

## Neonatal Practitioner

---

<b>Department:</b>	Health & Community Services	
<b>Section:</b>	Women's, Children's & Family Care Group	
<b>Reports to:</b>	Ward Manager	
<b>JE Ref:</b>	HCS1225.2	
<b>Grade:</b>	NM04	<b>JE Date:</b> 23/08/2023

### Job purpose

*Neonatal Practitioners (Nurses & Midwives) have professional accountability to efficiently assess, plan, implement and evaluate the care of neonates with a range of conditions, ensuring high quality evidence-based care is consistently achieved. They will work as part of the multi-disciplinary team to provide a friendly service for neonates and their families that is responsive, flexible, and striving to deliver excellence.*

*Postholders will be required to undertake the Neonatal Qualified in Specialty course, if they don't already possess this qualification.*

### Job specific outcomes

1. Maintain up to date awareness of developments within neonatal practice, by acquiring knowledge and skills in reading, interpreting, and evaluating research to pursue continuous professional development.
2. Attend the delivery of babies with predictable/complex needs and safely transport to the neonatal unit, with supervision if required.
3. Perform clinical tasks & risk assessment on neonates which includes but is not limited to urinalysis, physiological measurements, blood sugar testing, infant feeding, venepuncture, cannulation swabs, stool samples, sputum specimens and record accurately on EPR/PEWS and escalate concerns as appropriate.
4. Act as an advocate for babies and their families, providing them with information and directing them to the relevant support services where appropriate.
5. Responsible for the safeguarding and welfare of all babies and their families within their care and contact. While being aware of and complying with all safeguarding policies and procedures.
6. Ensure that all neonatal care is documented, and that all relevant documentation is completed accurately and within agreed timescales in line with NMC and Health & Community Services standards.
7. Take a pro-active approach to risk management, raising learning points through DATIX, working with colleagues to reduce risk in all areas of service delivery in line with clinical governance.

8. Provide care in partnership with doctors and other members of the multi-disciplinary team especially when deviations from the norm occur to promote a healthy outcome/discharge for children/young people and their families.
9. Communicate complex and sensitive information effectively to carers, and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events.
10. Have a comprehensive understanding of medication safety principles, including the principles of administration, storage, and handling of medicines. They will also engage in discussions with families, pharmacists, and other healthcare professionals to ensure accurate and up to date information regarding medicines.
11. Exhibit professional behaviour and attitude being a positive role model for colleagues, children/young people, and their families, acting in a manner which illustrates respect for privacy, dignity, and confidentiality.
12. Be aware and compliant with of all relevant Health & Community Services policies, procedures and clinical guidelines and escalate any concerns/breaches.
13. Participate in the continual review, development, and improvement of neonatal services by partaking in quality auditing processes and providing input into the development of future policies, procedures, and clinical guidelines.
14. Undertake scheduled and emergency flight transfers with babies needing off-island treatment at UK tertiary centres with other members of the multi-disciplinary team.

#### **Statutory responsibilities**

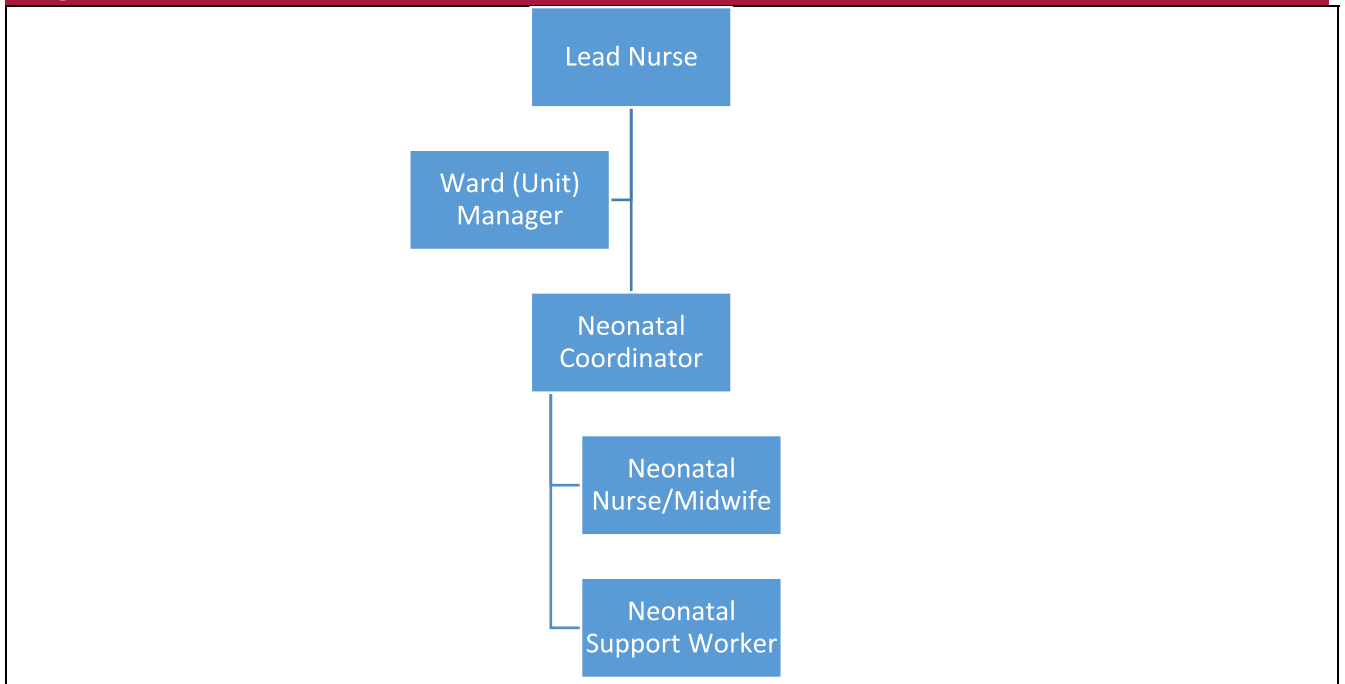
Active engagement, participation, and compliance with any other statutory responsibilities applicable to the role, as amended from time to time. This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

**Organisational structure**

**Government Departments**



**Organisation chart**



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>NMC Registered</p> <p>Nursing and or Midwifery Degree/equivalent</p> <p>Safeguarding Level 3 Qualification</p> <p>Neonatal Life Support</p>	<p>Clinical Skills qualifications e.g., BFI, cannulation &amp; venepuncture.</p> <p>Neonatal Specialty Qualification</p> <p>Student supervisor and assessor qualification</p>
<b>Knowledge</b>	<p>Recognising the limits of scope and authority within role.</p> <p>Knowledge and understanding of healthcare associated neonatal issues.</p> <p>Accepts responsibility and accountability for their own practice.</p> <p>Understands the principles of confidentiality.</p> <p>Commitment to self-development; must have evidence of recent professional development.</p> <p>Awareness of professional responsibilities</p> <p>Knowledge of child protection and safeguarding</p>	<p>Experience of taking the lead with babies with complex needs</p>
<b>Technical / Work-based Skills</b>	<p>Proficient use of Microsoft Office applications e.g. Word, Excel, PowerPoint, Outlook.</p>	

	<p>Ability to engage with people and motivate and support them.</p> <p>Calm under pressure able to use initiative and make decisions within their scope of practice.</p> <p>Understanding of hospital environment and DATA systems e.g., electronic patient record systems.</p>	
<b>General Skills/Attributes</b>	<p>Good level reasoning skills and ability to problem solve.</p> <p>Organised with effective time management; adaptable and self-motivated.</p> <p>Ability to present effectively both verbally and written.</p> <p>Strong team player who can adapt to change.</p> <p>Ability to identify stress in self and others and to take effective action to manage the situation.</p>	
<b>Experience</b>	<p>Experience of engaging with service users, motivate and support them to high standards.</p> <p>Demonstrates clinical outcome measures for service users</p>	<p>Proven post registration experience.</p> <p>Flight and/or road medical transfer experience.</p>

### Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.