

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | **Paediatric Neurodevelopment Nurse Specialist** |
| **Reports to** | **Clinical Matron** |
| **Band** | **AFC Band 7** |
| **Department/Directorate** | **Clinical Support & Specialist Services** |

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| **JOB PURPOSE** |
| This is a Specialist nursing post which enables the individual to be responsible for aspects of the provision of high-quality Specialist Nursing care to children and young people (CYP) with neurodevelopmental difficulties (specifically but not exclusively ADHD), liaising and co-ordinating with all professionals involved in the child/family’s care.  The post holder will have a key role within the ADHD pathway, facilitating and developing assessment and management of children and young people where there is a query or diagnosis of Attention Deficit Hyperactivity Disorder (ADHD). Ensuring high quality assessment and support following local and national guidance.  The post holder provides education, advice and support throughout a child’s episode of care, from diagnosis, through times of change or crisis, to discharge, transfer to adult services or, if appropriate, through terminal care and bereavement.  The post holder will empower and support families to manage their Child’s condition at home thus avoiding or minimising hospital admissions.  This post holder will act as an expert resource for both nursing and medical staff by providing advice, support and education through clinical practice evidence-based development.  There will be close liaison and appropriate referral between all relevant departments, the lead clinician and other services, including those provided by community teams.  The post holder will develop and sustain partnership working with individual groups, communities and agencies.  Facilitate the planning and delivery of care programmes to address patient needs and develop/improve the service |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| Participate in specialist assessment of children referred with possible ADHD in accordance with best practice and NICE Guidance, recognising and responding to other complex needs which may exist alongside ADHD.  Undertake nurse led clinics. Accepting direct referrals for assessment taking a full developmental history, obtaining multiagency information and completing specific assessment tools to help guide the diagnosis process.  As an autonomous practitioner, be responsible for monitoring patients with an ADHD diagnosis through nurse-led clinics, communicating change to other members of the team and giving guidance on treatment in a defined caseload of young people up to the age of 18.  To provide support to parents and young people in the pharmacological and non-pharmacological management of ADHD.  Carry out observations of young people in school or other settings to help inform the assessment or monitoring of young people with, or suspected of having ADHD  Where appropriate, to engage in multi-agency meetings within schools and other settings to help ensure effective care and support for young people  Develop links with local health, education and local authority services to ensure the effective support of young people with a diagnosis of ADHD in all settings.  Act in accordance with the Trust guidelines around safeguarding children. Be able to liaise with colleagues, Trust safeguarding team and other agencies in the prevention and early detection of safeguarding concerns. Attending case conferences and review meetings, as required. |
| **KEY WORKING RELATIONSHIPS** |
| Areas of Responsibility:    The post holder will work closely with the Paediatric Ward, children’s community team, Clinical Matron and other relevant departments, Lead Clinician and clinical and medical teams, Emergency Department, Therapy Teams, Service Manager for Paediatrics and the Divisional Team.  Provide clinical input to meetings where appropriate  Establish effective communication across the local healthcare community  Collaborate with other team leads and the Clinical Matron to ensure consistency and continuity of approach within the Trust  The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media  No. of Staff reporting to this role: 1 - 2 |
| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| To work within the nursing and medical teams and contribute to decisions about patient care.  Be professionally accountable for all aspects of own work, including the management of patients in your care.  To work autonomously be able to provide expert advice to patient and families in relation to patient condition and specialist treatments and services in line with the Trust and service policy.  The post holder will work with the lead consultant to facilitate and support development of the service |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| Provide and receive highly complex and highly sensitive information. Communicates very sensitive, complex condition related information to patients, relatives offering empathy and reassurance.  Establish methods of communication and understanding with young children or those who have sensory or communication difficulties.  Communicate condition related information to CYP’s and their families/carers at a level appropriate to their understanding.  Refer to Child and Adolescent Mental Health Services or psychology if the psychological condition of the child indicates this.  To communicate effectively between departments, wards and Trusts to ensure patients journey is seamless.  To work in partnership with nurses and other health professionals to address people’s health needs through planning and delivering interventions which are based on best practice and clinical judgement. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Complex facts or situations requiring analysis, interpretation, comparison of a range of options.  Requires skills for assessing and interpreting specialist acute and other patient conditions and taking appropriate actions, this may include non-medical prescribing.  To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet changing needs and established goals of care. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| Plan, organise complex activities, programmes requiring formulation and adjustment.  To receive direct referrals within the speciality and to provide expert assessment of patient’s needs.  To develop and provide a co-ordinated specialist service to patients with the relevant diagnosis and their carers and to have direct clinical involvement in complex care in both the outpatient and inpatient setting.  To support and prevent admission for the patient with the relevant diagnosis and support the coordination of complex discharges for patients with the relevant diagnosis that have been admitted.  Plan & organise day-to-day service provision. |
| **PATIENT/CLIENT CARE** |
| To support patients in meeting their own health and wellbeing through providing expert information, advice and support.  To assess patients and their complex needs and those of their families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and issues surrounding palliative care and bereavement.  To provide emotional, psychological and practical support to the patient and their family/carer throughout their pathway and to facilitate communication between patients, families and professionals  To recognise ethical dilemmas relating to care and act as the patient/relative’s advocate when required  To develop care pathways for patients with the relevant diagnosis |
| **POLICY/SERVICE DEVELOPMENT** |
| To develop specialist nurse led care where appropriate, in line with National guidance.  To supervise/instruct qualified and unqualified members of the nursing team as appropriate.    To act as an expert resource to others in developing and improving specialist knowledge and skills in specialist clinical practice, through acting as an assessor, facilitator and teaching groups of staff as required  To develop evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions.  To evaluate clinical effectiveness within the speciality, identifying poor quality and a plan for quality improvement and produce an annual report.  Act as facilitator in developing clinical practice and promoting changes in service that meet National Standards – both clinical and operational.  To participate in developing the specialist service strategy and shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this.  To employ effective decision-making skills to address complex issues and use effective change management skills to implement these.  To use effective prioritisation, problem solving and delegation skills to manage time effectively.  To establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise.  To maintain a peer network of support, information and learning with other nurse specialists within the organisation. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| The post holder has a personal duty of care in relation to equipment and resources.  The post holder will work within a defined day to day operational budget.  Ensuring that any projects undertaken are established and managed in a financially responsible manner. |
| **HUMAN RESOURCES** |
| Day to day management of Associate Practitioners/Nursing Associates  To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.  To provide specialist input to post-registration courses and professional development programmes.  To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others.  To act as a specialist resource to advice and support healthcare professionals and others involved in the delivery of care to patients, their families and carers.  To support and facilitate the development of an education strategy which ensures that all those involved in the management of patients with a relevant diagnosis are able to deliver the highest standards of care. |
| **INFORMATION RESOURCES** |
| To document all patient contacts in patient record, as per Trust Documentation Policy.  To be involved in the Audit Programme relevant to the service.  The post holder will use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations. The post holder will be responsible for sourcing and gathering information to produce presentations, informative reports, briefings and papers for meetings. |
| **RESEARCH AND DEVELOPMENT** |
| To maintain own and others’ awareness of relevant research evidence related to the speciality and work with others in applying this to practice.  To identify areas of potential research relating to the speciality and to participate in relevant research activities.  To participate and lead in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care on a regular basis and provide feedback to relevant groups  To ensure the Trust provides accurate clinical data to national data collection programmes relevant to the service. |
| **PHYSICAL SKILLS** |
| High degree of competence and dexterity in practical Nursing skills, completing nursing assessments in the community, on the ward, in outpatients and in the emergency department as appropriate. Potential for need to administer IV and oral medications and taking blood. |
| **PHYSICAL EFFORT** |
| The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods involving sitting at a VDU for long periods of time. |
| **MENTAL EFFORT** |
| Ability to carry a caseload of clients and formulate effective treatment programmes to cure or alleviate symptoms  Actively participate in strategic service planning & development  The post holder will require resilience to deliver specialist nursing care in at time, stressful and emotional demanding environments. Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people across different organisations whilst also providing senior support to junior members of nursing staff.  The work pattern is unpredictable and subject to frequent interruption  . |
| **EMOTIONAL EFFORT** |
| * Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news on a day to day basis * Work with patients in the aftermath of bad news. * Work with patients with mental health problems or occasional challenging behaviour. * Talk to relatives following a death. * The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment. * Ability to adapt to an unpredictable workload. * High level of mental effort when managing rosters and staffing concerns * Provide leadership and support to nursing team and deal with poor performance * Managing conflict in the workplace and assist in dealing with crises/problems/ difficult circumstances within department teams/individuals * Dealing with complaints and patient feedback * Frequent exposure to distressing or emotional circumstances |
| **WORKING CONDITIONS** |
| Occasional working with hazardous substances (cytotoxic drugs, bodily waste and fluids) when in clinical setting  Occasional aggressive behaviour when dealing with face to face complaints  Regular use of VDU |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. |

PERSON SPECIFICATION

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| **Job Title** | **Clinical Nurse Specialist band 7** |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Registered Paediatric Nurse with at least 3 years’ experience  Post-registration qualification at Masters level in specialist field or willing to work towards and / or significant experience.  Formal qualification in teaching of adults  Formal qualification in Non-medical prescribing or willing to work towards  Advanced Communication course, or willing to participate in training  Degree in relevant discipline or willing to work towards.  Competent in the physical examination of patients including assessment, history taking, venepuncture and cannulation | E  E  E  E  E  E | D |
| **KNOWLEDGE/SKILLS**  Significant experience in specialism  Extensive experience in care of paediatric patients (at least 3 years experience)  Experience of managing service provision and the supervision and managing of staff  Ability to represent the department at meetings of internal, local, regional and national bodies and institutions  Competent in the delivery of medications both orally and IV | E  E  E  E  E |  |
| **EXPERIENCE**  Able to manage and conduct nurse-led clinics  Able to manage and control research projects  Counselling skills  IT competence in the usual applications – database, spread sheet and presentation software etc  High level of presentation skills and experience of public speaking | E  E  E  E | D |
| **PERSONAL ATTRIBUTES**  Good interpersonal skills,  Good communication skills,  Ability to be empathetic,  Ability to handle difficult or emotional situations,  Excellent organisational skills  Motivation  Ability to adapt and change to meet the needs of the service  Able to work as a team member | E  E  E  E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.  Ability to travel to other locations as required | E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y |  | ✓ |  |  |
| Contact with patients | Y |  |  |  | ✓ |
| Exposure Prone Procedures | Y | ✓ |  |  |  |
| Blood/body fluids | Y |  | ✓ |  |  |
| Laboratory specimens | Y |  | ✓ |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y |  |  |  | ✓ |
| Animals | Y |  | ✓ |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | Y | ✓ |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | ✓ |
| Heavy manual handling (>10kg) | Y |  | ✓ |  |  |
| Driving | Y |  |  |  | ✓ |
| Food handling | Y | ✓ |  |  |  |
| Night working | Y | ✓ |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y |  |  | ✓ |  |
| Mental Effort | Y |  |  |  | ✓ |
| Emotional Effort | Y |  |  |  | ✓ |
| Working in isolation | Y |  |  | ✓ |  |
| Challenging behaviour | Y |  |  |  | ✓ |