



Job Description; Family Nurse (National)

1. JOB IDENTIFICATION

Job Title: Family Nurse (FN) (Minimum 0.6 WTE)

Responsible to: Family Nurse Supervisor (FN Supervisor)

Department(s): Community Nursing/CHSCP/HSCP

Directorate: Health and Social care (Children's services)

Job Reference:

No of Job Holders: 7 Family Nurses (8 max per team)

Last Update: June 2020

2. JOB PURPOSE

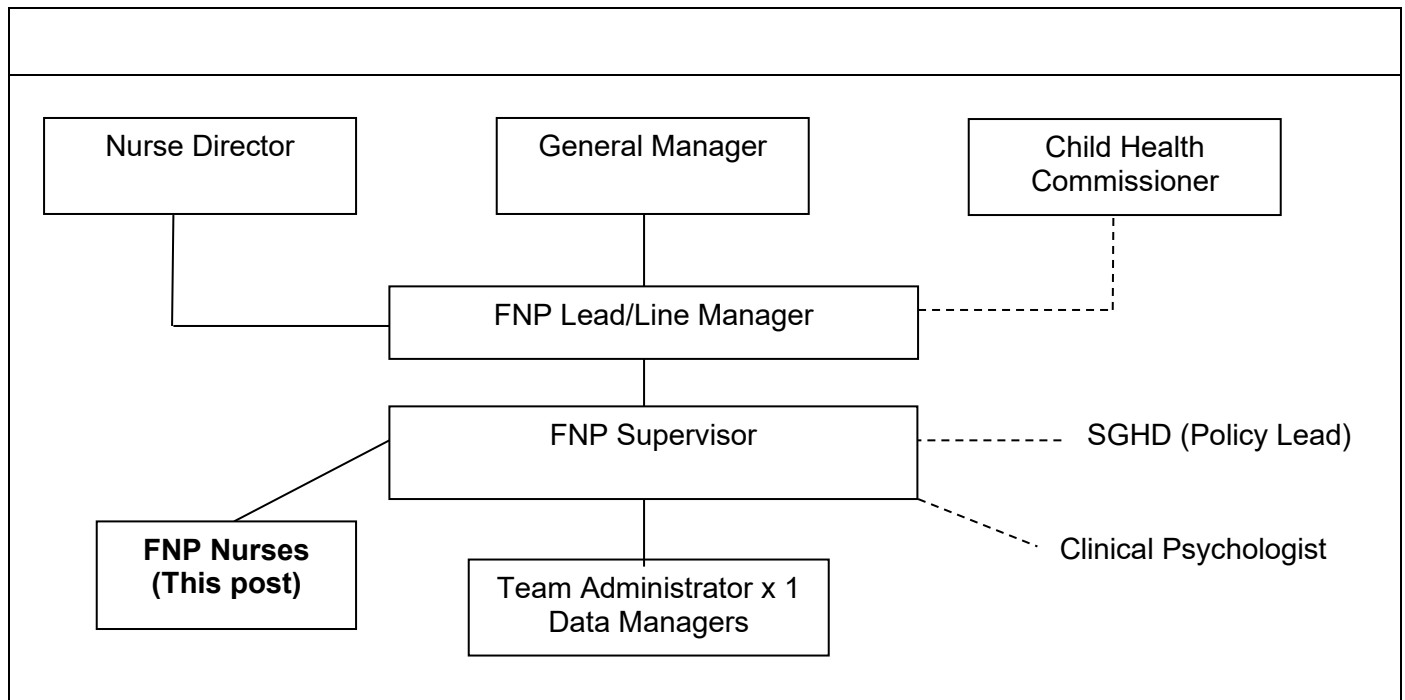
The post holder is responsible for delivering the Family Nurse Partnership licensed (FNP) intensive home visiting programme to (25) eligible pregnant young women. The post holder is required to be the lead in developing therapeutic relationships with clients and work intensively within complex family situations from early pregnancy until the child reaches 2 years when the programme is completed, whilst also ensuring fidelity to the programme's licensing requirements. As part of the licensing requirements the FNP Team is also supported by a Clinical Psychologist, Data Manager and Administrator.

3. DIMENSIONS

Budget: Support the management of the FNP budgets to ensure resources are deployed effectively in collaboration with the FN Supervisor

Staffing: Working as part of a team of Family Nurse's with day to day management responsibility for own caseload.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

Family Nurse Partnership Programme

The Family Nurse Partnership (FNP) is a national, evidence based early intervention home visiting programme delivered by specially trained family nurses and supervisors to first time mothers up to age of 24, although most clients will be aged 19 and under. FNP begins during early pregnancy continuing until the child is 2. The aim of the programme is to enable young mums to:

- Have a healthy pregnancy outcome
- Ensure their child health and development
- Increase their economic self sufficiency – to plan their future and achieve aspirations

There are three theories that underpin both the design and delivery of the programme;

- Human ecology theory
- Attachment theory
- Self efficacy theory

A fundamental element of FNP is the therapeutic relationship formed between a family nurse and a client to facilitate behaviour change to improve outcomes for children and support parents to be the best parents they can.

The programme is licensed and must be delivered according to specific fidelity requirements and core model elements. The licence is held between the Scottish Government, NHS Boards and Professor David Olds (University of Denver, Colorado). As part of the licensing requirements Family Nurses and Family Nurse Supervisors are required to undertake mandatory specialist training, delivered at Masters level.

study. This is a pre requisite for understanding the Family Nurse Partnership and to ensure nurses are professionally and emotionally equipped to deliver the programme to families.

FNPs are supervised by a Family Nurse Supervisor, usually a ratio of 1 Supervisor to 8 Family Nurses with a maximum of 25 clients per WTE and supported by a Consultant Clinical Psychologist, and Data Manager/Administrator. The programme is manualised but requires nurses to 'agenda match' with clients to ensure that the programme is meaningful for families. There are 6 domains within the programme that are covered with each contact with a client. They include areas such as a focus on maternal and child health and development and environmental and community support for the family. FNP data is collected by the FNP teams and is crucial to interpreting the impact of the programme and demonstrating effectiveness of the intervention locally and nationally.

Highland Council FNP Team

1 Family Nurse Supervisor, max 8 Family Nurses and 1 FNP administrator/data manager

- Population to be supported ;
 - Age 20 and under at LMP
 - First time parent
 - No plans to relinquish baby
 - Living in NHS Board location
 - Choosing to 'opt – in' to the programme

Highland Council area

The FNP Programme will be based within the South & Mid areas of Highland Council's Health & Social Care – Children's Service which is coterminous with the South & Mid Operational Unit of NHS Highland.

As Lead Agency for Children's Services, Highland Council is responsible for planning, managing and providing a wide range of community-based children's services including health, education and social work.

- Create the capacity to deliver innovative and effective services for local communities.
- Shape services to meet local needs.
- Work in partnership with the NHS Highland and a range of key stakeholders to improve the health of families, tackle inequalities and promote policies that address poverty and deprivation.
- Have responsibility for implementing 'Getting it Right for Every Child' in partnership with NHS Highland and key stakeholders.
- Lead the implementation and monitoring of Child Health Screening Programmes.
- Work in partnership to protect vulnerable children, young people and families from harm.
- Promote involvement of and partnership with staff and their representatives.
- Secure effective client, public and carer involvement.

6. KEY RESULT AREAS

- 1) To develop therapeutic relationships with the clients and work intensively with complex family situations to achieve the outcomes of the FNP programme
- 2) Recruit and engage eligible seldom heard pregnant young women to the programme.
- 3) To deliver the FNP Intensive home visiting programme using the licensed materials to achieve maximum outcomes for this client group
- 4) Act as named person, and where appropriate Lead professional to undertake intensive therapeutic work with the target population of families in their homes to improve the outcomes of pregnancy, children's health and parental life course outcomes.
- 5) Using the 6 FNP domains as a framework, use professional and clinical judgement to undertake detailed assessments of clients and their families and analyse complex family situations in order to develop appropriate clinical interventions.
- 6) Deliver the Universal Health Visiting pathway as part of the FNP programme
- 7) Contribute to the Child health promotion programme including professional assessment of children's growth and development and language skills
- 8) Work within the FNP model to initiate plan and co-ordinate clients care in consultation and collaboration with other professionals and agencies
- 9) Act on own interpretation of assessment of clinical situation in home setting and refer families to other specialist services including child protection agencies as required to meet additional support requirements.
- 10) Ensure accurate own data is collected and submitted appropriately to monitor programme fidelity and for research purposes. Ensure own family records maintained in line with local and NMC standards
- 11) To work effectively in a multi-agency environment with others, internal and external to the organisation, to promote local engagement of stakeholders and support the provision of an effective pathway for referrals into the programme.
- 12) Support the production of reports as requested by FN Supervisor on project progress as required for local and national reporting.
- 13) Support the management of the FNP budget.
- 14) Responsible for ordering training equipment and stationery supplies for delivering the programme.
- 15) Positively and effectively represent the vision and the principles of the FNP Programme to internal and external clients, stakeholders and services
- 16) Undertake and successfully complete professional development in line with the programme objectives, ensuring attainment of high level generalist and specialist skills to work within the clinical methods of the structured programme.

7a. EQUIPMENT AND MACHINERY

1. PC and printer/Laptop
2. Telephone /mobile
3. Portable baby scales/measuring mat
4. Training equipment e.g. demonstration dolls, infant slings,
5. Partners in Parent Education (PIPE) and DANCE Resources
6. PPE (hand gel, masks, aprons, bags for waste disposal)
7. Other equipment required to undertake your role

7b. SYSTEMS

1. Outlook e mail system
2. Microsoft Word and Excel

3. FNP TURAS Data System – ensuring timely data collected
4. Record keeping and information system used within Health Board e.g. EMIS Web, Badgernet, clinical portal, Attend Anywhere/Microsoft teams/Near Me
5. CIS Information System
6. CHI Information System
7. TURAS Appraisal
8. I-Matter
9. DATIX incident reporting

8. ASSIGNMENT AND REVIEW OF WORK

1. Manage clinical caseload autonomously (max 25 clients) within the parameters agreed with FNP Supervisor and the FNP Programme Licence requirements.
2. Plan and deliver care for the nominated FNP client caseload until each client has completed the programme.
3. Participate in weekly/pro rata team meetings with the FNP Supervisor and monthly consultation from Clinical Psychologist in line with programme requirements.
4. Participate and contribute to team based learning to inform and improve clinical practice. Contribute to informing the wider organisation of learning in relation to supporting hard to reach families.
5. Contribute to the ongoing evaluation of FNP and the further development of the FNP evidence base in Scotland.
6. Participate in in-depth weekly/pro rata clinical and professional supervision to ensure maintenance of integrity, quality of the FNP programme and safeguard the wellbeing of the child
7. Participate in tri-partite supervision with FNP Supervisor and Child Protection Advisor/Lead Nurse to support in-depth analysis of concerns

9. DECISIONS AND JUDGEMENTS

1. Manage own clinical caseload and refer to other agencies based on own assessment.
2. Discuss each case with FN Supervisor through structured weekly supervision in line with licence requirements.
3. Contribute to the team discussions facilitated by Clinical Psychologist to reflect on programme Delivery.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

1. Undertake mandatory Master level FNP education and training relevant to the various stages of the programme implementation.
2. Recruit, engage and retain clients on the FNP programme and follow the programme licensing requirements.
3. Manage emotionally intense relationships within complex families whilst also delivering a manualised programme and matching the client agenda.
4. Work with a structured programme whilst adapting to the requirement of each individual client and visit.
5. Maintain the interest and enthusiasm of the recruited clients and families of the FNP.

6. Support colleagues in universal services also working with vulnerable families to understand the requirements to deliver a licensed model.
7. Work effectively in a multi agency environment.

11. COMMUNICATIONS AND RELATIONSHIPS

1. To work in therapeutic way with 25 clients and their families on the FNP caseload for a period of 2.5 years; the duration of the programme.
2. To work directly with the Family Nurse Supervisor to reflect on individual delivery programme and risk assessment and management of vulnerable families on the caseload.
3. Maintain good communication, liaison and working arrangement with FNP team colleagues.
4. To establish clear lines of communication between FNP clients and all members of multi agency and professional Primary Care teams working to support them on the programme. This includes Housing, Social Work and Education and Third sector organisations.
5. Support the development of an understanding of FNP across NHS Board and agencies external to the Organisation.
6. Contribute to the NHS and Local Authority and third sector understanding of FNP by engaging in awareness raising events and one to one clarification.
7. Direct communication with agencies supporting FNP families such as Looked after Care, Maternity Services, Higher Education and Job Centre Plus.
8. Collect and collate FNP data with local IT support and with Scottish Government FNP Research and IT lead.
9. Mentor colleagues within new FNP sites and contribute to the national 'buddying' system for site support.
10. Support Student Health Visitors and Pre-registration students bespoke placements with FNP team

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical

- Daily use of computer equipment.
- Combination of sitting, standing and walking.
- Movement of training materials and portable scales across the sector.
- Travelling to various meetings and training locally, in Scotland

Mental

- Concentration required to recruiting and assessing clients into the programme, analysing data and preparing reports.

Emotional

- Communicating with key stakeholders addressing issues when timescales have not been met.
- Supporting colleagues working with vulnerable families and managing the emotional intensity of the therapeutic relationship between self and the client.

Working Conditions

- Office Conditions.
- Exposure to some unpleasant conditions when visiting clients in their homes.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First level registered nurse or midwife with current NMC registration.
- Professional knowledge acquired at degree level underpinning further appropriate specialist education and training such as Public Health Nursing/Health Visiting.
- Evidence of further specialist education in a relevant subject area for example child protection education, looked after children
- Successfully complete the mandatory FNP core education programme, delivered at Masters Level.
- Experience of managing a caseload preferably within a community setting.
- Knowledge of Scottish Government policies affecting wellbeing of children, young people and Families including Early Years.
- Understanding and interpretation of legislation in place to protect children.
- Experience of working with families where there have been child protection requirements.
- Experience of budget management.
- Experience of interagency working.
- Exemplify policy and guideline implementation, review and monitoring.
- Experience of working with families in deprived communities.
- Post registration experience of home visiting.
- Experience of compiling monitoring and evaluation reports for internal and external purposes.
- Excellent written and verbal communication skills including using motivational interviewing skills to support behaviour change.
- Excellent IT skills and ability to use a range of software and digital platforms.
- Ability to analyse and interpret FNP data and reports that reflect the programme delivery and fidelity requirements.
- Ability to work under pressure.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: