

Staff Nurse – Neonatal Unit

Candidate Information Pack



Welcome

Dear Candidate,

Thank you for taking the time to read more about who we are and the jobs we have on offer.

NHS Dumfries and Galloway is one of 14 territorial Health Boards covering the region of South West Scotland.

There are so many exciting aspects to nursing roles; even the four fields of practice don't cover the variety choice there is both in general and specialist posts Dumfries and Galloway has much to offer.

I have worked in Dumfries and Galloway for a significant part of my career and seen so many changes and developments across nursing and so much potential for the future.

Working with children or adults, in their own homes and communities is bound up in our aspiration; seeing hospital admission quite correctly, as a very small element in the journey of care for people with significant mental or physical health challenges.

What makes me so proud is how the teams work together across Health and Social Care to deliver high quality nursing for the people of this region.

With all the recent investment into our services, new facilities and having support of our own dedicated practice educator ensuring our staff have the opportunities to develop both leadership and clinical skills it has never been a better time to recruit for Dumfries and Galloway. Being a small, rural area may have its challenges however it is those challenges that bring out the best in our teams in terms of innovation and creativity. The benefits far outweigh the challenges with a real connection with community and across teams.

We are welcoming of those from other areas whose skills and experience can be used to drive improvements further, we have a strong and supportive ethos of development and recognition of excellence.

We hope that you will continue with your application and come join our nursing family. If you wish to have an informal chat either with the hiring manager identified in this post or myself please feel free to contact us.

Kindest regards

Alice,



Alice Wilson
Nurse Director
NHS D&G

The Opportunity

1. Job Identification

Job Title	Staff Nurse Neonatal Unit
Band	Band 5
Salary	£25,100 - £31,649 (pro rata)
Scale	Agenda for Change**
Hours	Full Time 37.5 hours per week
Contract Type	Fixed Term 12 months
Department	Nursing and Midwifery
Reporting to	Mo Smith
Base	Dumfries and Galloway Royal Infirmary

** NHS Scotland's AFC pay system differs slightly from NHS England, Wales or Northern Ireland. Please click [here](#) to access the most up to date pay scales and Terms and Conditions.

Contact Details

Line Manager

Mo Smith

We welcome informal contact from prospective candidates who wish to better understand the role.

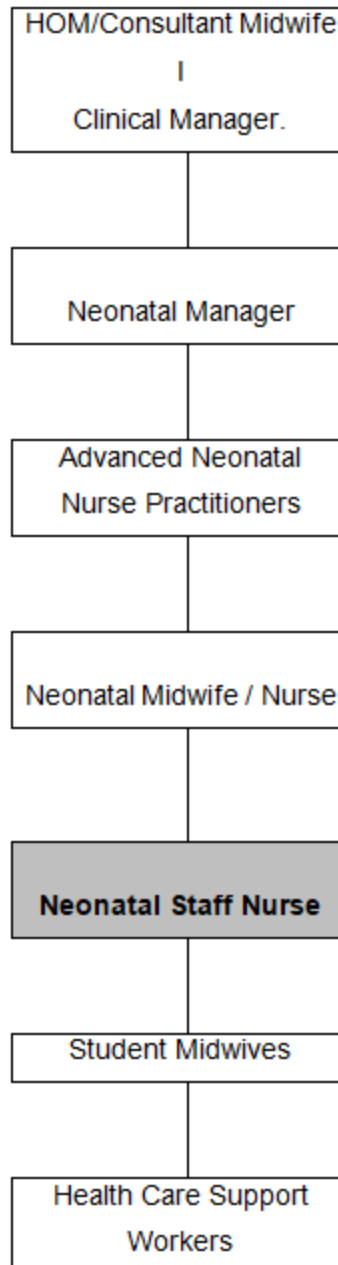
Please contact: Mo Smith – Mo.Smith1@nhs.scot 01387 241220 internal extension 33220

Job Description

1. JOB PURPOSE

In partnership with all members of the multi-disciplinary team, ensure the highest standard of nursing care is delivered to babies, mothers and their families in the Neonatal period.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

Neonatal Services comprise of the following:

- An 11 cot Neonatal Unit providing Intensive care, High Dependency, Special Care and Transitional care. The post holder would be required to care for up to 4 Special Care babies and Mothers and babies in Transitional care. They would work within the Intensive care environment in a learning capacity.
- They would be expected to act in a supervisory capacity towards junior members of the team.
- The post holder will not be directly responsible for any budgets but must be aware of the need to work within them.
- They have a general responsibility towards maintenance of equipment, fixture and fitting to ensure safe practice.

5. MAIN DUTIES / RESPONSIBILITIES

Professional Competencies

- The Post holder will act as a role model by managing self, her own practice and that of others within an ethical and legal framework that ensures the primacy of the interests of neonates and their families.
- Practice at all times within the Nursing and Midwifery Council – The Code, Professional standards of practice and behaviour for nurses and midwives, 2015.

Clinical Competencies

- The neonatal nurse will apply knowledge, clinical judgement, a range of skills, demonstrate by example and encourage others to provide safe, effective care to babies, mothers and their families.
- Develop and maintain a sound knowledge base relevant to neonatal care.
- Neonatal Paediatric nurses will continue to develop their role as a Paediatric Nurse.
- Develop and maintain clinical competencies in all aspects of the service.
- In collaboration with the family, and the multidisciplinary team, assess, plan, deliver and evaluate neonatal nursing care that reflects individual physical, social, cultural and spiritual needs.
- Implement care under the direction of the Neonatal Unit Guidelines.
- Utilise health promotion strategies to support/advise parents and families.
- Comply with all Trust policies and practices.
- Comply with the policies relating to Child Protection and Protecting Vulnerable Adults
- Maintain a safe standard of storage and administration of drugs in accordance with Trust policy and NMC Standards for medicine management, 2010.
- Ensure that care is taken to safeguard babies and their families at all times
- Ensure that written documentation is clear, concise, timely, and complies with the NMC Record Keeping, 2010.

Evidence Based Practice Competencies

- The neonatal nurse will demonstrate commitment to evidence based practice utilising research, quality standards and clinical audit tools.
- Adopt a questioning attitude towards clinical practice, seeking and utilising best evidence guidelines in the provision of care to babies, mothers and their families.

6. SYSTEMS AND EQUIPMENT

- The post holder must acknowledge the limits of professional competence and only undertake practice and accept responsibilities for those activities they are competent in.
- The post holder must be competent to use the wide range of equipment required to support and monitor the sick neonate.
- The post holder is responsible for liaising with Medical Physics Department for maintenance and repair of equipment. Understanding the Trust decontamination regulations.
- The post holder will develop competencies in IT systems used within Neonatal Care:
 - Clevermed - Badgernet
 - Scottish Birth Record – National data information
 - Topas – label printing
 - Lab browser.
 - Email access
 - Turas

7. DECISIONS AND JUDGEMENTS

- The post holder is accountable for his/her own practice. This means that he/she is answerable for all actions and omissions, regardless of advice or direction from other professionals.
- The post holder will demonstrate effective decision making within the context of the role.
- Assess, plan, implement and evaluate nursing care under the direction of the Neonatal Clinical Guidelines and with appropriate supervision.

8. COMMUNICATIONS AND RELATIONSHIPS

The post holder will develop a wide range of media to communicate effectively with babies, parents, carers and health care workers. She/ he will develop interpersonal behaviour and skills conducive to developing and maintaining therapeutic and professional relationships.

Working Relationships:

- Medical Team
- Staff of all disciplines and grades within the Maternity Service.
- Physiotherapists
- Speech and Language Therapists

- Health Visitors
- Professional and Technical Support staff
- Ambulance liaison staff
- Colleagues in other hospitals
- Social Services

Demonstrate the ability to communicate effectively and efficiently with colleagues and the multidisciplinary team.

8. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

- The post holder will require to work in a warm environment, spending lengthy periods of time standing beside the cot / incubator. Unpredictable work, which may involve difficult family situations / occasional baby deaths – assists with breaking bad news. Assists in emergency situations.
- The post holder will comply with the Trust Moving and Handling policy with regards to moving equipment and supplies.

10. MOST CHALLENGING PARTS OF THE JOB

- To deal with the emotional and sometimes aggressive reaction of families to a very stressful situation.
- To integrate professionally and clinically whilst working within a nominated midwifery speciality.

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

- RGN or RSCN qualification
- Demonstrate commitment to Continuing Professional Development

Review of work

- Annual Appraisal from ANNP / Band 6 Midwife/Staff nurse
- The assigned mentor has direct responsibility for setting short term and long term objectives in agreement with the post holder.
- The post holder has direct responsibility for her/his own Continuing Professional Development.

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
QUALIFICATIONS: <ul style="list-style-type: none"> Registered General/Paediatric nurse 	<ul style="list-style-type: none"> Nursing Degree
KNOWLEDGE: <ul style="list-style-type: none"> The Best Start; A Five Forward Plan for Maternity & Neonatal Care Knowledge and understanding of the Neonatal Care in Scotland: a Quality Framework document. Child protection – GIRFEC Sourcing and use of research based information Assist with audit, research and development projects including data collection 	<ul style="list-style-type: none"> Knowledge of NHS Dumfries and Galloway Board policies and departmental procedures including Standing Financial Instructions. Evidence of contribution to the National Patient Safety Programme
EXPERIENCE: <ul style="list-style-type: none"> Evidence of own continuing professional development 	<ul style="list-style-type: none"> Mentorship course
SKILLS: <ul style="list-style-type: none"> Computer Literate Good communication skills Broad experience of nursing skills Good organisational skills Good communication skills Team working Flexible approach to working patterns 	<ul style="list-style-type: none"> Advanced keyboard skills

Find Out More

For information on NHS Dumfries & Galloway, including details of our facilities and beautiful surroundings, check out our new [Work, Live, Play Digital Brochure](#).

To access the brochure, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

