



**University Hospitals of
Morecambe Bay**
NHS Foundation Trust

21-11-19RH

JOB DESCRIPTION

Job Title:	Advanced Practitioner Heart Failure and Cardiology
Department/Ward:	Heart Failure Service - Cross Bay
Band:	AfC Band 8a
Care Group:	Integrated Community Care Group
Responsible to:	Divisional Matron
Accountable to:	Divisional Assistant Chief Nurse
JOB SUMMARY:	<p>Practice autonomously and provide expert clinical practice comprising advanced clinical assessment, diagnosis, prescribing and therapeutic interventions.</p> <p>Work with partners across professional and organisational boundaries to agree direction, formulate strategies, and lead service improvements. Lead clinician in Heart Failure and Cardiology.</p> <p>Identify training needs, initiate, lead and develop programmes of education to enhance the medical, nursing and allied health professional contribution to the quality of Heart Failure and Cardiology care.</p> <p>Lead on clinical audit and action plans developed. Identify, apply and disseminate research findings. Present and publish on service development.</p>



PROFESSIONAL LEADERSHIP/MANAGEMENT

- Act as a practice leader, proactively manage own caseload and work with partners across professional, organisational and system boundaries to improve Heart Failure and Cardiology Services.
- Provide consultancy services regarding therapeutic interventions, practice and service issues within Heart Failure and Cardiology Services.
- Within budgetary constraints review and prescribe medications, and lead on prescribing issues within Heart Failure and Cardiology.
- Guide Ward Managers and other clinicians to identify areas where changes to practice are required and adopt a leadership style that motivates and empowers others to attain high standards of patient care and professional development.
- Evaluate service delivery and user experience, identify areas for improvement and proactively manage change in Heart Failure and Cardiology
- Engage stakeholders and use high level negotiating and influencing skills, change management and collaboration skills to innovate and improve practice.
- Lead the identification, development and piloting of clinical protocols and strategies to enhance service provision within Heart Failure and Cardiology

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- Provide resilient, determined and demonstrable leadership in contexts that are unfamiliar, complex and unpredictable
- Lead in the clinical assessment and management of patients admitted to hospital with complex Heart Failure and Cardiology problems.
- Prioritise, organise and time-manage own workload in a manner that maintains and promotes quality.
- Lead on communication issues in Heart Failure and Cardiology multidisciplinary team meetings.
- Proactively develop and sustain partnerships to inform developments within Heart Failure and Cardiology care through networking locally, regionally and nationally.
- Lead the implementation of current research and development findings, promote and demonstrate evidence based practice.
- Act as a positive role model through the provision of professional leadership and demonstration of expert practice.
- Develop practices and roles that are appropriate to patient need through understanding the implications of epidemiological, demographic, social and professional trends and developments.
- Contribute to the nursing strategy for the Trust
- Continually evaluate the changing needs of the role and develop action plans to meet the ongoing development of the service.
- Manage resources ensuring effective use is made of physical and financial resources and work with others to develop strategic plans and business objectives for the service.

CLINICAL PRACTICE

- Perform advanced clinical skills in the assessment of patients including taking a clinical history, performing a clinical examination, ordering and interpreting diagnostic tests and using advanced clinical reasoning to produce an appropriate treatment plan.

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- Perform and document a concerns-led holistic needs assessment with patients referred to the service. Prioritise interventions to meet identified needs, evaluate effectiveness of actions and adjust plan as appropriate. With patient’s consent, communicate plan to all providers.
- Working autonomously and using expert clinical reasoning, knowledge and specialist Heart Failure and Cardiology evidence resources provide symptom management for patients with multiple complex health conditions.
- Communicate highly complex, sensitive condition related information to ensure patients, and if appropriate their carers, are fully informed and can make autonomous decisions.
- Use highly developed advanced communication skills to inform and support patients and their carers regarding incurable disease, CPR decisions, advance care planning, distressing symptoms, death and dying.
- Provide psychological assessment, screen for distress and use highly developed advanced communication skills to address complex care issues in emotive situations where anxiety, depression, anger, denial and collusion are prevalent.
- Provide information, assessment and support to carers where the need is complex.
- Work across the whole of the Heart Failure pathway to develop Advanced Practitioner led services that free up Consultant resource.
- Provide vigilance of symptoms and screen for the adverse effects of medications and emergencies.
- Admit and discharge patients from the caseload and refer patients to other healthcare providers as appropriate.
- Prescribe medications, including controlled drugs and off-label medications, within the boundaries of professional competence with attention to the evidence base, acceptability, adherence, risk and cost.
- Review and rationalise medication regimes according to the goals of treatment and patient preference.
- Prescribe and advise on the use of continuous subcutaneous infusions, including unlicensed medications as per Heart Failure and Cardiology evidence base, and administer drugs via this route as necessary.
- Integrate appropriate non-drug based treatment methods into patient management plans.

- As expert in field work autonomously but recognise the limits of own professional competence and seek advice as appropriate.
- Advise and liaise with ward managers, medical staff and discharge teams to optimise smooth transition of patients with complex needs through the hospitalisation process to discharge, including fast-track discharge home to die.
- Support staff as required in the management of emotionally challenging and complex ethical situations.
- Provide anticipatory guidance and advice to promote health, reduce risk factors and prevent disease and disability.
- Collect, collate, evaluate and report information, maintaining accurate patient records.

CLINICAL GOVERNANCE

- Acts at all times within the NMC’s Code of Conduct, working within clinical and professional protocols and guidelines.
- Support, initiate and promote evidence based practice, contribute to the development, monitoring and evaluation of clinical guidelines, standards and protocols and adhere to professional regulation.
- Participate in the critical review of complaints, compliments and significant event analysis with a view to the continual improvement of patient care.
- Identify the need for and undertake research and clinical audit in order to inform practice and improve the effectiveness of patient care.
- Critically appraise and synthesise the outcomes of research, evaluations and audit and apply this information in service development.
- Assess effectiveness of care delivery through self and peer review, benchmarking, evaluation and audit, and produce an annual report.
- Analyse data and disseminate findings through presentation to professional groups and publication.

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- Lead on the identification, development and piloting of clinical protocols and strategies to enhance the standard of care within the specialist area.
- Promote patient and public involvement in the development of services to improve patient care.
- Ensure that systems are in place to identify and minimize all risks associated with the delivery of patient care with particular reference to clinical risk management.

EDUCATION AND TRAINING

- Maintain own personal and professional development and clinical competence at advanced level and beyond, identifying learning and development needs through clinical supervision, reflection, appraisal and job evaluation.
- Responsible for devising and delivering training for pre and post registration nursing and medical staff and developing education sessions, learning resources and teaching packs for use by clinical staff.
- Advocate and contribute to the development of an organisational culture that supports continuous learning and development, evidence-based practice and succession planning.
- Keep up to date with new developments and actively seek and undertake further education and training in order to effectively develop the service.
- Provide mentorship of staff training for the Advanced Practice award and within specialist Heart Failure and Cardiology.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

ENVIRONMENTAL SUSTAINABILITY – NET ZERO CARBON

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- Energy: Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- Water: Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- Waste: Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust’s Waste Management policy.
- Biodiversity: Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.
- Transport & Travel: Where possible lift share, cycle, walk or use public transport.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

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INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.