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CAJE REF CYM/Wales/2024/0004

APPROVED 30/01/2024

# JOB TITLE Maternity/Neonatal Assistant Practitioner Nursery Nurse

# BAND Band 4

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| Job Summary | | |
| * To provide care to babies in the transitional care, special care and high dependency units. * To provide a high standard of person/family-centred care to babies and their families under the direction of registered nursing or midwifery staff * To participate in teaching and supporting parents to enable them to fulfil their role in a welcoming, safe, and caring environment * To supervise students and junior members of staff | | |
| Responsible to | | |
| Reporting: | Accountable: | Professionally: |
| Responsibilities and Duties | | |
| **Planning and Design**  Works independently within established policies and procedures and provide care as delegated by the registered healthcare practitioner.  Recognises and consistently works within boundaries and scope of role and competence.  Organises own workload and time, prioritising care according to individual baby’s needs.  **Clinical**  Delegate work to other non-registered support worker staff within agreed protocols.  Perform elements of the assessment of babies, plan and deliver care with proximal supervision of the registered nurse or midwife. Discuss any changes to planned care with the registered nurse or midwife.  Work in collaboration with other members of the multi professional team to ensure high quality care and the safe and timely discharge of babies with the aim of preventing re admissions.  In collaboration with the registered nurse or midwife evaluate the effectiveness of care.  Demonstrate effective approaches to monitoring and responding to signs and symptoms of physical, mental, cognitive, behavioural, and emotional distress deterioration or improvement. Recognises and responds appropriately to clinical emergencies.  Competent to carry out a range of clinical skills appropriate to their area of work in line with their scope of practice and the nursing governance framework including:   * Ensure the appropriate nutritional intake of all babies as per their care plan including naso-gastic tube feeds where appropriate local training and competency assessment has been completed. * Monitor and record body waste fluids accurately * Provide bladder and bowel care, including stoma care where appropriate local training and competency assessment has been completed. * Complete point of care testing * Provide breast feeding advice and support including demonstration of hand and mechanical expression of breast milk and storage of the same * Provide infant feeding support to babies and parents including information/demonstration of sterilisation of equipment. * Examine eyes, cord, skin and mucous membranes using assessment tool(s) as appropriate, recording and reporting findings, providing treatment as within care plan * Monitor blood glucose and follow management of hypoglycaemia policy for babies at risk of hypoglycaemia * Perform capillary blood sampling via heel prick as directed by a registered nurse, provided that appropriate local training and competency assessment have been completed. * Care for babies on oxygen therapy * Care for babies receiving phototherapy, including monitoring and measuring bilirubin levels * Recognise the need for and/or modifies temperature monitoring including continuous monitoring according to the infant’s condition * Anticipates potentially painful/distressing events, implements strategies to support stability and comfort, evaluates to inform subsequent care planning * Recognises physiological and behavioural differences between sleep/awake states, stress, distress, pain, convulsions and drug withdrawal behaviour in infants of different gestations, providing care and treatment as within care plan * Monitors venous cannulae/ recognising and reporting any deviations or complications * Recognise and respond to any family difficulties, being aware of the emotional needs of parents and families with babies in hospital, providing guidance and support * Be responsible for the care of babies at risk of pressure area damage, prevention, assessment, and treatment, in conjunction with the registered nurse or midwife * Assessment and recording of weight and vital signs, recognising and reporting any deviations to the norm, implement and evaluate any appropriate actions * Ensure safe administration of medications in line with scope of practice, local governance oversight, and the All Wales Health and Social Care Administration of Medication Policy. * Complete newborn blood spot screening as appropriate   Participate in the admission, transfer, and discharge of babies in accordance with health board policies.  To report any errors and take ownership of mistakes informing the registered midwife or nurse in a timely manner.  Act sensitively, compassionately, and respectfully during times of bereavement or loss.  To provide public health, health promotion and ill health prevention teaching, advice, and support to parents and families.  Adherence to local infection control policies and procedures to maintain a safe and hygienic environment.  **Stock and Equipment**  To maintain adequate levels of stock, equipment and materials and facilitate the efficient, effective use of resources reporting when availability falls below an acceptable standard or level.  Assist with maintaining the cleanliness of equipment, rooms, and storage.  Exercise personal duty of care in the maintenance of a safe working environment.  Ensure safe custody, return or disposal of individuals property.  **Communications**  Welcome babies, parents, families, and visitors, providing assistance, support and information.  Handover the care of babies under direct supervision of an appropriate practitioner.  Talk to babies, parents, and families sensitively, confidentially and with empathy to meet the wide ranging communication, physical and emotional needs of individuals.  Using a range of communication approaches interpret and present clinical information to parents in ways that can be clearly understood, recognising individual needs, and overcoming any barriers to communication.  Develop and maintain communication with people about difficult matters or situations.  Establish and maintain effective communication with parents and families ensuring they have sufficient confidence, assistance, and support to enable them to care for their baby in preparation for discharge.  Provide advice, instruction, or training to groups of parents or colleagues.  Work within own scope of practice.  Work as part of the multi-disciplinary team, reporting relevant information to the appropriate practitioner to ensure care is well planned and co-ordinated.  Maintain confidentiality in line with local information governance policy  **Improvement and Monitoring**  Comply with health boards health and safety policy and actively participate in this process with responsibility for reporting incidents and be proactive in the identification of risk, suggesting remedial action where appropriate.  Be able to recognise and report safeguarding concerns for children and adults. Be able to initiate safeguarding procedures.  Be able to participate in audit and surveys, research, or development activities.  **Management, Leadership and/or Training**  Support through demonstration of elements of own role, newly appointed registered and unregistered members of the team.  Supervise, assess, and mentor trainee healthcare support workers and the supervision and learning of other students.  Provide day-to-day supervision of more junior staff and assisting the registered staff with formal assessment and ongoing development of Band 2 and 3 support worker staff.  To demonstrate procedures to parents and carers on an individual or group basis.  Take part in reflection both formally and informally.  **Digital and Information**  Maintain accurate records in both written and electronic formats, adhering to data governance, confidentiality, and cybersecurity policies.  Where appropriate demonstrates proficiency in selecting and using digital tools for daily tasks, training, communication, and supporting individuals in safely using digital healthcare methods. | | |
| PERSON SPECIFICATION | | |
| Qualifications and Knowledge | | |
| **Essential**  Appropriate Level 4 qualification or relevant experience to this level | | |
| Experience | | |
| **Essential**  Experience in a caring capacity / healthcare setting  **Desirable**  Experience within perinatal services | | |
| Skills and Attributes | | |
| Understands the basic physiology, e.g., normal vital signs, fluid balance, nutritional requirements  Able to demonstrate a positive, caring, and compassionate attitude  Good communication skills, verbal and written  Able to organise self to achieve delegated task  Able to demonstrate a positive, caring, and compassionate attitude to all clients, relatives, and members of staff in a calm manner  Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh | | |
| Other | | |
| Satisfactory Standard/Enhanced DBS clearance including an/a Adults and Childrens Barred List check | | |