

Clinical Nurse Specialist (CNS) Learning Disabilities – band 7

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4,100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

Job title	Clinical Nurse Specialist (CNS) – band 7
Division	Nursing and Patient Experience team
Responsible to	Consultant Nurse, Learning Disabilities
Accountable to	Deputy Chief Nurse
Type of contract	Permanent
Hours per week	37.5
Location	Great Ormond Street Hospital
Budgetary responsibility	Non pay budget
Manages	N/A

Trust Values and Expected Behaviours

Over 2,000 of our staff, patients and parents have developed a set of Values – Our Always Values. These are the values that should characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street Hospital for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

Scope of the role

As a senior nurse leader, the Learning Disabilities CNS is a key member of the Nursing and Patient Experience team with a responsibility to contribute to wider service delivery.

The primary purpose of the role is to ensure that patients with learning disabilities who use Trust services receive the highest possible standard of care. This will include:

- Provide expert support and advice to the multidisciplinary team in the management of patients with learning disabilities
- Ensuring that systems and processes are in place to identify patients with learning disabilities and that their pathways of care are reasonably adjusted to meet their needs
- Ensuring the availability of a comprehensive range of patient information, designed for and with patients with learning disabilities
- Ensuring that families and carers of patients with learning disabilities are properly supported, informed and engaged
- Developing and delivering an effective training strategy for Trust staff in relation to learning disabilities
- Developing a programme of audit to assess and identify potential improvements in the care of patients with learning disabilities

The post-holder will work within the learning disability team, with whom they will provide reciprocal cross cover to ensure continuity of a quality service for all patients

To enable the fulfilment of these requirements, all CNSs are expected to work clinically as part of a ward roster. This requirement is equivalent to two full 12.5 hour shifts per month based on full time employment (pro rata if part time) but may be subject to review according to service requirements.

The post holder should be familiar with and adopt the principles of the NHS Chief Nursing Officers vision for Compassion In practice (NHS Commissioning Board December 2012) and to contribute towards achieving the 'Great Ormond Street Hospital Vision for Nursing'

The post holder must work in accordance with the NMC Code, Trust policies and procedures and the Trust's 'Our Always Values'.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Key working relationships

Internal: Doctors, nurses, AHP's, Nurse Consultant, families and patients, psychosocial team, laboratory staff, theatres, other CNS teams, outpatients department.

External: Families, community services, referring hospitals, charities, external bodies

Clinical

- Provide information, clinical advice and support to children and young people with learning disabilities and their families and act as a designated resource to other professionals involved in their care.

- Be a highly competent, knowledgeable and visible practitioner ensuring the provision of high quality evidence based nursing care for the children, young people with learning disabilities.
- Ensure that each child and young person with a learning disability is assessed, and their care planned, implemented and evaluated in negotiation with the family and other staff caring for the child, and that this is accurately communicated and documented.
- To ensure support is available for children, young people and their families to navigate through the hospital services, to obtain accessible treatment plans and preparation for medical interventions aiding choice and capacity to consent.
- Develop and maintain a range of written information for children and young people with a learning disability and their families, which is specifically designed with and for them.
- To review and work with others to adjust and amend hospital pathways and policies as appropriate to ensure that people with learning disability health care needs are addressed
- To work with colleagues to support the flagging of all patients with a learning disability on the PIMs alert system
- To work with colleagues to ensure that reasonable adjustments are made to meet the individual with learning disability's health care needs.
- To lead the roll out of the hospital passport to support those with a learning disability receiving appropriate care that meets their needs.
- To support colleagues in the provision of proactive measures to support children and young people who might display challenging behaviour
- To ensure processes are in place to support families, children and young people with learning disabilities on discharge from hospital.
- To facilitate and support clinical staff to produce appropriate transition plans for young people with a learning disability
- To work with the transition improvement manager to ensure the specific needs of young people with a learning disability are considered in the transition improvement work
- Ensure that systems are in place to develop, assess and record competence of young people with a learning disability to manage their own condition, where appropriate
- To use your knowledge and skills to provide solutions to challenging situations to ensure effective care outcomes and experiences
- Liaise with clinical, non-clinical and facilities staff in order to maintain a safe, friendly and welcoming environment for the children, families, visitors and staff.
- Act as an advocate for the child and family ensuring the provision of appropriate information and support services.
- Support children and young people with a learning disability to communicate with health professionals in a way that meets their needs
- Ensure effective communication between all members of the multidisciplinary team both internally and externally to the Trust, other hospital departments, relatives and visitors.
- Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, evidence based patient care. This includes the expanded role and responsibilities of the nurse, within the Scope of Professional Practice as appropriate.
- Be competent in the administration of medication under patient group directives or supplementary prescribing as relevant.
- Be fully aware of the uses, safety precautions and handling of equipment in the department.
- Develop and review policies and standards for the safe use of equipment and any new equipment as appropriate.

- Provide support and counsel to families through hospital and in the community, with appropriate referral and liaison with other agencies.

Management and Leadership

- Provide effective nursing leadership, expertise, advice and support to teams and departments and ensure the provision of high quality care to children and young people with a learning disability and their families
- Act as a visible role model and highly competent practitioner, foster an environment that enhances the patient family and staff experience
- To provide a point of contact for consultation, expert professional advice, support and information for colleagues working with children/ young people with a learning disability and their families
- Together with the Consultant Nurse lead the delivery of the Trust learning disabilities action plan.
- To support the chair of the learning disability steering group in the delivery of the agenda and in ensuring that membership is inclusive.
- Contribute to the delivery of an annual report on the provision of care for patients with a learning disability within the trust
- To be conversant with appropriate legislation, e.g. the Mental Health Act, Children's Act, Children and Families Act, Equality's Act.
- To undertake mental capacity assessments, where appropriate.
- To raise awareness of the LD service internally, promoting this through trust through a variety of methods, including clinical meetings and the web site.
- Together with the consultant Nurse, work with the EPR team to ensure that the new electronic patient record (due to be introduced in 2018) meets the needs of children, young people with a learning disability and their families
- Complete workload activity recording / job planning in line with Trust Policy and management requirements
- Actively participate in an annual appraisal process including a review of the job plan and of the service, ensuring it meets the needs of the children, young people, their families, and the Departmental / Divisional / Trust objectives.
- Ensure that all staff know where to access trust policies and clinical procedure guidelines to support practice
- Have a leadership role in the development, production, updating, and evaluation of clinical procedure / practice guidelines related to learning disability and ensure learning disability agenda is reflected in other relevant policies, procedures and guidelines within the trust.
- Provide nursing leadership to develop, deliver and evaluate services and contribute to service development plans as appropriate.
- Promote the involvement of children, young people with a learning disability and their families in all aspects of care planning and delivery
- Assist the team in identifying potential cost reduction efficiency savings
- In conjunction with clinical teams, work with others to investigation and manage complaints and clinical incidents ensuring that lessons learned are shared as appropriate.
- Actively promote and engage with the patient quality (safety, effectiveness and experience) agenda and the transformation programme locally and across the Trust

- Lead on relevant elements of the corporate nursing and quality improvement agenda and undertake relevant Trust wide projects in agreement with the line manager
- Initiate and develop audits of service delivery and implementation of findings to improve patient care.
- Act as an ambassador for the department and specialty both within and outside the Trust.
- Participate in events or publications that promote the Trust, learning disability nursing.

Educational

- To develop educational resources to support staff in caring for children and young people with learning disabilities in the acute care setting.
- Working with colleagues in Education and Training department, contribute to the development, provision and evaluation of appropriate multi- professional programmes of training on the care of patients with a learning disabilities.
- Provide education and support to colleagues caring for children and young people with a learning disability, work alongside clinical colleagues as required to support them to get care right.
- Work with colleagues to ensure there are sufficient education and other resources to facilitate effective communication with children and young people with a learning disability
- Foster environments conducive to learning, inquiry, and research and to support the identification of the training and development needs of nursing staff / learners in the department.
- Support the Practice Educators with the planning, delivery and evaluation of training and education programme for nursing staff
- Support patients and their families in contribution to the development and delivery of educational programmes, where appropriate.
- Develop and evaluate teaching programmes for children/young people/families, empowering them to manage their own condition and seek appropriate help and advice.
- Contribute to the provision of a validated supportive and challenging environment for student nurses in training, act as a supervisor and mentor to learners, acting as a resource for students and facilitating the development of junior staff
- Contribute to relevant university accredited education programmes both in the work place and in the university setting
- Act as a clinical supervisor to other staff as appropriate
- Participate as required with the delivery of appropriate induction to the department and trust for new staff, learners and temporary staff.
- Participate in national / international events in order to further national / international knowledge and share best practice
- Maintain own professional development and mandatory training identifying learning needs in relation to specialist area of practice and fulfilling the requirements for nurse revalidation.
- Participate in clinical supervision for own clinical work.

Research and Development

- Initiate and lead quality improvement processes and audit relating to nursing and multidisciplinary care, within the area of learning disability care, presenting findings through presentations and writing for publication
- Actively promote research awareness and evidenced base care to ensure that all children and young people with a learning disability are cared for in accordance with the latest evidence.

- Working with the audit team, lead the regular audits of service provision for patients with a learning disability to provide assurance against key metrics and patient reported outcomes.
- Lead the on-going review and development of the hospital passport
- Work within the research governance arrangements to support audit of practice and continual improvement - locally, nationally and internationally
- Develop and evaluate tools to audit practice within specialist area of practice
- As appropriate, to engage in research within specialist area of practice, with the ORCHID team and publish results to increase the body of knowledge
- Keep up to date with emerging thinking / findings from other centres.
- Work with others to maintain service database, including ensuring data entry, retrieval and analysis and provide activity reports as requested

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Skills and abilities

E	Excellent relevant clinical skills, specialist skills and abilities for the post
E	Excellent managerial, leadership and organisational skills
E	Excellent communication skills with the ability to communicate effectively with children and young people with a learning disability, their families and with colleagues.
D	Good report writing skills
E	A team player, able to motivate and influence multi-professional teams
E	Able to problem solve and initiate, manage and sustain change
E	Influencing and negotiating skills
E	Teaching and training skills

Education, training and qualifications

E	Current registration with the NMC as a learning Disability Registered Nurse
D	Current registration with the NMC as a Children’s Registered Nurse
E	Evidence of on-going, dynamic continuing professional development within the specialty, linked to demonstrable clinical competencies
E	Assessing and mentoring qualification
E	Possession of a relevant honours degree
D	Recognized teaching qualification

Knowledge & Experience

E	Sufficient experience at band 6 level or equivalent, including within relevant clinical environment
E	Expert knowledge relevant to the speciality/field or practice
E	Knowledge and experience of undertaking mental capacity assessments.
E	Experience of change management and problem solving
E	Experience of working with children and young people to develop information designed to meet their needs
E	Experience of engaging young people with a learning disability in developing services to support their needs
E	Experience of handling clinical incidents and complaints
E	Experience of audit, benchmarking and research

