

JOB DESCRIPTION

AFC No.: N0996

JOB TITLE:	Family Integrated Care Lead
BAND:	7
DEPARTMENT:	Neonatal Unit
GROUP:	Women's & Child's Health
RESPONSIBLE TO:	Matron for Neonatal and Paediatric Services
ACCOUNTABLE TO:	Associate Director of Midwifery

JOB SUMMARY

The post holder will ensure the Neonatal Unit meets the aims and key deliverables of the National Neonatal Critical Care Review (NCCR) 2019 and the NHS Long Term Plan (2019) enhancing the experience of families whilst their baby receives neonatal care.

The post holder will play an essential role with responsibility for the development and implementation of initiatives to support a change in the philosophy of neonatal care to a family integrated care model. This will include change management, parental education, and practice development of nursing and medical staff within the Women's & Children's Directorate. The post holder will work alongside the Directorate and Trust practice development and management teams to achieve this aim.

The post holder will be responsible for improvements in:

- Family Integrated Care (FiCare)
- Neonatal Baby Friendly Initiative and wider aspects of infant feeding
- BLISS baby charter
- Developmental care
- Patient experience- parents/carers, siblings and the wider family
- Staff education (neonatal nursing, AHP and medical staff)
- NNAP data

The post holder will implement Family Integrated Care as the philosophy of neonatal care within our trust. The post-holder will work directly with families, supporting them to become more involved in the care of their baby whilst collaboratively working with the ODN Lead Care Coordinator, the Neonatal Community Outreach team, neonatal nursing, AHP and medical teams to achieve this aim.

The post-holder will lead on patient engagement and experience initiatives and quality improvement projects including infant feeding, parent-led ward rounds and discharge planning whilst leading on the development and delivery of educational programmes for parents and staff. These actions will not only improve the care provided to babies and their families but prepare the unit for Bliss and Neonatal Baby Friendly Initiative accreditation. The role will require significant knowledge and experience of family integrated care, developmental care

and breastfeeding. The education of paediatric nursing and medical staff will improve the experience of families receiving services in the Children's Assessment Unit post-discharge, particularly in relation to breast-feeding support.

The post-holder will lead Bliss and UNICEF Baby Friendly accreditation in collaboration with the neonatal management team.

MAIN RESPONSIBILITIES:

1. Education and Training

- Promote an efficient and effective learning environment within the workplace.
- Provision of training and education to the entire MDT including medical, nursing, physician associate, nursing associate, non-registered nurses, nursing and medical students within the neonatal unit.
- Develop and implement appropriate educational resources and packages for parents, carers and the wider family. Maintain detailed and accurate records regarding staff and parental education.
- Education to families and staff to understand the baby's psychological and behavioural cues during the routine medical and nursing ward rounds.
- Collaborate and liaise with the AHP and Infant feeding team on the provision of training to include bereavement workshops and sign posting parents and staff to appropriate emotional support.
- Act as a strong advocate embedding the ethos of 'parents as partners in care' – empowering staff to educate and support parents to be fully involved in provision of care and decision-making. Encouraging parent presence and participation in development ward rounds, hand overs and other discussions around planning their baby's care. This will require role modelling, staff, and parent education, providing parental information and awareness of FiCare.

2. Clinical

- Be a key and core member of the neonatal senior team, attending appropriate local, ODN, and LMNS meetings.
- Identify the need for and lead on the development of appropriate local guidelines, particularly focusing on standardising developmental and family integrated care.
- Work to promote a philosophy of family centred and family integrated care (FIC) within the unit and ensure this is embedded into everyday practice.
- In collaboration with the MDT, enhance and maximise family centred and integrated care.

- Liaise with maternity services to identify families in a timely fashion, offering support.
- Lead the unit in achieving BLISS Baby Charter accreditation and promote developmental/family integrated care.
- Lead the unit in working towards UNICEF Baby Friendly status.
- Collaborate with the senior management team and parents to enhance and improve the parent and family experience.
- Monitor the provision of suitable accommodation, facilities and support for parents and families whilst escalating concerns to the senior management team.
- Explore the possible funding available to improve parental facilities. Link with relevant local and national charities to explore further opportunities to maximise these improvements.
- Work with our neonatal and local parent/family support groups to ensure parental views and advice are embedded into service improvement and development plans.
- Signpost parents and families to existing appropriate parent support facilities locally, nationally and within our ODN.
- Acting as a professional role model and a skilled practitioner, the post holder will take responsibility for a group of babies providing all aspects of neonatal care, ensuring the delivery of evidence based, safe high quality nursing care to babies and their families.
- Day to day assessments of families on the unit for support required from the neonatal team.

3. Professional

- To assess and audit the care delivery on the neonatal unit to ensure we are continuously improving standards and the quality of patient care.
- Monitor and maintain practice standards in accordance with Trust, NMC and Newborn Network Guidelines and national neonatal care standards.
- Maintain and advance staff in personal competency, both clinically and educationally

- To establish and maintain effective communication networks within the Multidisciplinary Team ensuring the best possible care and outcome for babies and their families.
- Communicate sensitive information with empathy to parents and members of the multi-disciplinary team emphasising the need for the maintenance of confidentiality.
- Liaise with other Care Coordinators within the ODN and nationally to develop links and share best practice.

4. Managerial

- Use the data available from the neonatal Getting It Right First Time (GIRFT) quality improvement programme, Neonatal Critical Care Review (NCCR), and other local intelligence to benchmark the available accommodation, facilities, resources and support available to parents and families during their baby's stay.
- Sourcing NNAP data to help improve the care delivery and integration of our families within our neonatal unit.
- Assist in clinical audit on the Neonatal Unit and participate in research projects where appropriate.
- Collaborate on risk management clinical governance and health and safety issues within the Unit.
- Monitor staff performance and take active part in staff performance reviews ensuring correct documentation.
- Participate in the induction and education of new staff within the unit, medically and nursing/AHP.
- Provide clinical leadership to staff on the unit, working collaboratively with the senior sisters.

CONFIDENTIALITY:

- The post holder must maintain confidentiality of information relating to patients, staff and other Health Service business.

HEALTH AND SAFETY:

- Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

- If you are a manager, you will be responsible for the Trust's policy on Health and Safety and for taking all reasonable steps to maintain and where necessary to improve health and safety standards. This will include training to ensure that all employees are able to carry out their health and safety responsibilities effectively.

RISK MANAGEMENT:

- All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

EQUAL OPPORTUNITIES:

- The Trust has a clear commitment to its equal opportunities policy, and it is the duty of every employee to comply with the detail and spirit of the policy.

CONFLICT OF INTEREST:

- The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

USE OF INFORMATION TECHNOLOGY:

- To undertake duties and development related to computerised information management to meet the changing needs and priorities of the Trust, as determined by your manager and in accordance with the grade of the post.

SAFEGUARDING – CHILDREN/YOUNG PEOPLE AND VULNERABLE ADULTS:

- Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

INFECTION CONTROL:

- The Trust is committed to reducing the risk of health care acquired infection. Accordingly, it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

SMOKING:

- This Trust acknowledges its responsibility to provide a safe, smoke free environment, for its employees, service users and visitors. Smoking is therefore not permitted at any point whilst on duty, in accordance with the guidelines set down within the Trust No-Smoking Policy.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs and will be commensurate with the grade and competencies of the post.

I agree that this Job Description is an accurate reflection of my current role and responsibilities.

Name:

Signature:

Date: