

# AGENDA FOR CHANGE NHS JOB EVALUATION SCHEME

## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

**Job Title:** Advanced Surgical Care Practitioner

**Reports to:** Directorate Nurse Manager- Surgery

**Department, Ward or Section:** Urology, Surgical Directorate

**Job Reference:** SSARAIGSURU34

**No of Job Holders:**

**Last Update:** December 2024

### 2. JOB PURPOSE

1. The Advanced Surgical Care Practitioner will work autonomously within the Urology department in NHS Highland.
2. They will be responsible for independently performing surgical procedures on elective urology patients within their agreed scope of practice of inguino-scrotal surgery.
3. The Advanced Surgical Care Practitioner will work closely with the existing multidisciplinary urology team of medical and nursing staff.
4. The Advanced Surgical Care Practitioner will provide assessment, clinical care, and surgical management of elective urology patients, making complex, autonomous decisions using advanced skills and knowledge, and having overall responsibility for the assessment of care needs and the delivery of advanced care.
5. The Advanced Surgical Care Practitioner will provide the lead role in the running and delivery of the NHS Highland local anaesthetic vasectomy service, including post-operative care and follow-up.
6. The Advanced Surgical Care Practitioner will provide the lead role in the running and delivery of inguino-scrotal surgery within NHS Highland, including pre-operative review and decision making, provision of informed consent, performing inguino-scrotal surgery under both local and general anaesthetic in both ambulatory care and theatre environments, and provision of post-operative care and follow up.
7. The Advanced Surgical Care Practitioner will participate in urology on-call duties with direct Consultant supervision within their defined scope of practice. They will undertake

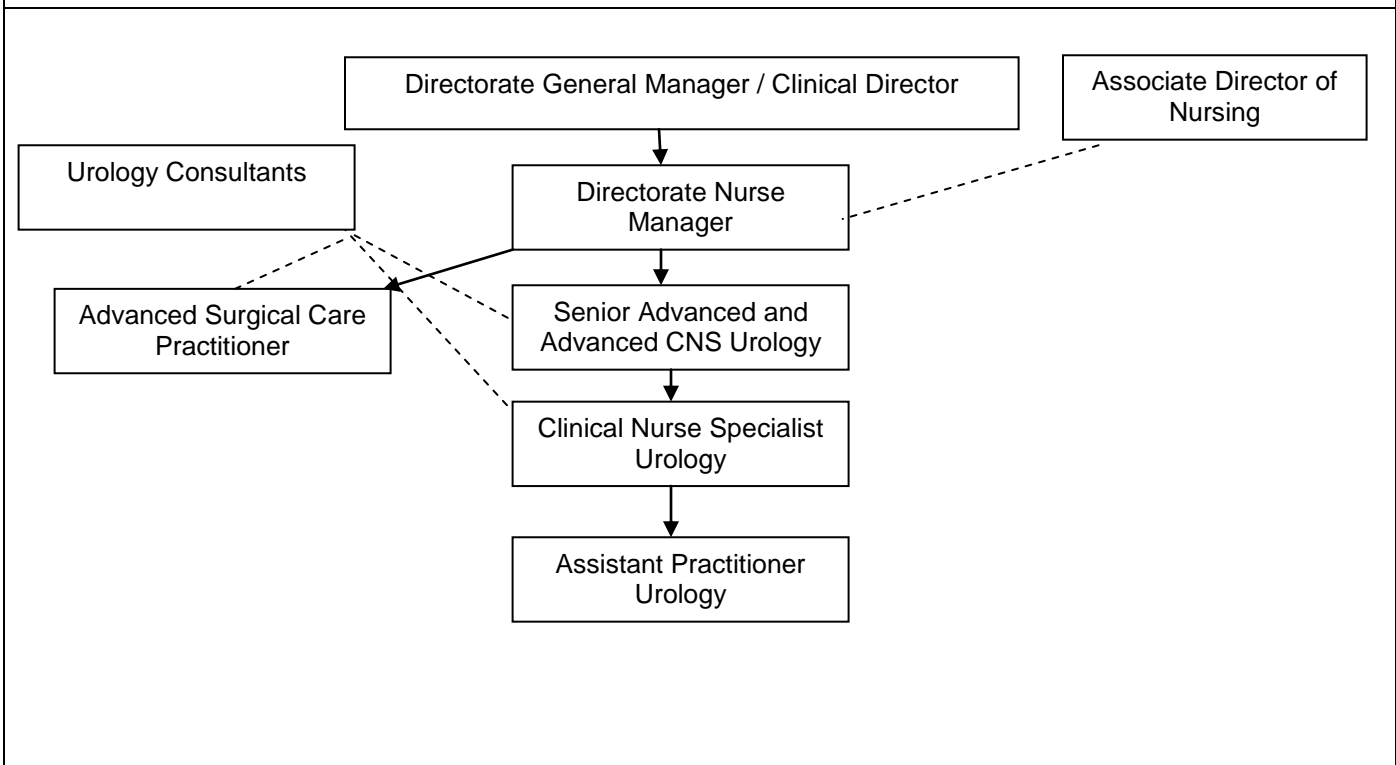
comprehensive physical assessments, analysing differential diagnoses and decide on the appropriate treatment based on clinical findings for patients / clients within that scope of practices.

8. The post is largely clinically based requiring self-direction and discretion in response to the clinical needs of the patients.
9. The post holder will be held accountable and responsible for their own clinical practice and decision-making.
10. To work closely with medical, nursing and AHP colleagues, to ensure that patients have appropriate assessment, investigation and treatment during and out-with working hours.
11. The post involves working autonomously in an outpatient setting to review, diagnose and implement a comprehensive treatment plan, including gaining informed consent for surgery and listing patients for surgical intervention.
12. The post involves autonomously working in an operating theatre environment – both in procedure rooms and main theatres – to perform surgical procedures independently and to lead the theatre team to deliver safe surgical care for the patient.
13. Work is also generated by reviewing and managing elective urology admissions, requesting appropriate imaging and instigating complex management plans under supervision of a consultant urologist.
14. The post will perform advance clinical referral triage and vetting for referrals to the urology service.
15. The post will have a lead role in the safe delivery of the local anaesthetic vasectomy service, including post-operative follow-up.
16. The post will have a lead role in the safe delivery of inguino-scrotal surgery under both local and general anaesthetic, including post-operative follow up.
17. This post will require assisting with delivery of the urology emergency on-call workload, with direct supervision from a consultant.

### **3. DIMENSIONS**

1. In 2023/24 the Department received 3,835 referrals from North NHS Highland and the Western Isles. Over 2000 of them were seen as Outpatients within that 12-month period and 800 then seen as Inpatients/Day cases.

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

1. The Department prides itself as a champion of innovation and new ways of working to deliver exception care to the population of NHS Highland. It is at the forefront of developments which maximise the involvement of the non-medical workforce, remote consultations and patient initiated returns to name a few.

## 6. MAIN TASKS, DUTIES AND RESPONSIBILITIES

### Clinical Responsibilities

2. Autonomously assesses, diagnose and treat individuals with a range of acute, non-acute and chronic presenting urological conditions in adult patients within a pre-defined scope of practice.
3. Independently perform local anaesthetic vasectomies in an ambulatory care or theatre setting.
4. Independently perform local anaesthetic circumcisions in an ambulatory care or theatre setting.
5. Independently perform inguino-scrotal surgery under local or general anaesthetic in a theatre setting including circumcision, preputioplasty, penile biopsy, excision of scrotal skin lesions, repair of hydrocoele and excision of epididymal cysts.
6. Attend and assist at urology ward rounds, providing support to urology consultants, trainees foundation doctors, and specialist/ ward nursing teams. This includes requesting investigations within scope of practice, record keeping, assessing emergency or elective patients on the ward round, and liaising with other healthcare professionals as required or instructed.
7. Assisting in providing on call urology cover under direct consultant supervision by holding the urology on call phone, triaging referrals and assisting the on-call team in theatre, the emergency department or the ward setting.
8. Take and record a patient's history including medical, family and social history, talking to the patient and / or relatives and other carers as appropriate. There may be barriers to understanding and acceptance due to sensitive or contentious information given and received.
9. Undertake a comprehensive clinical examination of the patient including physical examination of all systems as necessary.
10. Screen patients for conditions using clinical and other findings requesting, where indicated, appropriate diagnostic tests / investigations using judgement and clinical reasoning, based on differential diagnosis.
11. Utilise advanced knowledge and highly specialist clinical skills in a range of settings to assess, plan, implement and evaluate programmes of care in order to deliver the highest possible standard of care to patients and their families within the confines of available resources and refer to appropriate agencies.
12. Work collaboratively with individuals, families, carers and other health and social care professionals on making shared clinical decisions to provide the best outcome for the individual, their relatives and/or carers.
13. Independent prescriber, assessing need for medication/fluids and prescribing appropriately.
14. Ensure record keeping is timely and accurate at all times ensuring individual's confidentiality is maintained.

15. Undertakes advanced assessment of urological conditions in outpatient settings, making autonomous clinical decisions about treatment, gaining informed consent for surgical procedures and independently carrying out these procedures in a theatre setting.
16. To provide support and advice to patients and their carers relating to these clinical interventions.
17. Appropriately manage emergency situations that arise within scope of practice such as identifying and dealing with complications arising during surgery and recognising when additional help or resources are appropriate.
18. Assume responsibility for individuals within a clinical setting /caseload under indirect but on-site Consultant supervision.
19. To provide specialist urology education and training in the assessment, consenting, operative and post-operative care of patients with inguino-scrotal presentations to AHP, Nursing and Junior Medical staff within NHS Highlands up to and including teaching specific surgical procedures to identified SCP and surgical trainees.
20. To act as a role model, encouraging high standards of safe, effective, person-centred care.

### **Professional**

1. Practice at all times within the Professional Codes of Conduct.
2. Conduct evidence-based practice in accordance with clinical guidelines and standards.
3. As an Advanced Surgical Care Practitioner, support the AHP/Nursing team to ensure that the appropriate clinical skills and competencies are used effectively to meet the needs of both acutely unwell and stable patient.
4. Demonstrate maintenance and development of evidence-based skills and practice through CPD.
5. Participate in regular workplace-based assessment of performance by supervising consultant.
6. Report complaints, incidents and accidents via the appropriately identified channels and assist managers in their investigation and resolution. Ensuring action plans are appropriately implemented.
7. Participate in clinical improvement programmes to ensure the quality of patient care is reviewed, assessed, implemented and monitored to maintain standards of care given to individuals and their families.
8. Critically evaluate current practice, developing innovative ideas to improve effectiveness and efficiency of care.

### **Leadership and Management**

1. Manage own time to meet the various demands of the role, including clinical, educational, and administrative elements.
2. Manage the planning, running and delivery of the vasectomy service within NHS Highland.

3. Lead theatre briefings, demonstrating and role-modelling good non-technical skills and leading WHO surgical checklist.
4. Participate, plan and help deliver unit/departmental CPD meetings.
5. Participate in the planning and delivery of education and training events for staff.
6. In partnership with the multidisciplinary team, develop, implement and maintain policies, procedures, standards and protocols of Advanced Practice.
7. To ensure compliance with health and safety legislation and regulations, health and safety policies and procedures, and all risk management policies, procedures and guidance.
8. Work at the forefront of practice innovation.
9. Determine how to deal with ambiguous or unique problems and to develop services as required.
10. Support and encourage the development of best practice.
11. Undertake the management of a caseload of individuals, taking autonomous action to organise and undertake a wide variety of investigative procedures to support clinical practice, and optimise the patient experience and take responsibility for the patient journey.
12. As the urology service develops, lead, train and support a team of Surgical Care Practitioners.

### **Research and Development**

There is a responsibility to:

1. Lead and participate in departmental quality improvement activity with a particular focus on the role of the advanced practitioner in the delivery of urology care.
2. Be involved in developing strategies and undertaking activities that monitor and improve the quality of healthcare and the effectiveness of practice to ensure that this is based on evidenced research.
3. Continually evaluate and audit the working practice within the area selecting and applying valid and reliable approaches and methods which are appropriate to the needs of the service.
4. Assess on an ongoing basis risk and challenging others where appropriate about wider risk factors.

### **Education and Training**

1. With the support of the urology consultants train other Surgical care practitioners in clinical assessment, examination, consent, and post-operative care of patients with inguino-scrotal presentation.
2. Support training urology core and higher surgical trainees in all aspects of the assessment, consent and care of patients with inguino-scrotal presentation.
3. Support training trainee SCPs and urology surgical trainees in vasectomy, circumcision and other inguino-scrotal operations in theatre and ambulatory care settings.

4. Participate in workplace-based assessment and provision of multi-source feedback for trainee SCPs and urology surgical trainees performing inguino-scrotal consultations and surgical interventions.
5. Attend statutory training sessions.
6. Attend relevant study days/lectures where appropriate, to both update and increase knowledge
7. Recognise the need to develop the roles of other team members at all levels, supporting them in gaining the appropriate competencies, by developing organisational and training agendas.
8. Develop and assess the effectiveness of the surgical care practitioner and disseminate the learning to other members of MDT and wider.
9. Support in the training and assessment of members of the multi-disciplinary team.
10. Contribute to NHS Highland wide training initiatives.
11. To act as a resource for clinical advice, management and education requirements.
12. To provide formal and informal education of multidisciplinary staff where required.
13. To perform and receive regular performance appraisal.
14. Develop and assess the effectiveness of the Surgical Care Practitioner role.
15. To participate in personal objective setting and review, including the creation of a personal development plan.
16. Disseminate the findings of audit, research and quality improvement at local, regional and national levels to inform the body of evidence in relation to advanced practice.

#### **7a. EQUIPMENT AND MACHINERY**

1. Staff must ensure their competence in the safe and appropriate use of all equipment and machinery within the clinical and theatre area.
2. This may require the post holder to undertake recognised training for the use of specific equipment.

#### **7b. SYSTEMS**

1. Clinical investigation requests, paper based and electronic.

2. Use of Information technology to input and produce data and reports (Word, Excel, Email etc, Electronic Patient Information Systems), ensuring compliance with data protection policy, standards for information governance.
3. Systems for manual recording of client / patient relevant clinical / nonclinical information;
4. Systems for routine data collection and performance monitoring.
5. Supporting the Senior AHP / Nurse in implementing and monitoring a range of systems including patient records, review notes, assessment tools, recording of medications etc.;
6. Implement the agreed NHS Highland systems and processes for clinical supervision, mentoring, and Turas / PDPs.
7. Utilisation of Integrated Care Pathways.
8. Ensure compliance with all systems related to regulatory codes of practice and legislation e.g. Mental Health Legislation, CPA, MAPPa, NMC registration.
9. Have the ability to use theatre-based systems such as Aqua for management of operating lists and completion of operative and post-operative documentation.
10. Have the ability to use training systems such as TURAS and ISCP to complete workplace-based assessments and other training assessments.

## **8. ASSIGNMENT AND REVIEW OF WORK**

1. Works within statutes and guidelines of Professional Regulators, National and Highland Policies.
2. On day-to-day basis works mainly unsupervised within the local agreed policies, protocols and procedures relating to Urology.
3. Advice and assistance are available from the Urology Consultants and Advanced and Senior Advanced Clinical Nurse Specialists.
4. The Advanced Surgical Practitioner works closely with the Advanced and Senior Advanced Clinical Nurse Specialists and Urology Consultants meeting frequently to review work.

## **9. DECISIONS AND JUDGEMENTS**

**As an autonomous professional, the post holder is expected to:**

1. Make complex clinical and professional decisions on the surgical management of patients.
2. Assess and monitor the outcome from personal clinical decision-making regarding patient's ongoing health needs care and re-evaluating treatment plans based on patient

outcomes.

3. Act as patient's advocate to ensure their rights are upheld.
4. The ability to quickly assess and respond to patient needs in urgent situations within scope of practice.
5. Advises and supports others where standard protocols do not apply.
6. Identifies, monitors and reviews deficiencies in procedure and implements remedial action.
7. The Post Holder will have a Professional Personal Development Plan and be reviewed by their line manager.
8. Aspects of work related to service development and training will be assigned through senior management teams.

**The post holder will:**

1. Practice autonomously within the legal and ethical framework established by the Professional code and National legislation, and work within NHS and local policies, procedures and guidelines to ensure patients' interests and wellbeing are met.
2. Individually, and in partnership with others, be responsible for the assessment, planning and referral process including decisions on implementation and maintenance of care episodes/pathways to address identified need.
3. Undertake continuous risk assessment to ensure staff and patient safety, adhering to local Health and Safety policies.
4. Balance clinical, administration and professional demands to ensure quality of care within the specialism and including prioritisation of caseload for self and others where applicable.
5. Work will be reviewed at regular intervals through the Performance Management, Personal Development Plans and Clinical Supervision processes.
6. Anticipate and plan for effective and efficient utilisation of resources.

**10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

1. Carrying out invasive surgical procedures on patients with autonomy. Advanced critical and urgent decision-making based on medical examination skills, history taking interpretation of findings such as laboratory results / tests to establish diagnosis and select appropriate treatment pathway.
2. Carrying out challenging advanced clinical interventions, which carry significant clinical risk. Working often independently and autonomously in the absence of junior doctors and in collaboration with consultants striving to make the most professional and clinically appropriate decision.
3. Striving to update and develop these new and innovative advanced skills often attributed to

the profession.

## 11. COMMUNICATIONS AND RELATIONSHIPS

### Internal:

- There is an ongoing need to utilise tact, diplomacy and persuasive skills to minimise conflict
- The post holder will provide and receive complex, sensitive and/or contentious information regarding clinical conditions
- The post holder will be expected to communicate and liaise with the patients, their relatives and care teams involved in the provision of care.
- The postholder will be expected to develop open lines of communication with ambulatory care and theatre teams with the emphasis on creating an environment of psychological safety within the operating environment.
- Particular emphasis is required to ensure effective and concise communication between the MDT Teams including issues, concerns and robust patient handover
- Senior/Junior nursing staff – discussion and feedback on clinical care, request and offer of support and discussion of workload issues between team members
- Other relevant departments within the Acute Division e.g. Radiology, Laboratories, Pharmacy, Estates, Human Resources, Infection Control.
- Staff Organisations.

### External:

- Higher education institutes - colleges and universities
- RCN/M Royal College of Nursing/Midwifery
- NMC Nursing Midwifery Council
- Other Professional Regulators

## 12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

The post holder will be involved in clinical, research and education activities and may frequently be required to move between tasks at short notice to meet the needs of the service. There is a requirement for flexibility of working patterns and for the ability to deal with situations as they arise. Workload is unpredictable, with priorities changing constantly.

### Physical

- Prolonged use of fine motor skills while carrying out operating lists.
- Frequently working in highly unpleasant working conditions such as having contact with un-contained body fluids, foul linen.
- Potential exposure to hazards such as verbal and physical aggression.
- Prolonged light to moderate physical effort, including bending, walking, lifting, pushing and operating equipment is required on most shifts.
- The post holder will be required to work within limited spaces and will be required to assist immobile patients.
- The post holder will be required to be able to initiate appropriate emergency care.
- The post holder needs to adapt to the shift pattern required.

**Mental**

- Long periods of concentration required due to the nature of the Advanced Surgical Practitioner role, where there is a requirement for high levels of concentration and for absolute accuracy for clinical tasks and performing surgical procedures.
- Clinical decision making which may affect a patients care.
- Frequent direct and indirect interruptions from patients, relatives and the multidisciplinary team.
- Prescribing and administering treatment under independent non-medical prescribing.
- Balancing the various aspects of the post.
- Time management.
- The post holder will be required to use own initiative and be able to make decisions with minimal supervision.

**Emotional Effort/Skills**

- Impart bad news to patients and families.
- Dealing with post-operative complications and their impact on the patient, team and self.
- Caring for and supporting patients and their families following receipt of bad news.
- Caring for Acutely Unwell and stable patients with complex problems.
- There is a requirement to deal with distressed/anxious/worried patients and staff in a professional and sensitive manner on a daily basis.
- There is a requirement to deal with complicated family dynamics and high levels of public expectations.

**Environmental and working conditions**

- Frequent exposure to body fluids, blood, wounds.
- Occasional exposure to aggressive behaviours.
- Prolonged working in an operating theatre environment.

**13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Degree in Nursing or equivalent qualification with active registration on the Nursing and Midwifery Council Register to be able to practice within the area of responsibility.

Masters level qualification or equivalent, with core educational focus on the development of competences in the following areas as appropriate to the area of responsibility to have developed the educational, theoretical and practical level of competencies to:

- Lead on delivering and evaluating care within an area of defined practice in urology.
- Undertake comprehensive clinical histories, examinations and assessments evidenced by a recognised qualification
- Undertake clinical reasoning, judgement and decisions making relating to the anatomical, pathology, physiology and psychological and psychosocial presentation of clinical conditions evidenced by a recognised qualification
- Non-medical prescribing - V300 with the NMC
- Completion of appropriate consultant supervised Workplace Based Assessment to a level allowing ability to train others to perform surgical procedures.
- Completion of relevant surgical procedure course
- Provide leadership and provide learning and development for the area
- Enhance team working and encourage the use of initiative
- Apply effective listening, communication and interpersonal skills

- Evidence of post graduate experience within Urology that demonstrates the required breadth of knowledge required to lead and perform safely, effectively and efficiently.
- Evidence of independently performing surgical procedures with minimal or remote supervision.
- Evidence of previous experience in performing inguino-scrotal surgery.
- Evidence of assessing urology patients in an outpatient setting.
- Evidence of leading a surgical team in theatre and ambulatory care settings.
- Comprehensive knowledge of clinical guidelines and standards within the speciality.
- Advanced Specialist knowledge and experience of relevant conditions, pathology, policies and procedures associated with the speciality/area of practice ensuring that the level of expertise can be utilised to deliver leadership within speciality.
- Evidence of application of advanced practice skills in speciality and applying clinical judgement.
- Evidence of further developed knowledge and experience in management and/or leadership.
- Further education/evidence of Continuous Professional Development in area of speciality including study days/courses/post graduate qualification.
- The post holder will possess excellent team-working/leadership skills and have the ability to motivate and influence others and work using own initiative.
- Excellent listening, communication and interpersonal skills and effective time management skills.
- Working knowledge of basic information technology.

<b>14. JOB DESCRIPTION AGREEMENT</b>	
I agree that the above Job Description is an accurate reflection of my duties and responsibilities at the date of signing.	
Job Holder's Signature:	Date:
Manager's Signature:	Date: