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| JOB DESCRIPTIONJob Title: Nurse Consultant – Children and Young People/Family Nurse Partnership**Department(s): Health and Social Care Partnership (HSCP) North** CAJE ID: NHSL19/022**No. of Job Holders: 1** |

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| 1. **JOB PURPOSE**

To provide expert professional nursing leadership, strategic direction and expert consultancy on all aspects of clinical nursing practice in relation to Children and Young People (CYP) and Family Nurse Partnership (FNP). This will involve working across professional and organisational boundaries, in partnership and in collaboration with others including service users, carers, social work, medical staff, allied health professionals, voluntary sector staff, local education providers and other Health Boards. The post holder will have responsibility in five main areas:1. **Professional Leadership & Consultancy** – analyse, synthesise and evaluate practice:- provide highly specialist expert nursing advice and consultation at local and national level on the identification, implementation and evaluation of evidence based interventions in the care and treatment of Chlidren and Young People across NHS Lanarkshire and both North and South HSCPs.

 1. **Expert Practice** - demonstrating highly advanced clinical skills, expert nursing practice, knowledge, training and expertise in relation to Children and Young People. Ability to identify risks and benefits of new developments in areas of practice and provide clinical supervision to others. Expert practitioner, providing professional leadership, support and advice within the multi-disciplinary team across NHS Lanarkshire to ensure high standards of nursing care, demonstrating expert practice and knowledge in relation to Children and young people and support the Associate Director of Nursing (HSCP North) in relation to the implementation of Children and Young People (Scotland) Act 2014, Getting it Right for Every Child (GIRFEC) and the Promise Scotland.
2. **Strategic Planning/Policy Development** – working closely with management and clinical teams in both North & South H&SCPs and the Acute division to provide strategic vision for the development, improvement and delivery of services across the patient pathway. This includes a lead role in policy and standards development, implementation and evaluation in relation to CYP and FNP determining care delivery in both acute, primary care and community settings.
3. **Education and Training** – Meeting the educational needs of nurses and other relevant stakeholders. This shall be achieved by leading in the identification of educational needs; undertaking investment planning and developing strategy to meet these educational requirements within the areas of responsibility. Identification and utilisation of existing expert practice to enhance training opportunities within NHS Lanarkshire. To work in partnership to develop, deliver and evaluate local and regional educational courses.
4. **Research and Development** - Will lead in the development and working with relevant stakeholders to undertake research, develop research proposals, and evaluate research. The prime driver shall be the attainment of excellence in clinical practice. To analyse, synthesise and evaluate practice within CYP and FNP. Determine learning from FNP that can be shared internally and externally. Represent Health and Social Care Partnership North and participate as required in local / national audit, evaluation and research related to CYP and FNP.

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| ORGANISATIONAL POSITION **Executive Director****NMAPs****Chief Officer****H&SCP**  **Nurse Director****Associate Director of Nursing****Children and Young People****Senior Nurses****Nurse Consultants****\*\*This Post\*\*** |

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| 1. **SCOPE AND RANGE**

Lanarkshire provides services to a population of 655,000 across various hospital sites and two Health & Social Care Partnership. The post holder will be responsible for providing professional nursing leadership across North Health and Social Care Partnership, within the field of the care of Children, Young People and families including professional lead to Family Nurse Partnership.The post holder as a member of the Childrens Services Management Team and will work in partnership with all sectors across NHS Lanarkshire, North and South HSCP and partner agencies. The post holder will be involve dealing with recruitment, investigation, grievances etc.The post holder will deputise as appropriate for the Associate Nurse Director as required and is a senior member of the Childrens Services Management Team. The post holder will represent NHS Lanarkshire and North HSCP on national groups, eg. GIRFEC National Group, Family Nurse Partnership as required. In addition, the post holder will be a key member of the relevant strategic and operational committees and groups, which ultimately influence the delivery of care.The post holder reports through the North Integrated Health and Social Care Partnership operational management structure and is line managed and professionally accountable to the Associate Nurse Director Children and Young People (as per organisational Chart). |

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| **5. MAIN DUTIES/RESPONSIBILITIES** **Professional Leadership*** Be a visible and credible leader, providing highly specialist expert knowledge, advice and consultation in relation to the development and implementation of practice in the area of nursing care and practice for CYP and their families across North HSCP. The post holder will provide professional and clinical leadership as the designated nursing profession specific lead for the Family Nurse Partnership Service in North Lanarkshire, working collaboratively across Lanarkshire HSCP’s with other Health Boards, to lead the development of CYP/ FNP services.
* Provide expert knowledge, advice and consultancy at a clinical and strategic level that will inform both the commissioning and strategic development of the service.
* Ensure the appropriate education and development for nurses involved in the Care of CYP and their families e.g Health Visitors, School Nursing, Family Nurse Partnership, Paediatric Nursing is implemented in NHS Lanarkshire and will contribute to local and national reviews of nursing learning and development relevant to the specialty
* Nurse Consultant will function at an advanced expert level of clinical theory and practice having a breadth of knowledge and skills relevant to CYP and their families and Family Nurse Partnership
* High level understanding of data analyses and interpretation.
* Provide expert skilled clinical practice using a range of evidence based interventions in the assessment, planning, delivery and evaluation of direct care.
* Demonstrate expert skills in health assessment underpinned with strength based approaches, risk management, formulation, problem solving and management of identified additional support for CYP and their families.
* Exercise a high degree of personal and professional autonomy.
* Routinely make complex clinical judgements in relation to the care of CYP and risk identification and management
* Liaise closely with multidisciplinary /multiagency team in relation to individual care of CYP and their families
* Lead on the development and implementation of expert clinical nursing practice for CYP.
* Practice within the legal and ethical framework to ensure that patients and their family’s interests and well-being are being met.

 **Strategy and policy development*** Have a lead role in policy, guidelines and standards development, implementation and evaluation in relation to the nursing care of CYP/FNP nursing care to affect improved health and well-being outcomes and experiences of care for service users and carers.
* Work collaboratively with colleagues in NHS Education for Scotland, higher education institutions/FNP National Unit and networks related to CYP/FNP to influence and inform the development and implementation of future educational programmes to ensure education reflects the needs of patients and the clinical teams.
* To provide leadership to the Nurses who practice in the field of CYP/FNP Nursing to ensure that care delivery is safe, effective and person centred.
* Support the provision of clinical supervision nurses who care for CYP/FNP, in particular those involved in complex cases, ensuring that all nurses experience and attain all relevant learning outcomes related area of practice.
* Actively promote and ensure patient/carer involvement in the delivery and development of services.
* Work in collaboration with the Associate Nurse Director for CYP/Nurse Director of Partnerships in the development and delivery of organisational objectives for the nursing care of Children and Young People and actively contribute to NHS governance structures for those services across North HSCP
* Actively promote and ensure the involvement of Children, Young People and their families in the delivery and development of services through effective use of information, consultation and partnership approaches to service/practice development to improve the health care experience for individuals.

**Education and Training*** Lead in assessment of educational needs for nursing staff who care for CYP, ensuring that educational strategies and associated training programmes are developed and available to address these needs.
* Make a significant contribution to the development of education in the field of Nursing which incorporates CYP and their families and to the evidence base within this field of practice. Working in partnership with NES Scotland and HEI
* Work collaboratively with the Practice Development Centre including Practice Education and Development Team, higher educational Institutions and other educational providers to ensure that continuing professional development programmes and educational pathways are developed to promote changes in practice
* Contribute to education and training of staff by providing expert knowledge and guidance, with the ultimate aim being to embed into practice.
* Promote a culture which encourages Lifelong Learning
* Act as a mentor for staff within Childrens and Young Peoples Nursing and Family Nurse Partnership, to demonstrate robust leadership and excellence in clinical care
* Design and deliver ( directly or through commissioning others) coherent and pertinent development and training programmes

**Research and Development*** Develop advanced skills in research methodologies and analysis
* Lead the development of a nursing research agenda within the areas relevant to Childrens and Young Peoples Nursing and Family Nurse Partnership
* Participate in collaborative research activity in local and national levels in areas relevant
* Endeavour to develop the nursing research capacity
* Provide support and supervision to nursing staff in development and participation in research programmes
* Disseminate findings of research at local national and internal levels though participation in conference and writing publications for academic journals

**Clinical Governance** * Assess, appraise and critically apply the evidence-base for Clinical Practice
* Be wholly accountable for his/her own nursing practice and take every reasonable opportunity to sustain and improve the knowledge, skills and values required for safe, effective and person centred care.
* Evaluate and improve nursing practice within specialist field by leading in research and clinical audit where appropriate, including the implementation of findings
* Select and implement evidence-based nursing interventions to meet the individual needs of patients using National Guidance and Standards such as NHS Health Improvement Scotland, Scottish Intercollegiate Guidelines Network and Clinical Resource and Audit Group materials
* Support and influence pre and post registration staff who are undertaking further education
* Adhere to and implement local and national health and safety policy and procedures
* Report clinical incidents and participates in the risk management process
* Adhere to and be involved in the NHS complaints procedure
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| **6. EQUIPMENT & MACHINERY**The post holder will:Access and utilise IT systems on a daily basis for purposes of communication, reviewing data, formulating and analysing reports, contributing to the strategic plans for HSCP North, sourcing research and evidence bases. Utilise multimedia equipment for presentation e.g. PowerPoint.Information Technology* + Key board skills, Phone, Photocopier
	+ Word Processing
	+ Database and Spreadsheet Management, development and analysis
	+ Presentation software
	+ Internet skills for extracting evidence based information
	+ DATIX
	+ Duty rostering systems
	+ Patient records
	+ Intranet, e-mail
	+ Trak

 Moving and Handling* + Small loads for group facilitation
	+ Rearranging furniture to facilitate effective small group work/training
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| **7. SYSTEMS**The post holder has responsibility for: * The accurate management, storage, monitoring and retrieval of patient records in accordance with professional standards, data protection and IT policy and security.
* Maintaining accurate patient records in accordance with professional (NMC), legal and organisational standards.
* Recording individual activity in accordance with the national minimum standards and local systems, i.e. MiDIS, Single Shared Assessment and GP IT systems.
* Compiling statements/reports as requested.
* Completing and communicating assessment documentation, e.g. continence, tissue viability and single shared assessment.
* Participation in Clinical Governance processes, e.g. audit/complaints.
* Individual inputs to routine data collection, e.g. training databases, payroll information, Staff rostering/time sheet recording
* Complying with organisational policies and guidelines
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| **8. DECISIONS & JUDGEMENTS**To be flexible and to balance, prioritise and make complex decisions regarding the four highly complex functions the role often where conflicting agendas exist to ensure all key responsibilities are met.The post holder has a high degree of autonomy and responsibility for interpreting / implementing organisational policies, anticipating problems for which there is no precedent and for proposing solutions to these. Strategic priorities and objectives will be agreed with the Head of Service and Associate Nurse Director Partnerships but day to day prioritisation and planning of work will be largely self-directed in line with agreed objectives.The post holder will have a high degree of autonomy and responsibility for interpreting/ implementing organisational policies in relation to CYP nursing and FNP and act on issues, working closely with and providing expert advice where relevant, to senior managers, professional leads The post holder will be required to analyse conflicting information and will have a high degree of autonomy in applying appropriate judgements in relation to professional issues affecting nurses and staff. This may involve differing clinical opinions across the multi-disciplinary team and across external agenciesThe post holder will be required to advise the Associate Nurse Director Partnerships and Nurse Director and Senior Managers on professional issues relating to CYP nursing and FNP The work of the post holder will be self-directed within agreed annual objectives.  |

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| **9. COMMUNICATIONS & RELATIONSHIPS*** Work in collaboration with a wide range of key stakeholders[[1]](#footnote-1) in optimising care in CYP/FNP Nursing
* Establish and maintain good working relationships with all disciplines and professions both internal and external to the organisation up to a senior level and ensure that an open communication pathway is maintained.
* Attend meetings as appropriate to ensure a children and young peoples focus is maintained within strategic plans and service delivery.
* Attend national and local meetings in order to maintain specialist knowledge and awareness of nursing in the mental health nursing in addition to professional issues and developments.
* Communicates highly sensitive or highly contentious information understanding responsibilities to data protection legislation, information sharing guidance.
* Actively work with difference in all communications and interactions, and demonstrate a high level of awareness and skills in working and communicating safely, highly sensitive information across different organisational/personal cultures.
* The need for highly developed leadership, interpersonal, communication and presentation skills are essential in the presentation of highly sensitive and highly complex information to individuals, teams, members of the public, the media and large groups of staff from a range of disciplines. The post holder will be required to convey information which will be contentious e.g. child death.
* Work with staff side representatives at a local and Partnership wide level to promote/ensure harmonious working relationships between managers and staff.
* Arrange and chair meetings on a regular basis bringing authority and ensuring agreed actions are minted and reviewed.
* Use highly effective influencing/persuasion and negotiation skills to communicate the complexity of the professional agenda and of the services for which the post holder is responsible on a regular basis.
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| **10. DEMANDS OF THE JOB (physical, mental, emotional)****Physical Skill** * The post holder utilises speed and accuracy and a thorough understanding of, physical, psychological and emotional needs of people requiring clinical interventions
* The post holder will work in both an office and clinical environment and have the ability to drive as will be required to travel across NHS Lanarkshire and to a variety of locations.
* The post holder is required to be able to transport basic equipment such as laptops, projectors and files to a weight maximum of 12-14 kg on a frequent basis.
* The post holder is required to operate a computer to produce detailed reports analysing and interpreting complex data, searching relevant literature to support evidence based decision making and making reference to professional websites (e.g. NMC).
* Exposure to physical and verbal aggression occasionally , therefore must be up to date with relevant level of PAMOVA training

**Mental Demands** * Mental effort is required with intense concentration often for 2-3 hours at a time on a daily basis. For example; reading and interpreting lengthy documents and complex data, writing reports, implementing national and local policy documents and working to tight deadlines with frequent interruptions – in person, by phone or e-mail.
* The post holder will be required to change tasks frequently throughout the day in order to respond to individual, service and organisational need.
* The post holder is frequently required to give advice and support to a variety of personnel at all levels, which may be unplanned and involve communication made in person, by phone or e-mail. The advice given may be unwelcome and may require to be given under situation of stress and where conflict is present.
* The post holder is required to carry out sensitive investigations into complaints and to investigate governance issues arising within the nursing discipline.
* The post holder is required to work to very tight deadlines on multiple tasks, responding to rapidly changing agendas and timeframes.
* High level of concentration involving one to one engagement required when undertaking patient assessments.

**Emotional Demands** * The post holder will be required to support frontline staff and management in dealing with complex, difficult and/or emotional situations in relation Children Young People and their families
* The post holder may be exposed to highly emotional demands due to the nature of working closely with Children Young People and their families
* Leading, influencing and directing to prioritise developments and take difficult decisions
* Dealing with staff problems and concerns and handling conflicting views and priorities across a number of agencies
* Ability to discuss highly sensitive issues as common in patients with children and young people at risk of harm and child death that present challenges in management and issues such as child and adult support and protection procedures and life changing decisions around future care of the child and other family members which are often distressing or controversial
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| **11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** The requirement to motivate and influence other, by developing change strategies, implementing effective change and working across professional and organisational boundaries to develop proactive care and clinical excellence. This will require to be achieved by meeting challenging objectives within an unpredictable workload, timescales and multiple competing demands.  |

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| **12. KNOWLEDGE, TRAINING AND/OR EXPERIENCE REQUIRED TO DO THE JOB**Registered Nurse /Part 1 of the Nursing and Midwifery Register.Educated to/working towards/operating at Masters Level.Post graduate expertise within speciality / area of practice that demonstrates the required breadth of knowledge required to lead safety, effectively and efficiently. Comprehensive knowledge of clinical guidelines and standards within the speciality. Advanced Specialist knowledge and experience of relevant conditions, pathology, policies and procedures associated with the speciality/area of practice ensuring that the level of expertise can be utilised to deliver leadership within speciality including FNPEvidence of application of advanced practice skills in speciality and applying clinical judgement. Evidence of further developed knowledge and experience in management and/or leadership. Further education/evidence of Continuous Professional Development in area of speciality including study days/courses/post graduate qualification.The post holder will possess excellent team-working/leadership skills and have the ability to motivate and influence others and work using own initiative.Excellent listening, communication and interpersonal skills and effective time management skills. Working knowledge of basic information technology. |
| **Job Description Agreement****Job Holder’s Signature** **Print Name** **Date****Head of Department Signature** **Print Name** **Date** |

1. * Senior management team in both NHS Lanarkshire and North HSCP, Members of Divisional Management Teams, Senior Managers, Senior Clinical Staff and staff side representation
	* Members of relevant care groups to include, social care, education, Patients and Carers
	* Higher educational institutes
	* Regional Clinical Networks
	* Practice Development Centre
	* NHS Lanarkshire Quality directorate
	* Human Resources
	* Research and Development Institutes
	* Financial services
	* NHS Education Scotland
	* Relevant statutory and voluntary organisations / groups
	* Regional Groups and Forums
	* NHS Quality Improvement Scotland [↑](#footnote-ref-1)