

JOB DESCRIPTION

**FOR THE POST OF
ADVANCED PRACTITIONER**

RAPID RESPONSE

BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST

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| JOB TITLE: | Advanced Practitioner |
| BAND: | 8a |
| RESPONSIBLE TO: | Team Leader |
| ACCOUNTABLE TO: | Head of Locality |
| RESPONSIBLE FOR: | N/a |
| LOCATION: | TBC |

JOB SUMMARY:

Receive patients with undifferentiated and undiagnosed problems, making an assessment of their health care needs, based on highly-developed nursing or AHP knowledge and skills, including skills not usually exercised by nurses, such as physical examination.

Screen patients for disease factors and early signs of illness.

Make differential diagnoses using decision-making and problem solving skills.

Develop with the patient a care plan for health and well-being to be implemented during crisis and post crisis response

Order necessary investigations and provide treatment and care both individually, as part of a team, and through referral to other agencies.

Have a supportive role in helping people to manage health or social crisis and live with illness.

Have the authority to admit or discharge patients from their caseload, and refer patients to other health care providers as appropriate.

Work collaboratively with other health care professionals and disciplines.

Provide a leadership and consultancy function as required.

DUTIES AND RESPONSIBILITIES:

ASSESSMENT AND MANAGEMENT OF PATIENT HEALTH/ILLNESS STATUS

1. Analyses and interprets history, presenting symptoms, physical findings and diagnostic information to develop the appropriate differential diagnoses.
2. Diagnoses and manages acute and long term conditions while attending to the patients response to the illness experience.
3. Employs appropriate diagnostic and therapeutic interventions and regimens with attention to safety, cost, invasiveness, simplicity, acceptability, adherence, and efficacy.
4. Formulates an action-plan based on scientific rationale, evidence-based standards of care, and practice guidelines.
5. Initiates appropriate and timely consultation within the 2 hour urgent response criteria if relevant and/or referral when the problem exceeds the AP.s scope of practice and/or expertise.
6. Assesses and intervenes to assist the patient in complex, urgent or emergency situations.
 - Diagnoses unstable and complex health care problems using collaboration and consultation with the multi-professional health care team as indicated by setting, specialty, and individual knowledge and experience.
 - Plans and implements diagnostic strategies and therapeutic interventions to help patients with unstable and complex health care problems regain stability and restore health, in collaboration with the patient and multi-professional health care team.
7. Demonstrates critical thinking and diagnostic reasoning skills in clinical decision-making.
8. Obtains a comprehensive problem focused health history from the patient or carer.
9. Performs a comprehensive problem focused age appropriate physical examination.
10. Analyses the data collected to determine health status of the patient.
11. Formulates a problem list and prioritised management plan.

12. Assesses, diagnoses, monitors, co-ordinates, and manages the health/illness status of patients during acute and enduring episodes.
13. Demonstrates knowledge of the patho-physiology of conditions commonly seen in practice.
14. Communicates the patient's health status using appropriate terminology, format, and technology.
15. Provides information and advice to patients and carers concerning drug regimens, side effects and interaction, in an appropriate form.
16. If legally authorised – prescribes medications based on efficacy, safety, and cost from the formulary.
17. Integrates appropriate non-drug-based treatment methods into a plan of management.
18. Orders, may perform, and interprets common screening and diagnostic tests.
19. Evaluates results of interventions using accepted outcome criteria, revises the plan accordingly and consults/refers when needed.
20. Works collaboratively with other health professional and agencies as appropriate.
21. Plans and conducts follow-up visits appropriately to monitor patients and evaluate health/illness care.

HEALTH PROMOTION/HEALTH PROTECTION AND DISEASE PREVENTION

1. Assesses individuals health education/promotion related needs.
2. Plans, develops and implements programmes to promote health and wellbeing and address individual needs.
3. Provides health education through anticipatory guidance and counselling to promote health, reduce risk factors, and prevent disease and disability.
4. Develops and uses a follow-up system within the practice workplace to ensure that patients receive appropriate services through signposting and referral.

THE HEALTH PROFESSIONAL RELATIONSHIP

1. Creates a climate of mutual trust and establishes partnerships with patients, carers and families.
2. Validates and checks findings with patients.

3. Creates a relationship with patients that acknowledges their strengths and knowledge and enabling them to address their needs
4. Communicates a sense of 'being there' for the patient, carers and families and provides comfort and emotional support.
5. Evaluates the impact of life transitions on the health/illness status of patients, and the impact of health/illness on patients' lives (individuals, families, carers, and communities).
6. Applies principles of empowerment in promoting behaviour change even during crisis intervention.
7. Develops and maintains the patient's control over decision-making, assesses the patient's commitment to the jointly determined plan of care, and fosters personal responsibility for health.
8. Maintains confidentiality, while recording data, plans, and results in a manner that preserves the dignity and privacy of the patient.
9. Considers the patient's needs when bringing closure to the nurse/therapist -patient relationship and provides for a safe transition to another care provider or independence.
10. Has an empathetic approach.

THE EDUCATION FUNCTION

1. Assesses the on-going and changing needs of patients, carers and families for education based on the following:
 - needs for anticipatory guidance associated with growth and the developmental stage
 - care management that requires specific information or skills
 - the patients understanding of their health condition
2. Assesses the patient's motivation for learning and maintenance of health-related activities using principles of change and stages of behaviour change
3. Elicits information about the patient's interpretation of health conditions as a part of the routine health assessment.
4. Elicits information about the patient's perceived barriers, supports, and modifiers to learning when preparing for patient's education.
5. Elicits the patient's learning style to facilitate an appropriate teaching approach.

6. Elicits information about cultural influences that may affect the patient's learning experience.
7. Enables patients in learning specific information or skills by designing a learning plan that is comprised of sequential, cumulative steps, and that acknowledges relapse and the need for practice, reinforcement, support, and re-teaching when necessary.
8. Enables patients to use community resources when needed
9. Communicates health advice and instruction appropriately, using an evidence based rationale.
10. Negotiates a jointly determined plan of care, based on continual assessment of the patient's readiness and motivation, re-setting goals, and optimal outcomes.
11. Monitors the patient's behaviours and specific outcomes as a guide to evaluating the effectiveness and need to change or maintain educational strategies.
12. Coaches the patient by reminding, supporting and encouraging, using empathy.

PROFESSIONAL ROLE

1. Functions in a variety of role dimensions: advanced health care provider, co-ordinator, consultant, educator, coach, advocate, administrator, researcher, role model and leader
2. Directs care.
3. Prioritises, co-ordinates, and meets multiple needs for culturally diverse patients.
4. Uses sound judgement in assessing conflicting priorities and needs.
5. Builds and maintains a therapeutic team to provide optimum therapy.
6. Acts as an advocate for the patient to ensure health needs are met consistent with patients' wishes.
7. Consults with other health care providers and public/independent agencies.
8. Incorporates current technology appropriately in care delivery.
9. Uses information systems to support decision-making and to improve care.
10. Provides leadership.
11. Is actively involved in a professional association.

12. Evaluates implications of contemporary health policy on health care providers and consumers.
13. Actively engages in continuous professional development and maintains a suitable record of this development

MANAGING AND NEGOTIATING HEALTH CARE DELIVERY SYSTEMS

1. Provides care for individuals, families, and communities within integrated health care services during crisis response and by signposting and referring for ongoing support as required.
2. Considers access, cost, efficacy, and quality when making care decisions.
3. Participates in organisational decision-making, interprets variations in outcomes, and uses data from information systems to improve practice.
4. Uses business and management strategies for the provision of quality care and efficient use of resources.
5. Demonstrates knowledge of, and acts in accordance with, relevant regulations for this level of practice and the Code of Professional Conduct; standards for conduct, performance and ethics, of the relevant professional regulator.
6. Collaboratively assesses, plans, implements, and evaluates care with other health care professionals, using approaches that recognise each one's expertise to meet the comprehensive needs of patients.
7. Undertakes risk assessments and manages risk effectively.
8. Participates as a key member of a multi-professional team through the development of collaborative and innovative practices.

MONITORING AND ENSURING THE QUALITY OF ADVANCED HEALTH CARE PRACTICE

1. Incorporates professional/legal standards into advanced clinical practice.
2. Assumes accountability for practice and strives to attain the highest standards of practice.
3. Engages in clinical supervision and self-evaluation and uses this to improve care and practice.
4. Collaborates and/or consults with members of the health care team about variations in health outcomes.

5. Evaluates the patients' response to the health care provided and the effectiveness of the care.
6. Interprets and uses the outcomes of care to revise care delivery strategies and improve the quality of care.
7. Monitors quality of own practice and participates in continuous quality improvement.
8. Actively seeks and participates in peer review of own practice.
9. Evaluates patient follow-up and outcomes, including consultation and referral.
10. Monitors current evidence based literature in order to improve quality care.

RESPECTING CULTURE AND DIVERSITY

1. Demonstrates respect for the inherent dignity of every human being, whatever their age, gender, religion, socio-economic class, sexual orientation, and ethnic or cultural group.
2. Incorporates cultural preferences, health beliefs and behaviours into management plans as appropriate.
3. Provides patient-appropriate educational materials that address the language and cultural beliefs of the patient.
4. Accesses patient appropriate resources to deliver care.
5. Assists patients and families to meet their spiritual needs in the context of health and illness experiences, including referral for pastoral services.
6. Incorporates patients' spiritual beliefs in the care plan.
7. Provides appropriate information and opportunity for patients, carers and families to discuss their wishes for end-of-life decision-making and care.

ABOUT THE TRUST:

Blackpool Teaching Hospitals NHS Foundation Trust is situated on the west coast of Lancashire, and offers a full range of district hospital services and community health services to a population of 1.6 million in Lancashire and South Cumbria.

The Trust provides services to the 440,000 residents of Blackpool, Fylde & Wyre and North Lancashire, as well as specialist tertiary care for Cardiac and Haematology services across the wider region.

We employ more than 6,500 staff, with a turnover in excess of £370m in 2014/2015 and have approximately 900 beds.

Our main activities are:

- Cardiovascular care at our Cardiac centre.
- Accident and Emergency at Blackpool Teaching Hospital.
- Community Midwifery and Women and Children's Services.
- Clinical research with an 80-strong team of nurses and doctors.
- Community nursing and school nursing.
- Recovery and rehabilitation for a variety of conditions including brain injury, stroke and elderly care.
- Sexual health and family planning services.
- Wellbeing and lifestyle including mental health services, heart health campaigns, and smoking cessation services.
- End of life and palliative care.

Between April 1 2014 and March 31 2015 we treated 100,662 day cases and inpatients (elective and non-elective), 329,257 outpatients and had 83,303 A & E attendances. The total number of community contacts was 1,228,494.

The Trust houses a state of the art Simulation & Skills Facility that provides training for all grades of staff to improve the safety and quality of the service that we offer our patients.

We run a portfolio of in-house courses that can be accessed by all staff to enhance their professional development needs. The training is supported by the use of modern equipment including part task trainers for such skills as venepuncture and full body manikins for the practice of emergency drills.

CONFIDENTIALITY:

In the course of your duties you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved

at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns.

INFECTION PREVENTION AND CONTROL:

Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

QUALITY ASSURANCE:

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services.

HARASSMENT AND BULLYING:

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

EQUAL OPPORTUNITIES:

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise).