

Job Description

Job Details	
Job Title:	Advanced Neonatal Nurse Practitioner (ANNP)
Directorate:	Surgical Business Unit
Department/Ward:	Special Care Baby Unit (SCBU)
Location:	Maternity Unit
Pay Band:	Band 8a
Accountable to:	SCBU Ward Manager
Professionally accountable to:	Head of Midwifery/SCBU
Main Purpose of the Job	
<p>The Advanced Neonatal Nurse Practitioner (ANNP) will develop advanced knowledge and skills to meet the capabilities presented in the multi-professional framework for advanced Clinical Practice in England multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf (hee.nhs.uk)</p> <p>This is an autonomous role supporting independent practice within the specialty, whilst working in a multi-professional team.</p> <p>To provide a proactive, effective holistic service for neonates on the Special Care Baby Unit (SCBU), delivery-suite and postnatal wards. This includes responsibility for the clinical care and management for babies in SCBU.</p> <p>To support the ward manager and provide clinical leadership within the SCBU and the maternity unit including supervision of staff, participation in audit and research, clinical governance, development of evidence-based guidelines and training/education for all members of the team.</p> <p>To role model compassionate and inclusive leadership to shape the creation of a collective leadership culture within the Trust. This means demonstrating a consistent leadership style which (a) engages, enables, and empowers others (b) uses coaching to promote ownership of learning and quality improvement and (c) facilitates team working, and collaboration within teams / departments and across organisational boundaries</p> <p>This post holder will be visible in their role, will have undertaken additional advanced neonatal skills training and will undertake their clinical competencies within the unit to demonstrate proficiency in the skills of advanced neonatal practice.</p> <p>The post holder will hold a Master's degree in Advanced Clinical Practice including completion of a non-medical prescribing qualification and independent advanced clinical skills including intubation and lumbar puncture.</p>	

This role exists to deliver a high level of clinical expertise to neonates on the SCBU, transitional care, and postnatal areas, on Delivery Suite and in Obstetric Theatres as part of the Tier 1 rota.

The post holder will identify sick infants who subsequently require management on the SCBU where they will provide initial assessment, stabilisation, and management, including passive cooling, ventilation, fluids, drug therapy and other resultant treatments. They will work closely with Paediatric Consultants and other members of the multidisciplinary team.

This post holder will be visible in their role and will provide clinical leadership within the SCBU using advanced knowledge and skills to apply, develop and promote evidence-based practice.

They will act as a role model to all staff and will work as part of the senior team to improve and maintain standards and help lead the SCBU into the future and provide comprehensive advice and guidance to all departments.

To manage and lead complex situations in the absence of paediatric medical cover, making judgements involving complex facts, requiring analysis and interpretation to monitor and evaluate outcomes in patient-centred care.

To undertake nurse-led initiatives and procedures according to set protocols and procedures.

Dimensions

Advanced clinical practice is delivered by experienced, registered nurse/midwives. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a Master's level award or equivalent that encompasses the four pillars of:

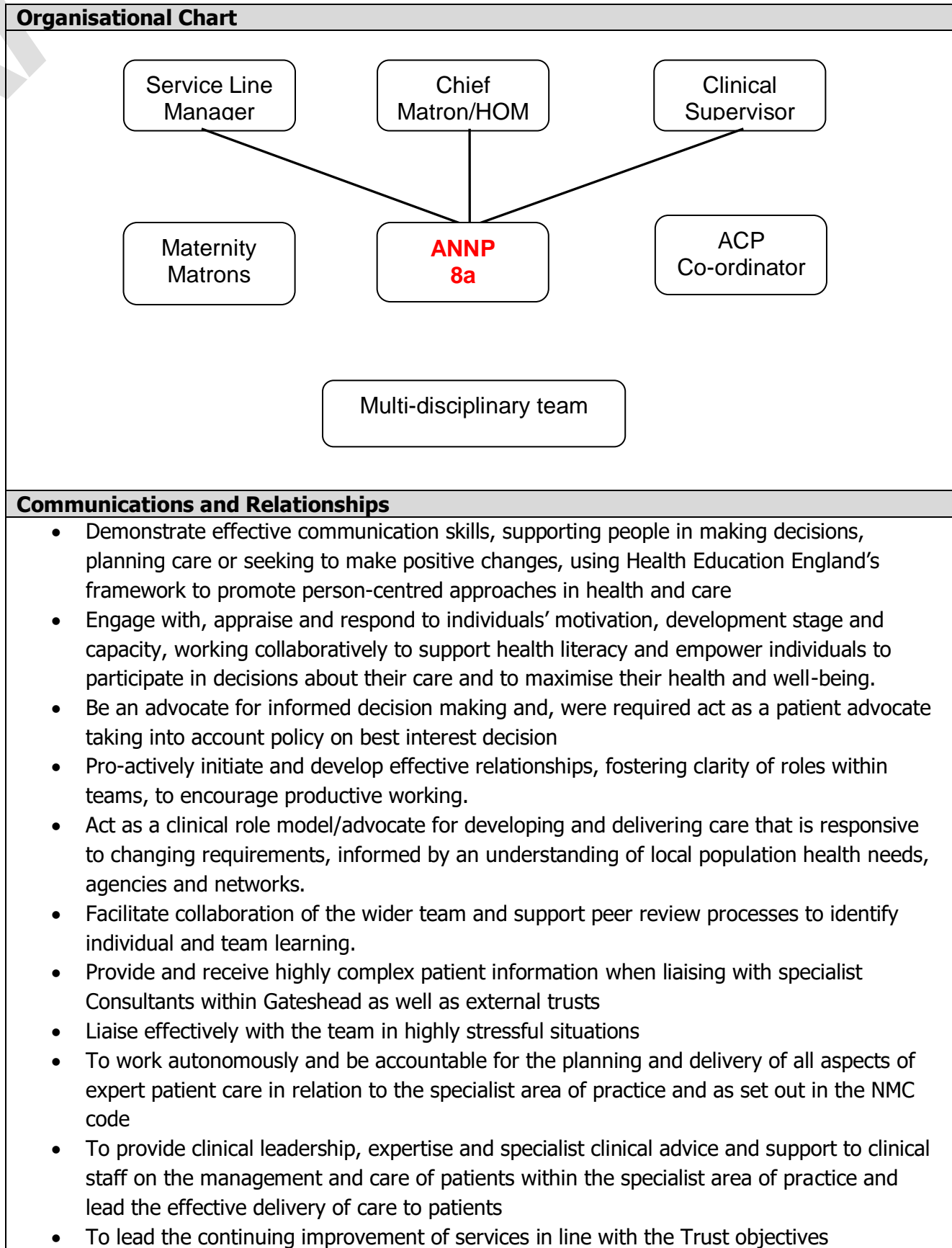
- clinical practice
- leadership and management
- education
- research,

Demonstration of core capabilities and areas of specific clinical competence.

The Advanced Neonatal Nurse Practitioner will:

- Use advanced knowledge and skills in Neonatal care to undertake comprehensive clinical assessments, make decisions based on clinical reasoning and initiate, evaluate, and modify a range of interventions.
- Provide professional senior clinical leadership and support within the specialty multi professional team and across service boundaries.
- Support the wider team to build capacity and capability through work-based and interprofessional learning, and the application of learning to practice. Act as a role model, educator, supervisor, coach, and mentor
- Lead clinical audits and critically engage in research activity using the results to underpin own practice, inform the practice of others and make organisational recommendations.

- Provide a proactive, effective holistic service for newborn infants on SCBU, delivery-suite and postnatal wards. This includes responsibility for the clinical care and management for babies in SCBU.
- Assume lead clinical oversight for transitional care babies on the postnatal ward and liaise with the multi-disciplinary team to achieve the aim of reducing avoidable admissions to the SCBU.



- To lead the development, delivery and evaluation of education and training to clinical staff and internal/external agencies
- To lead the in provision of expert specialist knowledge, care and experience to support to the wider nursing team to facilitate the effective delivery of care to patients at all times
- Communicate with medical staff and other health professionals regarding patient conditions and clinical care plan, disseminating this information to the wider team
- Establish strong relationships with clinical and managerial leaders providing a senior specialist nursing perspective to ensure that operational delivery is patient centred
- Together with the senior midwifery colleagues, embed an open culture of communication and feedback, where staff are able to raise concerns
- Promote an environment and culture where success is celebrated and people feel valued

Knowledge, Skills, Training and Experience

- Highly developed specialist clinical skills appropriate to the clinical area they are working in (eg. Intubation and lumbar Punctures on neonates)
- Hold a Master's level in Advanced Clinical Practice
- Independent and supplementary non-medical prescriber
- Demonstrate a critical understanding of the broadened level of responsibility and autonomy and the limits of own competence and professional scope of practice, including when working with complexity, risk, uncertainty and incomplete information.
- Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self-awareness, emotional intelligence, and openness to change.
- Evidence the underpinning subject-specific competencies i.e. knowledge, skills and behaviours relevant to the role setting and scope, and demonstrate application of the capabilities to these, in an approach that is appropriate to the individual role, setting and scope.
- Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice.
- Engage in self-directed learning, critically reflecting to maximise clinical skills and knowledge, as well as own potential to lead and develop both care and services.
- Be proficient in managing a complex case load

Analytical Skills

- Evaluate own practice, and participate in multi-disciplinary service and team evaluation, demonstrating the impact of advanced clinical practice on service function and effectiveness, and quality (i.e. outcomes of care, experience and safety).
- Actively engage in peer review to inform own and other's practice, formulating and implementing strategies to act on learning and make improvements.
- Assess patients using expert clinical skills and clinical judgement to plan and implement care for patients being accountable for care provided
- Provide expert and specialist advice
- Work autonomously to carry out complex/specialist care

- Effectively deal with complaints from patients and relatives and staff
- Effectively deal with sensitive issues and distressed patients and relatives and staff

Planning & Organisational Skills

- Integrate the roles of highly specialised clinical practitioner, manager, leader, supervisor and educator within the team
- Demonstrate team leadership, resilience and determination, managing situations that are unfamiliar, complex or unpredictable and seeking to build confidence in others.
- Identify further developmental needs for the individual and the wider team and supporting them to address these.
- Take full responsibility for own working rota, ensuring continuity and suitability of ANNP cover within area of clinical practice.
- Plan and organise own caseload with regard to the management and implementation of regular reviews of patients
- Assist with the planning and organisation of a broad range of complex activities including the delivery of education and training for clinical staff.
- Co-ordinate and participate in multi-disciplinary team meetings to facilitate ongoing treatment and rehabilitation
- Allocate tasks in emergency situations such as peri-arrest or cardiac arrest, giving clear instructions and coordinating activities with additional specialist staff.
- Analyze situations and plan short and longer term adjustments to own workload and that of others to meet priorities and demands on staffing
- Plan complex care packages in collaboration with the patient, other health care professionals and other agencies in specialist area of practice

Physical Skills

- Exercise dexterity to independently perform a wide range of clinical procedures
- Carry out invasive procedures on patients who are critically unwell with speed and precision.
- Competence in the use of all appropriate medical devices
- Competence in the use of specialist equipment relevant to the role.
- Work within current patient moving and handling policy and guidance
- Hold proficient keyboard skills and IT skills that are necessary for typing up of emails, discharge/ transfer documents and ordering of diagnostic tests etc.

Patient/Client care

- Work in partnership with individuals, families and carers, using a range of assessment methods as appropriate (e.g. of history-taking; holistic assessment; identifying risk factors; mental health assessments; requesting, undertaking and/or interpreting diagnostic tests; and conducting health needs assessments)
- Initiate, evaluate and modify a range of interventions which may include prescribing medicines, therapies, life style advice and care.
- Exercise professional judgement to manage risk appropriately, especially where there may be complex and unpredictable events and supporting teams to do likewise to ensure safety of individuals, families and carers.

- Role model the values of their organisation/place of work, demonstrating a person-centred approach to service delivery and development.
- Demonstrate receptiveness to challenge and preparedness to constructively challenge others, escalating concerns that affect individuals', families', carers', communities' and colleagues' safety and well-being when necessary.
- Respond to enquiries from relatives, carers deal with concerns, formal complaints, including PALS concerns and actively problem solve to improve the patients experience
- Comply with NMC Professional Registration, practice in line with current NMC Code and keep up to date with advanced nursing practices
- Ensure the delivery of an environment where health promotion and informed patient choice is encouraged and developed to its maximum potential, with the available resources
- Leads the evaluation of specialist clinical practice by monitoring the standards of care and ensuring that practice is audited and research based to continually improve the service and support the clinical governance framework
- Lead the provision of care through assessing, planning, implementing and evaluating programmes of care in partnership with the patient and the multidisciplinary team
- Demonstrate a very high level of clinical expertise; expert knowledge and skills through nursing practice of the highest standard
- Maintain the expert clinical and technical skills required to undertake a holistic approach to the systematic assessment of patient needs and implementation of care required as outlined in specialist nurse/nurse practitioner competencies
- Maintain a high profile in the clinical care setting, act as a role model and provide senior support and advice to colleagues
- Complete and maintain the required specialist training and related advanced clinical, technical and interpersonal skills and competence required as an autonomous practitioner
- compliance and advise on modifications to treatment within agreed guidelines
- Act as patients advocate in all matters relating to their care, treatment and welfare acknowledging and incorporating cultural preferences, health beliefs and behaviours

Policy & Service Development

- Develops policies and protocols for specialist area which may impact on other disciplines
- Take a critical approach to identify gaps in the evidence base and its application to practice, alerting appropriate individuals and organisations to these and how they might be addressed in a safe and pragmatic way.
- Disseminate best practice research findings and quality improvement projects through appropriate media and fora (e.g. presentations and peer review research publications)
- Actively seek feedback and involvement from individuals, families, carers, communities and colleagues in the co-production of service improvements.
- Continually develop practice in response to changing population health need, engaging in horizon scanning for future developments (e.g. impacts of genomics, new treatments and changing social challenges).
- Critically apply advanced clinical expertise in appropriate facilitatory ways to provide consultancy across professional and service boundaries, influencing clinical practice to enhance quality, reduce unwarranted variation and promote the sharing and adoption of best practice.
- Analyse information gained from audit and research in area of practice to implement change where necessary to ensure best practice
- Provide expert advice on the implementation of new policies or developments within the clinical area with a specific regard to the effect on patient care

- Lead all members of the team ensure that all national targets, standards and guidance are achieved
- Lead the development and implementation of policies and procedures relevant to specialist nursing service
- Ensure that all Trust policies are adhered to by self and others
- Comply with the Trust's Risk Management Strategy and Directorate/Department clinical and health and safety policies and procedures and report any incidents/accidents and near misses in accordance with the Trust policy
- Maintain knowledge of local/national health policy in relation to service delivery
- Demonstrate learning from compliments, complaints and concerns and patient experience feedback

Financial & Physical Resources

- On a regular basis, take responsibility for ensuring the safe use of specialised clinical equipment including reporting any failure or mechanical problem in line with the medical devices policy
- Ensure appropriate and effective use of resources to meet patient need
- Contribute to and where appropriate lead the departments cost improvement plan
- Ensure a safe working environment, using the resources available
- Effectively manage resources to be cost effective
- Effectively manage departmental/team budget
- Have a knowledge of equipment and medical devices used in the clinical area and report the failure or mechanical problems of any items of equipment in line with the Medical Devices Policy
- Have effective systems in place for the ordering of stock and non-stock items
- Utilise resources effectively using evidence based and best practice
- Ensure the safe handling of patient's property, valuables and money
- Utilise Charitable funds in line with statutory regulation

Human Resources

- Provides specialist training & education
- Practice in compliance with the respective code of professional conduct and within the roles scope of practice, being responsible and accountable for decisions, actions and omissions at this level of practice
- Develop and implement robust governance systems and systematic documentation processes, keeping the need for modifications under critical review.
- Advocate for and contribute to a culture of organisational learning to inspire future and existing staff.
- On a daily basis support the learning of clinical staff
- Participate in the recruitment and selection of various clinical staff within area of clinical expertise
- Provide educational support to Student Nurses/midwives, Registered Nurses/midwives, Clinical Support Workers, Medical staff and Allied Healthcare Professionals
- Ensure the development and maintenance of a team culture which actively encourages empowerment thereby supporting and facilitating change
- Ensure correct recruitment and selection processes are followed where applicable
- Ensure that local induction programmes are in place for staff new to the clinical area

- Provide leadership, mentorship and support for junior staff including education, training and supervision programmes for junior members of staff in accordance with their objectives and competency assessments
- Actively participate in an Annual Appraisal and provide evidence to demonstrate achievements towards own Knowledge and Skills Framework and maintain a Professional Portfolio in line with PREP
- Lead by example and act as an expert resource for all staff

Information Resources

- Uses appropriate systems to record and present data
- Evaluate and audit own and others' clinical practice, selecting and applying valid, reliable methods, then acting on the findings
- Work collaboratively with an appropriate range of multi-agency and inter-professional resources, developing, maintaining and evaluating links to manage risk and issues across organisations and settings.
- Maintain accurate record keeping and documentation within patients' records, integrated care pathways and electronic systems
- Adhere to the Trust Information Governance Procedures
- Manage the effective implementation, utilisation and development of information technology systems within the specialist area in order ensure the provision of accurate clinical and statistical data
- Provide reports to senior members of the trust as required in relation to activity and service delivery
- Retrieve patient information from computer systems including patient results acting on them appropriately
- Complete relevant records relating to annual leave, study leave and travel expenses
- Ensure that all necessary information on patient activity is correctly recorded

Research & Development

- Critically engage in research activity, adhering to good research practice guidance, so that evidence based strategies are developed and applied to enhance quality, safety, productivity and value for money
- Critically appraise and synthesise the outcome of relevant research, evaluation and audit, using the results to underpin own practice and to inform that of others
- Actively identify potential need for further research to strengthen evidence for best practice. This may involve acting as an educator, leader, innovator and contributor to research activity and/or seeking out and applying for research funding
- Proactive in developing own and others practice and in contributing to quality improvement within the Trust
- Audit and monitor standards of care against best practice in order to provide a continually improving service
- Lead and work within the team to identify priority areas of quality improvement focusing on patient outcomes and experiences for patients, families and carers
- Lead the development of audit tools to assess patient experience and satisfaction within specialist area

- Support the evaluation of clinical practice by monitoring the standards of care and ensuring that nursing/midwifery practice is audited and research based in order to provide a continually improving service and support the clinical governance framework
- Acquire and utilise evidence to ensure best practice

Freedom to Act

- Autonomous practitioner making expert clinical decisions and judgements about assessment, diagnosis and management of patient care
- Accountable for own professional practice and able to work independently and without direct supervision
- Work within the Trust policy and guidelines to meet current standards
- Use highly developed management and judgemental skills to analyse complex situations and formulate appropriate solutions
- Organise own workload and that of the team prioritising to meet the needs of the service
- Maintain own high professional standards and take opportunities to develop clinical practice
- Practice in accordance with current NMC Code with particular reference to acknowledging the limitation of competence of staff in order to safeguard the well-being of patients
- Work within Gateshead Health policies and procedures
- Applies clinical guidelines within the parameters of own practice. At times the post holder will decide how clinical guidelines are best applied in the context of clinical presentation
- Utilises own judgements and is accountable for own professional practice for those patients who fall outside of existing guidelines. Propose management plan for individual patient needs.
- Negotiate an individual scope of practice within legal, ethical, professional and organisational policies, governance and procedures, with a focus on managing risk and upholding safety.
- Lead new practice and service redesign solutions in response to feedback, evaluation and need, working across boundaries and broadening sphere of influence.

Physical

- Moderate levels of effort whilst moving and handling patients frequently throughout a shift
- Deliver direct patient care in accordance with individual need including physical assessment and history taking
- Frequently perform expert and highly specialised clinical skills
- May be required to physically manoeuvre (with appropriate aids) heavy pieces of equipment around the service area
- May sit at a computer station for prolonged periods of time
- May be required to travel to sites across the Trust and to regional meetings
- Frequently will be required to sit and/or stand and/or walk

Mental

- Verbal and written reports regularly to patients, relatives and members of the multi-disciplinary team
- Frequent and prolonged periods of concentration when dealing with complex patients
- Frequent interruptions from phone calls for advice or to problem solve
- Frequent need to adapt from one situation to another quickly
- Unpredictable workload when dealing with emergency situations

- Frequent periods of prolonged concentration needed for autonomous practice.

Emotional

- Regular need to manage distressing clinical situations.
- Occasional exposure to aggressive or violent situations.
- Occasional exposure to distressed staff with regard to illness, grievances, disciplinary procedures.
- Frequently deal with situations which require empathetic management of patient/carer/colleague distress and anger including the provision of unwelcome news
- Act as a patient advocate at all times
- May be required to give sensitive, complex and distressing news to patients and relatives
- Provide counselling and support to patients /carers following serious diagnosis which may be distressing and involve complex discussion and treatment plans
- May be required to offering support to staff, patients and relatives in any unexpected untoward event
- May be required to support local resolution of patient /carer complaints which may involve conflict and challenging behaviour
- Possible exposure to difficult highly aggressive situations with patients and visitors

Working Conditions

- Daily exposure to highly unpleasant working conditions when delivering direct patient care and dealing with bodily fluids / foul linen.
- Flexible hours according to demands of the service
- Frequent exposure to VDU Screens
- Long periods of time working at a computer

Standards

The statements outlined below are the standards of which all employees of Gateshead Health NHS Foundation Trust are expected to comply.

Works to the standards expected in the Gateshead Health NHS Foundation Trust ICORE values.

Risk Management - to deliver the quality standards and targets outlined in the Trust's Risk Management Strategy and local operational policies

Infection Control:

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role

Health and Safety:

Managers have a duty to ensure that safe systems of work are used within their area of responsibility; to investigate accidents and incidents; to arrange for risk assessments to be conducted annually, and to ensure staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to cooperate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Safeguarding:

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

Environment and Sustainability:

The trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.

Privacy, Dignity & Respect, and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Professional Code of Conduct

To abide by the Code of Practice of Professional body as published by the relevant regulatory body (if appropriate).

Signed:	(Job Holder)
Date:	
Signed:	(Manager/Head of Service)
Date:	

Appendix

Grid

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*	X	
2.	Manual Handling Operations	X	
3.	Dust, Dirt, Smells	X	
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)	X	
5.	Patient Contact	X	
6.	Babies/Children Contact	X	
7.	Food handling / Preparation	X	
8.	Driving		X
9.	Fork Lift Truck Driving		X
10.	User of Display Screen Equipment	X	
11.	Noise	X	
12.	Infestation	X	
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	X	
14.	Excessive Cold		X
15.	Excessive Heat		X
16.	Inclement weather		X
17.	Radiation	X	
18.	Laser Use		X
19.	Heights over 2 metres		X
20.	Confined Spaces		X
21.	Vibration i.e. Power Tools		X
22.	Using machinery with moving/exposed parts		X
23.	Shift work	X	
24.	Use of latex products	X	
25.	Physical violence / aggression	X	
26.	Employment of young people		X
27.	Any other hazards please specify		X
28.	Other		

If any hazard is identified above please give details below.

*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patients open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Person Specification

Job Title:	Advanced Neonatal Nurse Practitioner	
Department:	Surgical Business unit	
Location:	Maternity and SCBU	
Specification	Essential	Desirable
Qualifications / Professional Registration	<ul style="list-style-type: none"> Professional registration with NMC Master's Degree qualification in Advanced Clinical Practice Independent non-medical prescriber Evidence of relevant, recent study continuing education. Mentorship qualification NLS qualification Evidence of ongoing CPD in specialist area of practice; able to critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice and engage in self-directed learning, critically reflecting to maximise clinical skills and knowledge, as well as own potential to lead and develop both care and services. 	<ul style="list-style-type: none"> Management and leadership qualification IR(ME)R training ALS / APLS Major Incident Training NLS instructor Teaching qualification and the ability to facilitate learning to others
Experience and knowledge	<ul style="list-style-type: none"> Extensive demonstrable experience in specialty / clinical area Highly developed specialist clinical skills appropriate to the clinical area they are working in (eg. intubation and lumbar punctures on neonates) Awareness of local and national health policy. Experience of implementing evidence based practice Experience of participation in clinical audit 	<ul style="list-style-type: none"> Information technology skills Experience of leading clinical governance Experience of research activity Experience of Service Improvement / Quality Improvement / Practice Development Experience of developing evidence based protocols and clinical guidelines.

	<ul style="list-style-type: none"> • Significant senior nurse experience • Clinical leadership skills • Risk management skills • Conflict management skills • Clinical Governance knowledge 	<ul style="list-style-type: none"> • Basic knowledge of financial management • Experience in change management • Counselling skills • Project management • Strategic awareness of population health needs
Skills and abilities	<ul style="list-style-type: none"> • Excellent clinical and practical skills as an autonomous practitioner • Excellent organisational skills • Evidence of an ability to prioritise workload for themselves and their team • Be proficient in managing a complex case load • Demonstrate a critical understanding of the broadened level of responsibility and autonomy and the limits of own competence and professional scope of practice, including when working with complexity, risk, uncertainty and incomplete information. • Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self-awareness, emotional intelligence, and openness to change. • Evidence the underpinning subject-specific competencies i.e. knowledge, skills and behaviours relevant to the role setting and scope, and demonstrate application of the capabilities to these, in an approach that is appropriate to the individual role, setting and scope. • Ability to cope with and diffuse difficult and stressful situations • Extended skills practical skills beyond that normally expected of a Registered Professional • Advanced diagnostic skills and ability to request and 	

	<p>independently interpret a plethora of diagnostic tests</p> <ul style="list-style-type: none"> • Utilise advanced knowledge and judgment to effectively prescribe medications • Evidence of management ability and leadership qualities. • Ability to organise own time and that of others to ensure the skill mix is adequate and to re-organise as workload demands to ensure the smooth, safe running of the Unit • Evidence of ability to work autonomously within a variety of clinical situations. • Ability to recognise and analyse complex situations and take appropriate action. • Ability to communicate effectively both written and verbally, • Ability to communicate with all members of the MDT at any level. • Ability to communicate with patient in an empathetic manner regarding their treatment and procedures including high risk procedures • Autonomous Practitioner • Leadership across organisation and within team 	
Personal attributes	<ul style="list-style-type: none"> • Ability to communicate with staff at all levels • Ability to communicate with multi-disciplinary team and external agencies • High level of personal motivation • Ability to challenge peers and other members of the multi-disciplinary teams practice to the benefit of patients and carer. • Demonstrate a high level of interpersonal and communication skills • Flexible approach to work 	