

**Women and Children's Care Group
JOB DESCRIPTION**

- 1. Post title:** Hospital Play Practitioner
- 2. Grade:** 4
- 3. Responsible to:** Ward Manager
- 4. Accountable to:** Lead Nurse, Women and Children's

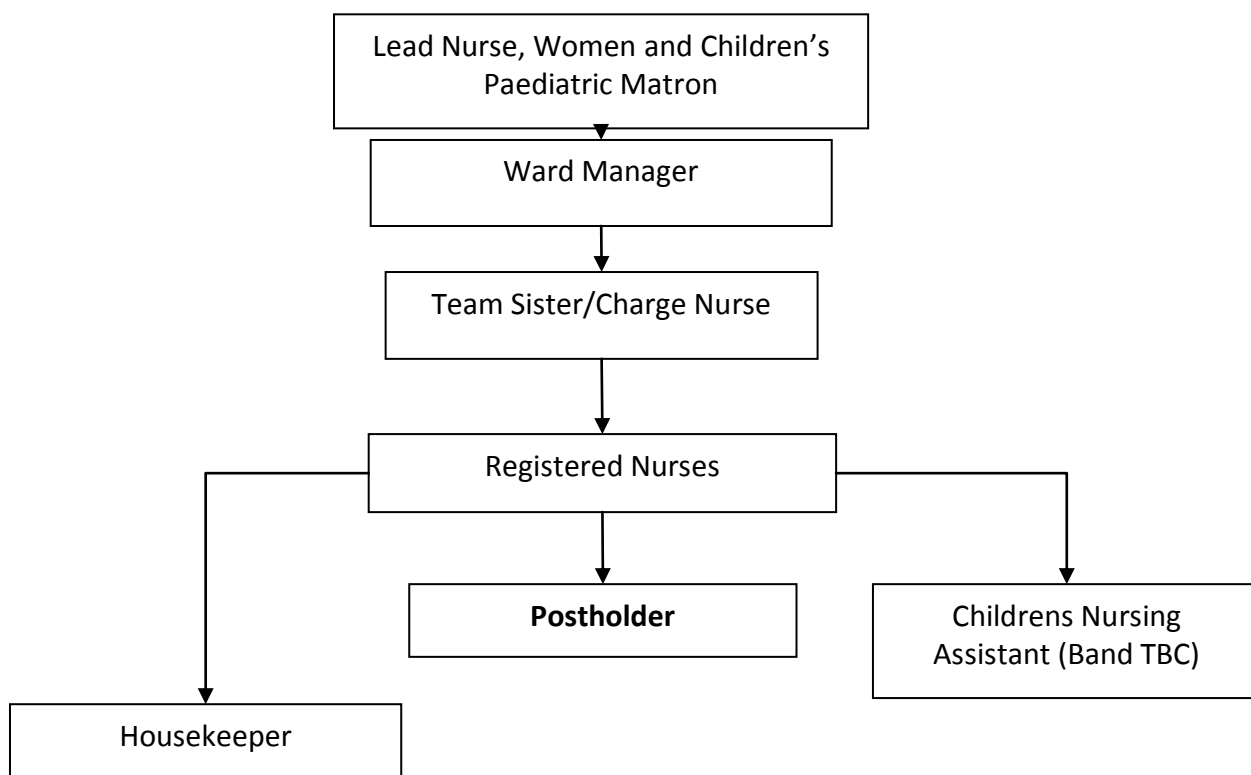
5. Post Summary

- The Hospital Play Practitioner is a person with expert knowledge and experience of Play with the well child and with the sick child/young person. She/he is a fully integrated member of the Health Professionals Team. The Hospital Play Practitioner will work within the Play Service and Ward/Department team but also she/he will work independently using their initiative, organisation, leadership and time management.
- The Hospital Play Practitioner will provide developmental, therapeutic and specialised play techniques for all ages and diversities in an effort to fulfil emotional, social and developmental needs and help alleviate emotional trauma within families.
- She/he will help bridge the gap between hospital and home, creating a positive environment and a positive patient journey.
- She/he will highlight the importance of play in assisting recovery and aiding development to all health professionals and students.
- The Hospital Play Practitioner will have the ability to cope with an unpredictable workload in, what can be, a stressful environment.

6. Scope and Range

This post is based at The Children's Unit at Princess Royal Hospital. Very occasionally, the post holder will carry out duties in other areas of SATH where children or babies are nursed. He/She will be responsible for organising play activities for individual children or groups of children under the overall supervision of Registered Nurses. Hours will be worked in shifts over the seven-day period but will not involve working between the hours of 23:00 hours and 07.30 hours.

Organisational Chart



7. Main Duties and Responsibilities (under the direct or indirect supervision of Registered Nurses)

- 7.1. To work in accordance with best practice and guidance based on guidelines, (for example, this may include those contained within the National Association of Hospital Play Specialist (NAHPS) Code of Conduct) and work in accordance with Trust policies and procedures.
- 7.2. To have knowledge of child development and the factors which affect or delay normal development. With this knowledge, develop play strategies to promote development of appropriate milestones of child development for each individual.
- 7.3. To organise and supervise play activities for individual and groups of children and young people in hospital according to their individual needs, taking into account their stage of development and their physical and mental condition.
- 7.4. To provide and receive routine information and to establish effective communications, both written and verbal, with children, their families and all members of the multi-disciplinary team.
- 7.5. Involvement in preparatory play, recognising any barriers to understand and using persuasive, motivational, negotiating, training, empathic or reassurance skills to gain agreement and co-operation.
- 7.6. To be aware of the detrimental effects of hospitalisation and in particular isolation and assist in identification of these effects, and to understand the effects of acute and chronic illness on the child and family, developing a supportive role related to play and distraction with other members of the ward team.
- 7.7. To have knowledge and ability to enable occasional short periods of patient handling to transfer children in wheelchairs or on their beds to the play area or to other departments within the hospital.

- 7.8. Make time to listen to anxious children, young people and family members including siblings and help give emotional support as required. Document and communicate relevant observations and information to other health care professionals where appropriate.
- 7.9. Through psychological preparation techniques and play, help to familiarise the child/young person and family with strange equipment, treatments and procedures, to aid informed consent and alleviation of any worries. Provide emotional support - fulfilling psychological, social and developmental needs including age/developmentally appropriate materials and methods both visual and verbal. Document relevant information for Health Care Professionals.
- 7.10. Following information and assessment of the patient provide distraction, diversion or participation therapies with the child/young person undergoing painful or invasive procedures. Use psychological preparation and distraction techniques as appropriate. Provide post-procedural play when necessary. Document and communicate to the relevant Health care Professionals.
- 7.11. Develop personal strategies to cope with occasional exposure to distressing or emotional circumstances e.g. dealing with children with challenging behaviour, providing play activities for children/young people who are being treated for life-limiting conditions.
- 7.12. Provide support to the nursing staff by –
 - Explaining treatment and procedures by means of play.
 - To act as an escort when patients move to other departments, within the scope of the role.
 - Assist with feeding if appropriate, within the scope of the role.
 - To provide diversion therapy when a child is undergoing a procedure e.g. having a blood test.
- 7.13. To observe a personal duty of care in selecting and monitoring of play resources and to maintain and store play equipment in accordance with Trust Health and Safety Standards and Infection Control Policies. To ensure that all play equipment is maintained safely and that the play room/play areas are kept clean and tidy giving attention to the needs of immunosuppressed /compromised children.
- 7.14. Provide leadership and advice (related to role) or demonstrate own activities or workplace routines to new or less experienced employees in own work area.
- 7.15. To document and commission accurately all relevant interventions carried out in patient records in order to inform the wider MDT.
- 7.16. To be responsible for organising educational placements for students on early year and childhood study courses and liaise with the college tutor to provide written and verbal reports and evaluation on the student.
- 7.17. To liaise with other departments within the hospital promoting an awareness of play requirements and provision required for paediatric patients in other areas e.g. Plaster room, ultra-sound scanning, x-ray arranging appropriate resources as necessary.
- 7.18. To liaise with organisations such as Starlight Foundation to nominate children for 'wishes' and to organise these with children and families.
- 7.19. To respect the individuality, cultural and religious diversity of patients and their families and contribute to the provision of a service sensitive to these needs.
- 7.20. To undertake mandatory training on an annual basis.
- 7.21. Participate in the yearly appraisal process for own appraisal and identify own learning needs.
- 7.22. Organise children's entertainment programme for monthly visiting entertainers and celebrations as necessary.
- 7.23. To arrange rostering of the Play staff to provide cover for the in-patient, out-patient needs and to incorporate relevant study days, on a rotational basis with colleagues
- 7.24. Provide an input into paediatric oncology services –

- Assist with continuity of care between inpatient and outpatient care.
- Assist in providing pastoral care for patients, siblings and parents e.g. Holidays, make-a-wish, Starlight foundation.
- To assist in the social preparation and support for specific procedures e.g. Introduction of central venous access devices, finger prick testing.
- To distribute and work with the Bead programme through Beads of Courage showing the journey being undertaken at this stage of their lives.
- On request, participate in MDT meetings and give feedback on patients when requested.

8. Systems and equipment

- 8.1. Input patient information onto the computerised Patient Administration System.

9. Human Resources

- 9.1. Be aware of and adhere to local and national HR policies, procedures and guidelines.
- 9.2. Attend statutory training sessions as required, including the mandatory training day and others as deemed mandatory by the trust or CNM.
- 9.3. Participate in the yearly appraisal process for all members of staff and identify any learning needs one has.
- 9.4. To work in accordance with Trust policies and procedures.

10. Professional Conduct

- 10.1. To adhere at all times to uniform policy.
- 10.2. To conduct oneself in a manner perceived by others as constructive.
- 10.3. To address personal concerns professionally through appropriate channel.
- 10.4. To respect the individuality, cultural and religious diversity of patients and their families and contribute to the provision of a service sensitive to these needs.
- 10.5. In the event of a Major Incident or Pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence and reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.
- 10.6. Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in prosecution or action for civil damage under the Data Protection Act 1998.
- 10.7. It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information as confidential and not divulge it to anyone who does not have the right such information.
- 10.8. The Trust fully upholds the Caldicott Report principles and you are expected within your day to day work to respect the confidential of patient identifiable information.

11. Health and Safety

- 11.1. To ensure that the team work at all times in a safe and responsible manner ensuring the implementation of safety measures concerning:
- Fire Regulations
 - Infection Control
 - COSHH Regulations
 - Moving and Handling
- 11.2. Ensure, as far as reasonably practical within the designated area of responsibility, the health, safety and welfare of patient's staff and visitors.

12. Infection Prevention and Control

- 12.1. The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:
- 12.2. Ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- 12.3. Be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- 12.4. Maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).
 - Ensure work methods are compliant with the Trusts policies and procedures and do not endanger other people or themselves. Maintain a safe environment for patients, staff and visitors.

13. Information Governance

- 13.1. Comply with the Trust's Information Governance policies and standards and HFEA requirements ensuring all information is handled legally, securely, efficiently and effectively.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust’s procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - You are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous improvement

The Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower staff at all levels to have the confidence, capability, passion and knowledge, to test changes and make improvements at the Trust and the communities we serve. Following a successful five-year partnership with the Virginia Mason Institute in the USA, the Trust continues to further develop and embed the Trust’s approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you to make improvements, whilst also providing training at various stages of your time at the organisation, as part of your continuing professional development.

The above job description is a summary of the main responsibilities of the postholder, and not an exhaustive list of duties to be undertaken. The duties may be redefined in accordance with the demands of the service. Any redefinition will be subject to agreement between yourself and the person in charge of the ward and deemed by you both to be within your level of competence.

Manager	Post Holder
Name:	Name:
Signature:	Signature:
Date:	Date: