

ITEM: 5

**MEETING:** Trust Board 16 April 2008

**TITLE:** Nurse Consultant in Paediatric Emergency Care

**SUMMARY:** Attached is the business case to create a new post of Nurse Consultant in Paediatric Emergency Care, to led the new paediatric emergency department, which is due to be completed in May 2008.

The post is fully funded from an existing post within the emergency department budget. It does, however, require Trust Board approval, in line with Department of Health guidelines, as it is a new senior clinical post. SHA approval is also required for new nurse consultant posts, and that is awaited.

Trust Board are asked to agree the creation of this post, subject to SHA approval. It is supported by the Executive Team, and by the Divisions of Medicine and Women's & Children's Health.

**ACTION:** For agreement

**REPORT FROM:** Neil Brady, Deputy General Manager, Emergency Department  
Robert Pinate, ED Professional Development Nurse

**SPONSORED BY:** Deborah Wheeler, Director of Nursing and Clinical Development

**Financial Validation**

Lead: Director of Finance

Charlie Boggis

**Compliance with statute, directions, policy, guidance**

Lead: All directors

"The appointment of nurse, midwife and health visitor consultants", HSC 1999/217  
Department of Health

**Compliance with Healthcare Commission Core/Developmental Standards**

Lead: Director of Nursing & Clinical Development

**Reference: C2, C11a**

**Compliance with Auditors' Local Evaluation standards (ALE)**

Lead: Director of Finance

**Reference:**

**Compliance with requirements of FT application and monitoring regime**

Lead: Director of Strategy & Performance

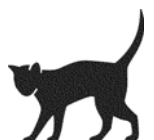
**Reference:**



**THE WHITTINGTON HOSPITAL NHS TRUST**

**PROPOSAL FOR NURSE CONSULTANT IN PAEDIATRIC EMERGENCY CARE**

**March 2008**



## **Background Information**

### **Introduction**

The Whittington Hospital NHS Trust is a busy district general hospital in north London - the emergency department sees more than 84,000 patients in the last year, and over 20,000 children. In the Emergency Department (ED) there is a small, dedicated room for children to be seen and a separate children's waiting room, but this area is currently inadequate for the optimum care of children attending the ED.

The Whittington Hospital was reviewed by the Healthcare Commission in 2005. The emergency care, staffing and environment for children in the ED were highlighted as an area of concern and in need for improving. As part of the action plan in response to this, capital money was allocated to redevelop part of the existing K block and provide a separate, dedicated, purpose built, paediatric ED for children and young people, which is currently under construction. The paediatric emergency service will be moving to the new dedicated separate paediatric area adjacent to the main ED in May 2008. The department will be twice the size of the current floor space, with the addition of more clinical space and a dedicated high dependency room within the area. The area will also incorporate a larger purpose built waiting area, with a dedicated paediatric triage area.

In order to staff the new paediatric facility there is a need to expand our children's nursing workforce, in conjunction with developing the roles and extended skills in our current nursing staff. The nurse consultant post was identified in the action plan as key in providing expert emergency nursing care, leading and developing the paediatric ED nursing service and integration of the ED and acute paediatric departments in caring for children

The Whittington Hospital NHS Trust saw 17,444 children in the Emergency Department in 2005-2006, and this number has consistently risen with an estimated attendance of over 20,000 children for 2007-8, making up 25% of all attendances to the ED. Over 90% of paediatric admissions to the ED for Ward and paediatric high dependency unit are unplanned, and there are approximately 3000 admissions per year. Paediatric ambulatory care unit is also a fast track pathway from ED for children who do not require in patient admission but a further period of ongoing assessment and observation, and there are approximately 3000 admissions to PACU each year.

### **Background to the post**

The national nursing and midwifery strategy 'Making a Difference' (Department of Health 1999) proposed the development of a modern career framework to enable experienced and expert nurses and midwives to remain in clinical practice and to strengthen professional leadership. The Whittington Hospital believes that the proposed Nurse Consultant post will provide a significant opportunity to develop paediatric emergency services in line with Government policies to meet the needs of local children and young people and their families.

This proposal has been developed to strengthen the expert clinical leadership of paediatric nursing, increase nurse led care input into paediatric emergency care and promote family centred care services across primary and secondary care settings. The post will have links with Middlesex University, and will contribute to formal teaching for post registration nursing students, specialist emergency nursing and nurse practitioner curriculum planning, appropriate learning outcomes for students and research.

The post will also help support the Trust achieve European Working Time Directive (EWTD) compliance, supporting junior doctors whilst also extending and enhancing nursing practice.

The proposal for a Nurse Consultant post at the Whittington Hospital NHS Trust is supported by the Chief Executive and Trust Board, the General Managers and Clinical Directors for Emergency Medicine and Paediatrics, Matrons, Emergency Consultants and nursing staff. It is also supported by Middlesex University, who have been consulted.

## **The Role**

It is envisaged that the introduction of the role of a Nurse Consultant will have a major impact on the quality of care provided to children at The Whittington Hospital NHS Trust who require emergency or unscheduled care in the Emergency Department. The Nurse Consultant will act as a professional lead and resource for the nurses working in the Emergency Department and continue to develop, enhance and promote their skills, working in collaboration with the ED Matron and Professional Development Nurse. In addition it is anticipated that the Nurse Consultant will work in collaboration with the Emergency Department and Paediatric Department senior nurses in advance nursing practice relating to the care provided to emergency and unscheduled patients.

## **Scope of service provision**

The nurse consultant will develop an integrated service for children and their families with an acute emergency and those requiring secondary care. They will provide clinical management to children presenting at ED, arriving either by GP referral, London Ambulance Service, NHS Direct referral, or self-presentation.

The nurse consultant will have significant responsibilities regarding the education and training of nurses, doctors and children and their families. The nurse consultant will be responsible for developing a team of nurses to enable consistent standards of care.

The development of the new paediatric emergency setting will require the nurse consultant to work across traditional boundaries, forging relationships and collaborative partnerships with other providers of primary and secondary care.

The role will focus on four key areas in paediatric emergency care

- Expert Practice.
- Professional Leadership and Consultancy.
- Education, Training and Development.
- Practice and Service Development, Research and Evaluation.

## **Key Elements of the Role**

- Clinical assessment.
- Clinical leadership – transactional leadership.
- Clinical expertise in paediatric emergency nursing - higher level of clinical decision making.
- Consultancy.
- Horizontal management and coordination of Trust resources.
- Education – promoting continuity and consistency across specialities.
- Managerial leadership – major incident management, child protection, risk management, complaints etc.

## **Examples of Enhanced Practice**

- Patient history taking, assessment, diagnosis and discharge for paediatric minor illnesses and injuries.
- Prescribing of medications.
- Airway management.
- Paediatric Triage.
- Pain control – assessment and intervention.
- X-ray interpretation.
- Ordering investigations.
- Advanced life support skills – management of cardiac arrest, first dose adrenaline, defibrillation, intra-osseous line insertion.
- Intravenous line management – including venepuncture and intravenous cannulation.
- Plastering, suturing and wound closure, removal of foreign bodies.
- Admission and discharge of children in line with integrated care pathways.

## Example Job plan

The routine of the work plan will be predominantly Monday to Friday working hours, with the appropriate level of flexibility to cover the care of children outside those hours.

Plan at least 50% of working week as clinical time.

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
Morning	Clinical	Clinical Audit/Admin/ Management	Clinical Audit/Admin/Man agement	Clinical	Education/ Training
Afternoon	Education/ Training in clinical area	Clinical	Clinical	Clinical Audit/ Research	Clinical

## Performance management

Specific key performance targets will be set to monitor the effectiveness of the post.

- Auditing the development and improvement of skills of nursing staff.
- Development of integrated care pathways from primary care and returning the child to primary care after emergency care.
- Delivering on emergency care targets ie: 4 hour wait.
- Parent satisfaction in relation to: -
  - Access to the service
  - Provision of information
- Reduction in admission or transfers to other providers.
- Reduction in time in the emergency department.
- Reduction in junior medical staff having to see and treat all patients, assisting to meet EWTD compliance with the reduction in junior doctors hours.
- Benchmarking.

## Financial implications

100% funded from existing 8B post on Emergency Department (AAEQ) cost centre, post number 0912.

<b>Band</b>				<b>Annual Gross Costs £</b>
Band 8B	XA8200	bottom	basic + lw + on-costs + 2.5% 07/08 pay award	58,875
	XA8203	mid point	basic + lw + on-costs + 2.5% 07/08 pay award	66,495

## **Key working Relationships**

ED consultants and medical staff  
ED service manager  
ED Matron  
ED Professional Development Nurse  
ED Paediatric nursing team  
ED Nursing and ENP teams  
Middlesex University Senior Lecturers  
Ifor Ward nurses and Ambulatory Care Nurse at the Whittington  
Consultant Paediatricians  
Paediatric Service Manager/Matron and Senior nurses  
Paediatric nurses  
Paediatric Pharmacist  
Safeguarding Children's Team  
Child and Family Psychiatry Team  
Play Specialist Team  
Social Workers  
Allied Health Professionals (AHPs)  
Children's Community Nurses  
Consultant Nurse for Community Children's Nursing (Islington PCT)  
Primary Health Services

## **Selection and appointment process**

Advertising will commence as soon as possible following approval to proceed. The posts will be advertised nationally and the process will follow the recommendations within HSC 1999/217. The panel will be chaired by the Director of Nursing and Clinical Development, and may also include a senior paediatric nurse, senior ED manager, emergency consultant, paediatric consultant, and a senior representative from Middlesex University.