



JOB DESCRIPTION

Post Title:	PUCC Nurse Practitioner
Grade:	Band 7
Reports to:	Lead Advanced Nurse Practitioner
Accountable to:	Head of Nursing
Base Location:	Primary Urgent Care Centre (PUCC) Emergency Department, Homerton University Hospital.

JOB SUMMARY

The post holder is required to take a complete history and perform clinical examination to diagnose and implement treatment for patients presenting with varied conditions. The post holder is also required to be able to evaluate the effectiveness of the treatment and discharge patients or refer to a specialist as necessary. As an autonomous practitioner, the post holder will work within their scope of practice and according to broad local policies and procedures.

The post holder must be proactive in promoting health and well being to patients and give health advice and education.

The post holder will act as a mentor and clinical educator to other staff members and nursing students.

The post holder is expected to further their own education, keep up to date with skills and competencies, monitor and update local policies and procedures and to develop and participate in clinical research.

Main Responsibilities; Communication:

- Dissemination of highly complex and sensitive information to patients, including unwanted pregnancy, potential sexually transmitted illness, domestic violence, child protection issues, bereavement counseling and mental health.
- Use highly developed communication and interpersonal skills in aggressive or emotive situations.
- Effectively communicate with each patient, their relations, carers and or significant others, taking into account cultural and language differences and any difficulties in understanding and comprehending information given.



Clinical Practice:

- To see and treat patients autonomously with undifferentiated / undiagnosed problems, which includes;
 - taking a full clinical history,
 - initiating assessment and clinical examination using highly developed physical assessment skills,
 - initiating diagnostic work up (eg: ordering x-rays, blood tests, etc) relevant to the individual patient's needs,
 - analysing and interpreting the information obtained to make a diagnosis and management plan for care, and
 - independently discharge or refer to a specialist as required.
- To be able to perform advanced skills within the Scope of the NMC Code and safely use equipment to aid physical examinations including;
 - minor surgical interventions (eg: sharp debridement of wounds, incision and drainage, suturing, plastering etc.),
 - removal of foreign bodies (eg: ears, nose, vagina, etc),
 - vaginal speculum examination,
 - full systems physical examination,
 - wound management,
 - dressings,
 - administering IM injections,
 - venapuncture and cannulation,
 - urinalysis and pregnancy testing,
 - vital signs monitoring equipment,
 - auroscope and ophthalmoscope, and
 - peak flow meters.
- Perform safe manual handling of patients and equipment in accordance to Trust Policy.
- Obtain a complex medical history and physically examine each patient in order to provide a diagnosis.
- Implement treatment following agreed clinical guidelines including supplying medications under Patient Group Directions and referral to ED, clinical specialties, and out-patient or community clinics.
- Provide appropriate advice and treatments through evidenced based research.
- Identify medical emergencies and take the appropriate action.
- Encourage health promotion and education for all PUCC and Injury patients and advise them of other available services.
- Provide highly specialist advice to patients concerning treatment and ongoing care.
- Accountable for all care provided to patients attending the Injury Unit and PUCC.



- Provide direct access to patients seeking primary health care and to act as an advocate for PUCC and the Injury Unit patients.
- Monitor and supervise the standard of nursing care undertaken by all staff and to guide, coach and advise appropriately to achieve an excellent quality of service.
- Analyse complex health problems and manage differing medical opinions.
- Make judgments on a range of complex issues which may be conflicting or incomplete and which requires analysis and interpret this information to make a diagnosis and management plan.

Management/Leadership:

- Responsible for ongoing planning and management of staffing levels to prevent a negative impact on the Urgent Care Centre, ED and other associated health care providers.
- Complete staff rotas and ensure an appropriate skill mix to meet the service needs.
- Manage the Urgent care Centre and the Injury Unit in the absence of a more senior staff, ensuring potential problems with patient flow are identified early and acted on promptly.
- Work as a team member, fully contributing in clinical and other developments to enable service delivery
- Design and modify Care Pathways, Patient Group Directives and other protocols relevant to the Urgent Care Centre and the Injury Unit.
- Actively maintain, monitor and audit the standard of care provided in the Urgent Care Centre and Injury Unit, with reference to clinical governance, risk management, documentation and client records.
- Adhere to Homerton Hospital NHS Trust and National NHS guidelines and procedures.
- Contribute to new ideas and innovations to enable service delivery
- Actively participate in clinical supervision of self and others within the Trust's governance and IPR framework
- Assist junior staff with difficult consultations including sensitive and complex history taking.
- Allocate appropriate training and supervision of students with the PUCC and the Injury Unit.





- Review the performance of allocated students and maintaining their records and assessments
- Responsible for teaching and training sessions related to area of care
- Supervision of students, junior staff and trainees with in PUCG and the Injury Unit including performance assessment and completion of training records.
- Responsible for security and care of equipment.
- Ensuring safe storage, maintenance and handling of stock and pharmacy goods.

Education/ Training:

- Ensure continuous professional development by attending courses, seminars and / or meetings to maintain best practice.
- Take charge of own personal development and formulate a personal development plan to meet the criteria of the NMC PREP.
- Be aware of personal limitations in knowledge and practice and seek appropriate advice from senior nursing and medical colleagues.
- Provide expert advice to other Nurse Practitioners and members of the multidisciplinary team.
- Participate in the teaching of staff members, nursing students and members of the multi-disciplinary team.

Information Resources:

- Maintain accurate records of consultation, patient care, treatment and advice given
- Ensure all records are accurate, complete and permanent.
- Ensure accurate collection of activity data within the PUCG and the Injury Unit to enable audit and evaluation of the service provided.

Research and Development:

- Participate in the development and implementation of new protocols and guidelines.





- Implement research based recommendations to improve care.
- Responsible for carrying out research and using appropriate methodology to develop and update relevant protocols.
- Complete formal audits to provide statistical information to the Department of Health and to use the information to plan service improvement.
- Coordinate personal research and audits independently or in conjunction with other health professionals with the broad objective of improving or re-evaluating health care in the PUCG and the Injury Unit.

Additional:

- Meet standards of care in accordance with PUCG and Injury clinical guidelines and Homerton University Trust policies.
- Provide a high standard of professional conduct and nursing care at all times, in accordance to the NMC Code.
- Remain sensitive to the expectations of patients and relatives and respond to their concerns in line with Trust Policy.
- Prioritise work load effectively whilst being aware of the competing pressures to ensure best practice.
- Obtain adequate history and relevant information to assist in diagnosing and planning treatment care
- Attend and participate in team meetings and away days.





FURTHER INFORMATION

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#) and we respect and value the diversity and differences of our patients and our people, ensuring everyone is enabled to thrive, feels a sense of belonging, and is able to be their authentic self.

We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

We offer a range of flexible working options that enable you to balance your work and personal life, including part-time, compressed hours, remote working and job-shares.

If you are interested in joining our team, please let us know your preferred working pattern in your application, and we will consider all requests for flexible working and try to accommodate them wherever possible

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Healthcare. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.





Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton Healthcare NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.





Living Our Values – How We Work at Homerton Healthcare

At Homerton Healthcare we consider all our people as leaders and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture

Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice

Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

We will:

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

We will:

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

We will:

- treat everyone with dignity and respect





- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff

Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone’s uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult

