

Job Title:	Nursery Nurse
Band:	4
Hours:	37.5.
Department:	Mother and Baby Unit
Location:	Bethlem Royal Hospital
Reports to:	Ward Manager
Accountable to:	Matron for Perinatal Services

Job Purpose:

A brief overview of the role which will include a general picture of what someone in the role will be doing. There should not be specific role responsibilities as they are covered in the next section. Instead a focus should be put on what the goals are for the role and what benefits service users may be getting. The Job Purpose is usually the first part of the JD that will be read and it must encapsulate some sort of behaviour/competency language.

Our values and commitments:



Key Responsibilities:

Key Responsibilities:

- 1) To work as a member of the MBU delivering interventions which meet the needs of the baby for those mothers who are receiving inpatient care. The nursery nurse will also promote and support the health of the mother and baby.
- 2) To support the mother and the rest of the MDT in order to ensure that consistent and appropriate emotional and practical care of the baby is being given at all times.
- 3) The nursery nurse will also monitor, document and report the developmental progress of the babies on the unit.
To work in partnership with the family and the wider community nursing teams e.g. Midwives, Health Visitors, Community Nurses and Community Nursery Nurses.
- 4) To ensure regular monitoring of physical health and developmental milestones of the babies are undertaken and reported back to the link health visitors as required.
- 5) To ensure that a Mother's involvement in the care of her baby is fully promoted and that the mothers are consulted regarding all care given to their baby
- 6) To organise and facilitate mother and baby groups with the aim of sharing and educating in all areas of baby care and play.
- 7) To provide written and verbal reports to the multi-disciplinary team relating to mothers care of and behaviour with her baby and any observed changes in the physical health of babies reporting any concerns immediately to the nurse in charge.
- 8) To communicate sensitive information to patients and/or relatives/carers concerning appropriate physical and/or psychological care and interactions with their baby.
- 9) To access regular supervision and appraisal and contribute to the well-being of the team by supporting other team members and treating all colleagues with respect.
- 10) To undertake Promotion of Safe and Therapeutic Services interventions as required in line with Trust policy.
- 11) To undertake any other appropriate duties as may be assigned or delegated on occasions by the Nurse in Charge.

Personal Specification:

Verified at interview (I), by application form (A) or by a test (T)

Qualifications	
<p><u>Essential Requirements</u></p> <p>NNEB, BTEC (National Diploma in Nursery Nursing) or equivalent such as NVQ level 3 (Child Care and Education). (A)</p>	<p><u>Desirable Requirements</u></p> <p>Experience of racial awareness/diversity training. (A) (I)</p>
Experience	
<p><u>Essential Requirements</u></p> <p>Experience of working with babies aged 0-12 months.</p> <p>Experience of Safeguarding Children</p>	<p><u>Desirable Requirements</u></p> <p>Experience of providing care within a mental health setting. (A) (I)</p> <p>Experience of facilitating groups (A) (I)</p>
Knowledge / Skills	
<p><u>Essential Requirements</u></p> <p>Robust working knowledge of childcare and child development which is used to inform care plans and interventions. The candidate will have an up to date awareness of recent research and guidance regarding child development and attachment theory. (A) (I)</p> <p>An awareness of the needs of mothers with mental health problems. (A) (I)</p> <p>Robust written and verbal communication skills. (A) (I)</p> <p>To be proficient with basic IT skill (A)</p> <p>Robust ability to treat people with warmth,</p>	<p><u>Desirable Requirements</u></p> <p>Ability to work as part of a multi-disciplinary team around the needs of the parent and child.</p> <p>Knowledge of legislation and national directives/policies relating to children. (A) (I)</p> <p>An understanding of perinatal illness and working with women during the perinatal period. (I)</p> <p>Ability to prioritise workload and carry out work efficiently and effectively. (A) (I)</p>

<p>kindness, dignity, empathy and respect. (I).</p> <p>Ability to use supervision and participate in required training and education. (A) (I)</p> <p>Flexibility to work over a 24-hour shift system which will include a combination of early, late and night shifts across the week, weekends and some bank holidays. (I)</p>	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.