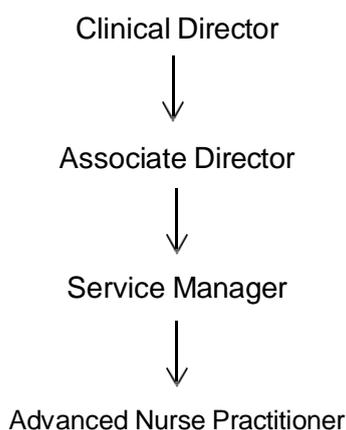


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| HR Use Only | |
| | |
| Job Ref: | Occ. Code |
| CHC_ANP8A | |

JOB DESCRIPTION

| | |
|-------------------------|--|
| JOB TITLE: | Advanced Nurse Practitioner |
| PAY BAND: | 8a |
| DIRECTORATE: | Community Directorate |
| TEAM/SERVICE: | Community CAMHS Teams |
| BASE: | Community CAMHS Team |
| RESPONSIBLE TO: | Consultant Nurse, CAMHS |
| ACCOUNTABLE TO: | Service Manager |
| RESPONSIBLE FOR: | Delivering complex clinical skills training to healthcare professionals and clinical supervision of registered nurses, student nurses and trainees |

Organisational Chart



Job Summary:

The ANP will form part of the Senior Clinical Leadership Team of the Community directorate and will provide support for the leadership team.

The post holder will work as part of the CAMHS multi-professional team, they will practice autonomously, whilst being accountable and self-directed in line with the NMC code of professional conduct.

The post holder will have advanced communication skills in presenting with differential and un-differential diagnosis, decision-making and problem-solving skills for patients and work to improve outcomes. The post holder will examine, assess, diagnose and treat patients within the scope of their professional practice.

They will join a multi-professional team (MDT), working collaboratively, to provide initial assessment and

ongoing care for children/ young people with complex needs. This will include the responsibility for the daily management of a caseload of patients, in collaboration with the MDT.

The provision of nurse led clinics to support effective and responsive pathways for children and young people, across a range of clinical presentations.

The post holder will:

- Work towards health promotion and prevention and comprehensively assess patients for risk factors and early signs of illness
- Provide clinical leadership and service support to the Community directorate.
- Draw on a diverse range of knowledge in their decision-making to determine evidence-based therapeutic interventions, which will include prescribing medication where legally allowed and actively monitoring the effectiveness of therapeutic interventions
- Plan and manage complete episodes of care, working in partnership with others, delegating and referring as appropriate to optimise health outcomes and resource use, and provide direct support to patients and clients
- Work in partnership with patients and carers promoting a recovery focused model of care
- Seek to continually develop and innovate as new evidence emerges

In addition, the post holder will help to develop a programme of practice development for staff in the (insert team / ward name) who will also be caring for these patients. The post holder's practice should be developed to an advanced level whereby the Advanced Nurse Practitioner can directly or indirectly influence all aspects of care and management of children/young people with complex mental health and/or neurodevelopmental needs.

Key Duties/Responsibilities:

- Assess and prioritise patients undergoing treatment
- Undertake advanced practitioner-level holistic assessment, planning, implementation and evaluation of patients' care needs
- Undertake advanced clinical practitioner-level physical assessment examination of patients requiring complex medical disease-management and resolution or containment of disease complications
- Undertake initial assessment to determine differential diagnoses, utilising advanced critical-thinking and decision-making skills, deciding when necessary to refer to senior medical colleagues
- On a daily basis, act autonomously to provide expert clinical/technical care, which contributes to the diagnosis, specialist care and treatment plans for these highly complex patients

- In the absence of medical staff and within predetermined parameters, using advanced clinical-reasoning skills the post holder will initiate treatment plans and support to ensure the ongoing safety of the patient
- Demonstrate continual evaluation of practice within the care of older people with complex physical health needs and an organic illness; taking responsibility for making agreed changes where appropriate
- Request and arrange necessary investigations, interpreting within scope of professional practice and reporting findings to appropriate clinicians
- Discuss and agree assessment outcomes with patients, carers and other healthcare professionals, to enable them to make informed decisions regarding treatment
- Ensure that accurate, essential and appropriate written and verbal information is relayed to staff, ensuring adequate facilities are in place to maintain safety in the environment, ensuring effective management of this group of patients
- Ensure that patients are referred to appropriate practitioner when needs and risks are not within own scope of practice
- Effectively communicate with GPs and other members of the Primary Care Team
- Proactively participate in the development of care pathways, guidelines and protocols as appropriate
- Ensure dignity, privacy, and cultural and religious beliefs are respected at all times

Professional

- Act as a role model by demonstrating high standards of holistic care; providing support, leadership and an ethos of sharing knowledge.
- Ensure that documentation is of a very high standard reflective of Advanced Clinical Practice, adhering to local and national guidelines
- Take on a pivotal role in the development and promotion of a care philosophy, ensuring clinical practice is reflective of this ideology
- Establish effective working relationships across inter-disciplinary boundaries working closely with and supporting medical colleagues, nursing colleagues and the Quality Improvement Lead Nurse (QILN) for services
- Maintain a current and up-to-date personal professional profile in accordance with guidelines
- Possess a sound, well established clinical knowledge base within the care of older people with complex physical health needs and an organic illness and maintain clinical competency

- Ensure that all aspects of clinical practice are research and evidence based
- Work with medical staff, Associate Directors to develop and advance nursing practice across the Trust.
- Offer a patient focused service with a holistic emphasis.

Managerial/Leadership

- Assess and monitor risk in own and others' practice, acting on results, thereby ensuring safe delivery of care
- Monitor and develop quality initiatives in line with local and national requirements and guidelines; take a lead role in the facilitation of such initiatives
- Identify the skills set and terms of reference required of the Advanced Clinical Practitioner role, ensuring they reflect the individual, holistic needs of patients undergoing care
- Work pro-actively in managing change in own specialty, to improve practice and health outcomes
- Attend relevant meetings regularly to influence and make decisions regarding service delivery provision and further development of the service
- Manage own diary and workload
- Act in such a way as to be a credible, effective leader, demonstrating effective clinical leadership on a daily basis
- Support the Clinical Director and Associate Director in implementing clinical governance standards and objectives
- Provide effective support to the direct team/and wider Directorate leading on key initiatives.
- Use resources effectively and actively contribute, as appropriate, to ensure robust financial management
- Responsible for supervising Trainee staff

Educational

- Support the development of protocols for the management of patients
- Contribute to and participate in the Organisation Education Strategy
- Promote the service offered through formal and informal presentations within and outside the organisation through study days, conferences and written papers

- Carry out training needs analysis, using the results to design, develop and deliver a teaching programme promoting practice development for those staff caring for patients in the specialty. This will include the development of links with other organisations and innovative approaches to staff development
- Deliver formal and informal teaching initiatives as part of the above programme
- Receive clinical supervision in order to clinically improve knowledge and the quality of care to patients
- Contribute to the training of medical colleagues and other non-medical professionals in areas suitable to the service
- Contribute to the training of colleagues and peers in aspects of service delivery provision and to support the service
- Identify own personal developmental and educational needs to work at an advanced level and beyond
- Ensure appropriate action is taken to maintain and further develop such skills
- Attend mandatory training as required by the organisation
- Establish and develop an information resource for patients and their relatives.
- Work collaboratively with other professionals to identify the training needs of staff and contribute to the delivery of this

Multi-disciplinary liaison

- Establish and maintain excellent communication with individuals and groups exploring complex issues relating to care options and decisions
- In all aspects of work, challenge and demonstrate an ability to work autonomously across organisational and professional boundaries
- Promote collaborative working relationships and effective communication between all members of the team
- Work in liaison with the multidisciplinary teams both within the hospital and primary care
- Co-ordinate closely with managers the timely movement of patients to ensure appropriate use of resources within the provision
- Develop formal and informal links outside the organisation, sharing good practice innovative ideas, and promote staff and service development
- Establish and maintain a regional and national network of contacts relevant to the service

Research and audit

- Identify the educational needs of the specialist group of patients and their parents/carers, and ensure that these are met through the service provided
- Identify areas of practice that may expand or be enhanced, to ensure the best clinical outcome for patients
- In collaboration with other senior staff, at all times ensure clinical practice is person-centred and research based, in accordance with professional practice, guidelines, and national and local benchmarks
- Encourage and assist other staff within the field to enable and empower them to carry out relevant research
- Engage in audit and evaluation in order to monitor the effectiveness of current therapeutic regimes and to improve health outcomes
- Promote and disseminate research and audit findings relevant to the service
- Promote and engage collaboratively in clinical research to contribute to the evidence base

Service development

- In all aspects of work, challenge and demonstrate an ability to work across all organisational boundaries
- Identify areas of practice which may expand, to ensure the best clinical outcomes for patients
- Develop policies and clinical guidelines necessary to support the development of the specialist service
- Continue with personal education and development, to identify improvements within the service framework
- Influence decisions regarding service delivery through participation in meetings
- Continue to develop and promote the Advanced Clinical Practitioner role through professional publications and conference papers

Budget

- Influence decisions regarding the allocation of financial resources through consultation, service redesign, participation in meetings and audit

Specialist/technical requirements

MSc Advanced Clinical Practice or Equivalent Clinical Experience/Expertise

GENERIC CLAUSES

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.
- To be included on the Trust on call manager rota

Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

Compassionate

- Caring with compassion, it's about how we listen, what we say, what we do.

Approachable

- Friendly, welcoming, sharing ideas and being open

Responsible

- Taking personal and collective responsibility, being accountable for our actions

Excellent

- Striving for the best, for high-quality safe care and continually improving

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

Infection Control:

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile in accordance with the Code of Practice on prevention and control of infections (2015).

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Diversity:

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

Safeguarding:

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

Raising Concerns

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

Registration:

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

Disclosure & Barring Service (DBS)

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

THE TRUST OPERATES A NO SMOKING POLICY

EMPLOYEE
SIGNATURE:

DATE:



Person Specification

| | Essential | Desirable | Method of assessment |
|-----------------------|--|---|--|
| Qualifications | <p>First level nurse registration</p> <p>Master's Degree in Advanced Clinical Practice inclusive of Independent Prescribing registration (V300)</p> | <p>Specialist nursing qualification</p> <p>Accredited in a psychological therapy</p> | <p>Application form / interview / assessment</p> |
| Experience | <p>Substantial experience at senior nurse level</p> <p>Clear and demonstrable evidence of advanced, autonomous practice in the clinical management of patients</p> <p>Evidence of delivering clinical teaching sessions</p> <p>Proactive participation in service development</p> <p>Evidence of effective multi-professional working</p> <p>Operational staff management</p> <p>Experience of inter-agency working</p> <p>Evidence of developing policies and practice</p> <p>Evidence of strong teamwork to deliver positive change and service outcomes</p> <p>Evidence of leading successful change management</p> | <p>Collaboration in designing and delivering professional development programmes</p> <p>Evidence of delivering high quality shared care</p> | <p>Application form / interview / assessment</p> |

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| Knowledge and skills | <p>Clear understanding of nursing policy issues</p> <p>An understanding of the relationship between primary and secondary care</p> <p>Ability to utilise current research findings in practice</p> <p>Knowledge of the national access targets</p> <p>Assessment and treatment of patients presenting to Acute and Emergency Care</p> <p>Clinically competent at senior nurse level</p> <p>Competencies in clinical examination and diagnostic test modules</p> <p>Ability to provide in-depth advice and support to patients</p> <p>Excellent communication and interpersonal skills</p> <p>Presentation skills</p> <p>Ability to work under pressure and meet tight deadlines</p> <p>Highly developed leadership skills</p> <p>Ability to negotiate and influence at all levels within and across organisational boundaries</p> | | <p>Application form / interview / assessment</p> |
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| | <p>Complex problem solving skills</p> <p>Basic computer skills with ability to order investigations</p> | | |
| Other | <p>Well-developed and current professional portfolio</p> <p>Drive, energy and the ability to work with 'ambiguity' whilst new services are being established</p> | | <p>Application form / interview / assessment</p> |