

## Job Description

<b>Job Title: Children's Gastroenterology CNS</b>	<b>Grade: AfC Band 6</b>
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<b>Accountable to: Director of Nursing</b>
<b>Responsible to: Matron Children's Community Services</b>
<b>Key Relationships with:-</b> Service users - children/family parents/carers Paediatricians/ Adult Consultants / medical team Nursing Directorate / Matron / nursing team Division and Directorate management team External agencies relevant to speciality Voluntary groups / social services

### Job Summary

The post holder is responsible for the provision of a specialist gastroenterology nursing service for children and young people with gastroenterological and /or liver conditions.

To assist with service delivery, working in conjunction with the lead gastroenterology CNS, lead clinician, ward, community and multi-professional teams to initiate, develop and progress care to meet the needs of children and young people with gastroenterological and/or liver conditions ensuring they receive the highest standard of care and support.

The post holder will assist with a bowel incontinence service in close liaison with the lead gastroenterology CNS, managing their own caseload of patients.

The post holder will advocate for children and their families, ensuring continuity of care and precise communication, monitoring service provision using a number of quality standards to improve outcomes for children and young people.

Develop, facilitate and provide education and advanced clinical expertise for nursing, medical and paramedical staff through extensive knowledge of gastroenterology care and its management

## Key Responsibilities

### Clinical

- To assist with the provision of a specialist, co-ordinated service utilising nursing skills, knowledge and expertise in the care and management of children with gastroenterological and /or liver conditions
- As a specialist practitioner, work with high levels of autonomy, providing a co-ordinated specialist service by planning, organising and implementing care in accordance with trust priorities, protocols and guidelines whilst maintaining the highest standards of paediatric gastroenterology practices
- To maintain a knowledge base that reflects contemporary issues in paediatric gastroenterology; initiate appropriate and timely consultation and /or referral when beyond the level of own expertise/knowledge
- Manage own caseload of patients, including non-medical prescribing, working within remit of own professional registration, national legislation and working within Trust policies and guidance
- Assess, plan, implement and evaluate individual programmes of care for a caseload of patients. This will necessitate working as a specialist practitioner and will include high levels of autonomy
- Act as a role model for excellence and expertise in nursing, in all environments, locally, trust-wide, liaising with other providers / external agencies
- Liaise with the lead CNS and clinician, multidisciplinary teams and tertiary units in assessing the child and family's physical, psychological and social needs, implementing all agreed management plans with the child and family and making appropriate referrals
- Ensure a continuous service to children/young people through hospital and in the community. To provide ongoing and structured education for children, young people and their families and ensure high quality, appropriate oral and written information is provided
- To support the transition of young people from paediatric to adult care, liaising with the adult gastroenterology teams and in-reach to adult wards as appropriate, for young people in the process of transition
- Using analytical and judgment skills to assess children/ young people, select, carry out and interpret the end results of specific tests
- To provide up to date education and expert advice for healthcare professionals including doctors, nurses, social workers, school staff and others to ensure they are able to support patients from diagnosis, in hospital and the community.
- To maintain high standards of gastroenterology practice, the post holder will identify gaps in current service provision and contribute to the specialist policy and protocol development and implementation to ensure effective, efficient patient pathways for the Gastroenterology service.
- To be accessible to children and parents for advice regarding management of their condition

### **Communication and Leadership**

- Communicates all relevant information to a wide range of Health Professionals and other agencies as appropriate – developing harmonious working relationships.
- Communicates condition – related information to the child, family / carers, medical personnel and multidisciplinary team.
- Communicates safeguarding issues to the relevant agencies including Named Nurse for Safeguarding, Consultant, Social Services and the family / carer.
- Establishes and maintains effective communication with families / carers / school / pre-school / nursery staff as appropriate in the care and management of gastroenterology conditions
- Initiates support needs of child / parent, families and makes positive representation on their behalf. Refers children and families to the appropriate agencies.
- Uses listening skills, develops negotiation and influencing skills in clinical management areas.
- Ensures compliance with all Trust policies local and legal requirements in relation to clinical care and health and safety.
- Assist on the delivery of a Gastroenterology service implementation plan, which meets national guidance and best practice standards.
- To act as a role model for clinical nursing practice, demonstrating advanced knowledge and innovative practice in paediatric gastroenterology to provide and disseminate specific extended nursing skills demonstrating high standards of holistic care and clinical leadership
- Assist on the review and development of relevant protocols and guidelines to ensure clinically effective, evidence based practice
- Assist on the development of systems to produce appropriate metrics to monitor improvements of the service and its impact on emergency admissions including:
  - reduction in length of stay
  - reduction in emergency admission for children/young people
  - improved patient satisfaction
- To assist on the development and coordination of specialist clinics managing own patients and workload. Manage expertly and confidently with distressing and emotional issues in the knowledge that other support services are available to assist
- Apply evidence based practice to set quality initiatives and identify quality standards; initiate and participate in audit, trials and research in order to maintain and improve care outcomes.
- Establish and maintain a regional and national network of contacts. Network with the team of clinical nurse specialists within the Trust, tertiary units and externally to evaluate, develop and promote the specialist-nursing role. Forge effective links within primary, secondary and tertiary care to ensure effective communication
- To demonstrate excellent interpersonal /communication skills with children and their families, and other health professionals, sharing knowledge and experience to identify, assess and meet the educational needs of children and their families and to promote child and family independence through the provision of relevant teaching and support
- Assist in identifying and developing clinical protocols and strategies to enhance both the continuity and standard of specialist care whilst ensuring equity of access to the service
- To ensure documentation and all patient records are maintained effectively including the recording and auditing of inpatients, outpatients and other attendance of children maintaining accurate records, reports and statistics whilst being aware of the needs for patient confidentiality and the Data Protection Act
- To actively involve service users in providing feedback of their experience of the current service and suggestions for improvements
- To support hosting the EEPGN Study Day once every 3-4 years in Colchester.

- Provide training for other team members and staff within Children's Services and wider healthcare arena.
- Ensures that confidential information is not disclosed to any unauthorised member of staff or public according to Trust policy.
- Acts as mentor to Child Branch Students during their community nursing placement
- Provides nurse led clinics where appropriate

#### **Personal**

- Ensures that the N.M.C Code of Professional Conduct, Scope of Professional Practice, Trust Policies and Procedures are adhered to at all times.
- Maintains an awareness of professional developments in children's nursing and allied disciplines as appropriate.
- Is aware of the team's strengths and weaknesses and takes action to use and minimise accordingly.
- Understands Trust and management structure.
- Manages own caseload of patients and priorities effectively.
- Understands complex clinical, social and family situations, including Child Protection issues and placement related decisions.
- Motivation to undertake further training

#### **General**

- To be responsible for complying with Trust and local Safeguarding policies and procedures.
- Ensure that Departmental Induction training and all necessary training to meet health and safety and statutory requirements is in place and is appropriately reviewed.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written), recorded in a timely manner, kept up to date and appropriately filed.
- All employees must comply with the East Suffolk and North Essex NHS Foundation Trust's Equality and Diversity Policy and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, gender reassignment, disability, sexual orientation or religious belief.
- Employees have a responsibility to themselves and others in relation to managing risk and health and safety, and will be required to work within the policies and procedures laid down by East Suffolk and North Essex NHS Foundation Trust. The Trust seeks to establish a safe and healthy working environment for its employees and operates a non-smoking policy.
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress. All employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form. All employees will be personally accountable for their actions and behaviour in cases of complaint of harassment or bullying.
- All staff have a responsibility to contribute to a reduction in the Trust's carbon footprint and should pro-actively reduce and encourage others through own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste etc.

## Person Specification

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**Band: AfC 6**

Criteria	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Proven post basic experience working as a band 5 or a band 6 nurse</li> <li>• Experience of clinical expertise in gastroenterology</li> <li>• Experience of working within a multi-disciplinary team</li> <li>• Mentoring / supervision of other professionals.</li> <li>• Evidence of change management to improve the patient experience</li> </ul>	<ul style="list-style-type: none"> <li>• Proven management experience</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• RGN/RSCN RN Child Branch</li> <li>• BSc</li> <li>• Related course /recognised qualification (must have proven experience in Speciality)</li> <li>• Mentorship / teaching equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Non-medical Prescribing</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Articulates understanding of NMC Code of Professional Conduct, Scope of Professional Practice and its application to clinical practice.</li> <li>• Clear understanding of and a commitment to clinical governance</li> <li>• Articulates understanding of relevant nursing research/evidence based practice and can apply findings to practice.</li> <li>• Articulates understanding of National guidelines, including the safety agenda, relating to children and current legislation /guidance</li> <li>• Articulates understanding of managing clinical risk</li> </ul>	

<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Able to work independently and seek advice when necessary</li> <li>• Good communication skills, is able to make presentations to colleagues, other professionals and agencies involved the management of gastroenterology conditions</li> <li>• Able to work across professional team and organisational boundaries</li> <li>• Good organisational skills</li> <li>• Good people skills – approachable, sensitive to the needs of children/parents/carers/colleagues.</li> <li>• Confident to act as patient advocate/take responsibility</li> <li>• Time management and prioritisation skills</li> <li>• Computer skills</li> <li>• Expert clinical skills</li> <li>• Ability to communicate complex concerns effectively, both verbal/written</li> </ul>	
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to reflect on and appraise own performance with documented evidence of continuing professional development</li> <li>• Act as a professional role model</li> <li>• Evidence of empowering others</li> <li>• Approachable, sensitive to the needs of children /parents/carers/colleagues</li> <li>• Adaptable/flexible</li> <li>• Confident to act as patient advocate/take responsibility</li> <li>• Evidence of reliability and personal integrity</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Ability to be able to travel</li> </ul>	