

Job Description

Job Details	
Job Title:	Advanced Neonatal Nurse Practitioner (ANNP)
Business Unit:	SBU
Department/Ward:	Special Care Baby Unit/Acute Maternity Unit
Location:	The Queen Elizabeth Hospital, Gateshead Health NHS Foundation Trust
Pay Band:	Band 7* (working towards Band 8a)
Main Purpose of the Job	
<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</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 be supported to work towards 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> <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.</p> <p>The post holder will identify sick infants who subsequently require management on the SCBU where they will provide initial assessment, stabilisation, and management, including cooling, nitric, ventilation, fluids, drug therapy and other resultant treatments. They will work closely with Paediatric Consultants and other members of the multidisciplinary team.</p>	

The 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 multidisciplinary team to improve and maintain standards and help lead the SCBU into the future.

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

Demonstration of core capabilities and area 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.
- 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
- To provide a proactive, effective holistic service for new-borns on SCBU, delivery-suite and postnatal wards. This includes responsibility for the clinical care and management for babies in SCBU.

Organisational Chart
<pre> graph TD SLM[Service Line Manager] --- SCBU[SCBU ward manager] CM[Chief Matron/HOM] --- SCBU CS[Clinical Supervisor] --- SCBU MM[Maternity Matrons] --- SCBU ACP[ACP Co-ordinator] --- SCBU SCBU --- ANNP[ANNP 7] ANNP --- MDT[Multi-disciplinary team] </pre>
Communications and Relationships
<ul style="list-style-type: none"> ● Demonstrate effective communication skills, supporting people in making decisions, planning care or seeking to make positive changes, using Health Education England’s framework to promote person-centred approaches in health and care ● Engage with, appraise and respond to individuals’ motivation, development stage and capacity, working collaboratively to support health literacy and empower individuals to participate in decisions about their care and to maximise their health and well-being. ● Be an advocate for informed decision making and, were required act as a patient advocate taking into account policy on best interest decision ● Pro-actively initiate and develop effective relationships, fostering clarity of roles within teams, to encourage productive working. ● Act as a clinical role model/advocate for developing and delivering care that is responsive to changing requirements, informed by an understanding of local population health needs, agencies and networks. ● Facilitate collaboration of the wider team and support peer review processes to identify individual and team learning. ● Provide and receive highly complex patient information when liaising with specialist Consultants within Gateshead as well as external trusts ● Liaise effectively with the team in highly stressful situations
Knowledge, Skills, Training and Experience
<ul style="list-style-type: none"> ● Highly developed specialist clinical skills appropriate to the clinical area they are working in (eg. Intubation and lumbar Punctures on neonates, under supervision).

- Working towards Master's level in advanced clinical practice
- Working towards 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).

Planning & Organisational Skills

- 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.
- As part of the ANNP team, fulfil rota requirements, ensuring continuity and suitability of ACP cover within area of clinical practice. Plan and organise caseloads 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.

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.

- 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

- Provide highly specialised advice concerning 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.
- Use expertise and decision-making skills to inform clinical reasoning approaches when dealing with differentiated and undifferentiated individual presentations and complex situations, synthesising information from multiple sources to make appropriate, evidence-based judgements and/or diagnoses
- 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.

Policy & Service Development

- Engage with the development of policies and protocols for specialist area which may impact on other disciplines
- Actively seek feedback and involvement from individuals, families, carers, communities and colleagues in the co-production of service improvements.
- 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.

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

Human Resources
<ul style="list-style-type: none"> • 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 • 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 as required
Information Resources
<ul style="list-style-type: none"> • On a daily basis, be responsible for maintaining patient documentation and records • Competently use the telephone, operate a fax machine, use iPads and the e-observations system within Trust policies. • 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.
Research & Development
<ul style="list-style-type: none"> • Engage in appropriate 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
Freedom to Act
<ul style="list-style-type: none"> • Guided by general policies, the post holder will be responsible for establishing how these policies should be interpreted. • 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. • 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

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.

Working Conditions

- Daily exposure to highly unpleasant working conditions when delivering direct patient care and dealing with bodily fluids / foul linen.

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:	

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	
Band:	7	
Specification	Essential	Desirable
Qualifications / Professional Registration	<ul style="list-style-type: none"> ● Professional registration with NMC ● Advanced neonatal clinical skills ● Advanced clinical practice qualification ● Evidence of relevant, recent study continuing education. ● Mentorship qualification 	<ul style="list-style-type: none"> ● Management and leadership experience ● IR(ME)R training ● ALS / APLS ● Working towards Masters in Advanced Clinical Practice ● Working towards Non-medical prescribing qualification

<p>Experience and knowledge</p>	<ul style="list-style-type: none"> • Extensive demonstrable experience in specialty / clinical area • Awareness of local and national health policy. 	<ul style="list-style-type: none"> • Information technology skills • Experience of audit, clinical governance, research activity, Service Improvement / Quality Improvement • Experience of developing evidence based protocols and clinical guidelines.
<p>Skills and abilities</p>	<ul style="list-style-type: none"> • Excellent clinical and practical skills as an autonomous practitioner • Extended skills practical skills beyond that normally expected of a Registered Professional • Advanced diagnostic skills and ability to request and independently interpret a plethora of diagnostic tests • Utilise advanced knowledge and judgment to effectively prescribe medications using Patient Group Directives • Able 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 	
<p>Personal attributes</p>	<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 	

	<ul style="list-style-type: none">• Ability to challenge peers and other members of the multi-disciplinary teams practice to the benefit of patients and carer.	
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