

<i>item:</i>	9
<i>report:</i>	CYP11/07

Development of Inter-agency Nurse Consultant Proposal by Jan Baird, Director of Community Care

1. Summary

This Report provides background information to the Committee on the above proposal

The Committee is asked to note this proposal and support ongoing development.

2 Introduction

2.1 The Chief Nursing Officer for Scotland has made available funding to support the development of a Nurse Consultant for children and families over the next two years.

2.2 Ongoing discussions with the Scottish Executive have centred around the existing structure of posts within integrated children's services in Highland, and the recognition that this new post should complement this structure

2.3 The Highland Partnership is a pathfinder site for *Getting It Right For Every Child (GIRFEC)* as well as completing the pilot and follow through inspections of services to protect children and young people.

2.4 NHS Highland's current services to children and young people are supported by a network of local child protection advisors and a lead advisor working within the quality indicators framework developed by HMIe. There is also an NHS Child Health Commissioner and Joint Head of Service - children and families funded across NHS, Education and Social Work. Plans are ongoing to strengthen our NHS commitment to Child Protection by development of a Nurse Consultant role.

3 Proposal

3.1 In light of the current structure and established joint working as recognised by HMIe it is proposed that this post be developed to provide leadership across the partnership in line with *GIRFEC* objectives. The purpose of the job would therefore include:-

- To ensure services across the Highland Partnership are developed within the Quality Framework for children and young people
- To further develop and facilitate joint / partnership working between agencies
- To ensure management of change delivers robust processes and procedures that deliver quality outcomes for children, young people and families
- To facilitate the implementation of GIRFEC within the pathfinder site and beyond as GIRFEC is rolled out
- To ensure systems are developed to measure real outcomes for children and families through provision of children's and adult services
- To ensure the establishment of a workforce that is trained, educated and supervised to respond to the support and protection needs of children and families within an interagency context.

3.2 With this job purpose in mind we would propose to recruit a secondee with the following knowledge and skills

- High level understanding of child protection services to children and families
- Strategic knowledge of current policy and legislation governing children and families
- Advanced leadership skills
- Clinical supervision skills
- Effective communication skills - verbal, written, IT
- Current first level registration with minimum five years post qualification experience
- Educated to Masters level or working towards MSc in appropriate field
- Full current driving licence

4 Resource Implications

4.1 The post will be fully funded by the Executive for a period of two years with the expectation that ongoing resource implications will be addressed across the Partnership. It would be anticipated that a key outcome of this post would be the embedding of the GIRFEC approach and associated quality assurance measures at local level.

5 Further developments in the Argyll and Bute Partnership

5.1 It is anticipated that this post will support the roll out of GIRFEC to the Argyll and Bute Partnership and ensure learning is shared. However the immediate focus is planned for the Highland Partnership building on the work of the Pathfinder.

A handwritten signature in black ink, appearing to read "Jan Baird". The signature is written in a cursive style with a prominent initial "J" and "B".

Jan Baird
Director of Community Care