risk assess a range of working environments and ensure safe working environment for self and staff.

IT – time in front of screen and ensuring DSE assessment is completed.

Breakaway and de-escalation techniques and lone working.

* **Mental**

**There is a requirement to:**

Concentration required when undertaking assessment and observations with parent and child.

Concentration required when completing patient records and writing reports.

Support of distressed parent / carer.

* **Emotional**

**There is a requirement to:**

Dealing with complex and emotionally challenging situations in a setting.

Supporting in terms of individual, family and crisis/ major incident/ poor diagnosis and prognosis, bereavement.

Dealing with challenging behaviour.

Advocating for patients.

Supporting and enabling self care when individuals and family may not be motivated to do so.

Providing episodes of care that challenge individual beliefs and values.

Balancing the support for carers with the protection of vulnerable groups.

Required to regularly discuss highly sensitive issues including physical and sexual abuse; relationship difficulties; conflicts with others; child welfare; child protection; detention in hospital; suicide, self harm and infanticide.

* **Working Conditions**

**There is:**

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

Working in homes/environments which are challenging including clients homes where there is smoking and also pets.

Lone working in the community.

Some exposure to body fluids such as baby vomiting post feed or showing mother how to change a nappy.

**4. FREEDOM TO ACT WITHIN THE JOB**

There will be regular informal discussions and reviews of work with the Line Manager and more formally on an annual basis as part of the Personal Development Planning Review process when expectations and objectives will be discussed and agreed.

There is a requirement to take ownership of personal development and taking part in ongoing training and those deemed mandatory by the organisation.

**5. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Educated to SCQF level 8 e.g. Practitioner level qualification (e.g. SVQ3 in Childcare and Early Years Education or a HNC In Childcare and Education, or equivalent) plus additional specialised training e.g. Video Interactive Guidance (up to one year) Solihull Training (2 day).

Advanced Infant Mental Health (16 week) to be complete to support role.

Registration with Childcare and Education Board.

Knowledge and training to be able to work with families and children within the nursery nurse role, including child protection training and a demonstrable portfolio of continued professional development.

An understanding of the emotional development of the infant and attachment.

To have an understanding of women’s mental health.

To have an understanding of infant mental health and its impact on development.

Report writing skills.

IT skills.

Strong verbal and written communication skills.

**6. DEPARTMENT ORGANISATION CHART**

**Service Manager**

**Community Perinatal Team Leader**

Clinical Nurse Specialist

AHP

Psychology

Occupational Therapy

Nursery Nurses

Band 6 CPN

**Lead ANP**