

East Anglia Children's Hospices - EACH

Job Description



Job Title: Transition Lead

Responsible to: Clinical Education Lead

Directorate: Care

Job Summary:

To lead and ensure that services for young people and their families develop consistently across the organisation, and that nationally recognised standards and good practice are embedded into EACH services.

To develop partnership working with adult services to facilitate effective transitions from EACH.

To oversee the implementation of Deprivation of Liberty Safeguards (DoLS) procedure across EACH.

To advise on and ensure decisions about health and welfare of young people are in line with the Mental Capacity Act (MCA).

To lead the EACH Young Persons Action Group (YPAG)

Responsibilities:

- To develop and implement ways of working with young people and their families which are consistent across EACH and meet National Institute for Health and Care Excellence (NICE) and other nationally recognised standards
- To ensure the development of effective working partnerships and relationships between EACH, YP and adult services to meet the needs of YP transitioning into adulthood, including, GP, adult hospital and community services, adult hospice services, Teenage Cancer Units and social care providers
- To represent EACH at local, regional and national meetings and events relating the care of YP and their transition into adult services
- To work with the EACH Education team to develop training specifically related to YP and the Deprivation of Liberty Safeguards procedure and Mental Capacity Act

- To work in collaboration with service user engagement groups to review, develop and implement ways to ensure YP's voices are heard and their universal wellbeing needs are met
- To develop a range of activities which empower and support YP and their families through the process of transition into adulthood and adult services
- To work with Marketing and Communications team to develop the use of social media technology to engage and support YP
- To evaluate and audit the effectiveness of strategies for caring for YP
- To actively participate in and represent EACH at the Regional Action Group (RAG) and lead EACH Young Persons' Action Group (YPAG)
- To advise safe practice in the transfer from DoLs to Liberty Protection Safeguards
- To support evidence-based practice, advising to the operational leadership team (OLT) on identified issues and areas for improvement

Team Working

- Ensure members of the team provide high quality evidence based holistic palliative care to YP
- Be a role model setting high standards and promoting an ethos of lifelong learning and development within the EACH care teams
- Build effective working relationships internally and externally to EACH ensuring collaborative progress on matters relating to YP and transition
- Recognise and report problems and work with others to solve them

Professional Responsibilities

- Fulfil professional registration
- Remain competent by identifying continuing professional development opportunities as necessary to maintain up-to-date knowledge
- Prioritise a combination of diverse tasks
- Develop and maintain positive professional relationships within and external to, EACH.
- Advocate for and support parents/carers and young people.
- Recognise the level of emotional stress that may be encountered when working with BCYP and their families who are dealing with life restricting issues and to seek appropriate support for self.
- Have an awareness of own personal responses in relation to the maintenance of a safe environment and identification of potential risk for all personnel, BCYP, families and significant others.

Governance Activities

- Support the development of appropriate clinical standards and quality initiatives and participate in reviewing relevant Policies and Standard Operating Procedures etc. to ensure high quality care is always delivered
- Participate in clinical supervision, safeguarding supervision, management supervision and annual appraisal ensuring challenging objectives are set and achieved and a personal development plan is agreed
- Adopt a reflective approach to personal practice and learn from experience
- Participate in relevant clinical governance activities within EACH

- Plan and deliver audits according to EACH's audit programme as required.
- Provide statistical information through data collection and present activity and impact outcomes

This job description is not exhaustive and may be amended as necessary. It is intended as a guide to the duties and responsibilities of the post.

General requirements

- Maintain confidentiality in all areas of work at EACH
- Ensure that your conduct within and outside EACH does not conflict with organisational expectations
- Actively support and promote EACH and all its policies
- Promote the safeguarding and welfare of children, young people and vulnerable adults
- Ensure an awareness and observation of Fire and Health and Safety Regulations
- Ensure the respect, dignity and rights to privacy of service users and their families as far as possible
- Take responsibility for continuing professional development
- Attend staff meetings and training as required
- Participate in supervision sessions and appraisals with the line manager

EACH - Values

Empathy and understanding

Understanding the view and feelings of others is central to our work relationships and how we interact daily

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve

Open and respectful

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment

Make it happen

We are empowered to and take responsibility for getting things done

Additional Points of Reference

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

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Person Specification



Job Title: Young Persons' and Transition Lead

	Essential	Desirable
Knowledge/ Training	<ul style="list-style-type: none"> Professional Qualification i.e Nursing (Child, Adult or Learning Disabilities) Occupational Therapy, Physical Therapy – list not exhaustive Professional knowledge acquired through degree or diploma or other professional training relevant to field of practice, or evidence of working towards this Knowledge of the law and best practice requirements relating to Deprivation of Liberty Safeguards, Consent, Mental Capacity Act and safeguarding young people. Knowledge and understanding of children's palliative care services 	<ul style="list-style-type: none"> Evidence of studying at Master level Qualification in Leadership and Management
Experience	<ul style="list-style-type: none"> Experience of working with young people experiencing transition services Experience of managing projects and implementing change in the workplace Evidence of working within a professional multi-disciplinary team Experience of developing working relationships with external providers and organisations 	<ul style="list-style-type: none"> Experience of evaluating services and professional practice including the involvement of services users Previous experience of working as a transition lead
Skills & Abilities	<ul style="list-style-type: none"> Evidence of leadership skills, motivation and development of people Act as a positive role model which enables change Strong influencing and negotiation skills Good written and oral communication skills 	

	<ul style="list-style-type: none"> • Initiative and ability to problem solve, formulate solutions and provide sustainable recommendations • Enthusiastic and flexible approach to work • Proven track record of reliability • Ability to work effectively with people with diverse skills, abilities and experience • Ability to manage own time, prioritise work and work to deadlines • Comfortable working autonomously, with minimal supervision • Able and willing to work within a palliative care environment • IT literacy (e.g. word processing, e-mail, PowerPoint, spreadsheets) 	
Other Requirements	<ul style="list-style-type: none"> • Must have full UK driver's licence and own transport • Evidence of commitment to own continuing professional development • Ability to travel across the region as required 	