

NHS Grampian

Job Description

JOB IDENTIFICATION	
Job Title:	Advanced Nurse Practitioner (ANP) OR Advanced Clinical Practitioner (ACP)
Department(s):	Hospital at Night
Location:	Aberdeen Royal Infirmary
Hours:	Part time - 28.13 Hours per week
Grade + Salary:	Band 7 - £52,845 - £61,466 (pro-rata) per annum
Contract:	Fixed-term/ Secondment for 12 months

SECTION 2

<p>Job Purpose</p> <p>This generic job description applies to all Advanced Nurse Practitioner (ANP) roles/Advanced Clinical Practice (ACP) roles with the same generalist remit within NHS Grampian and is informed by the national definition of ANP roles. It describes the <i>minimum</i> required education and practical competencies. It is recommended for use with equivalent roles within General Practices and similar NHS delivered services.</p> <p>The Scottish Government (2016) national position:</p> <p><i>“1. An Advanced Nurse Practitioner (ANP) is an experienced and highly educated Registered Nurse who manages the complete clinical care for their patient, not solely any specific condition. Advanced practice is a level of practice, rather than a type or speciality of practice.</i></p> <p><i>2. ANPs are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader they have the freedom and authority to act and accept the responsibility and accountability for those actions. This level of practice is characterised by high level autonomous decision making, including assessment, diagnosis, treatment including prescribing, of patients with complex multi-dimensional problems. Decisions are made using high level expert, knowledge and skills. This includes the authority to refer, admit and discharge within appropriate clinical areas.</i></p> <p><i>3. Working as part of the multidisciplinary team ANPs can work in or across all clinical settings, dependant on their area of expertise.</i></p> <p><i>4. It should be noted in relation to competence that advanced practice is not a recordable title by the NMC however responsibility for competence remains embedded within the NMC code. ANPs must be embedded into nursing governance structures, with clear lines of responsibility and accountability leading through the professional nursing line, up to the Executive Nurse Director. This may be delegated as appropriate. The clinical supervision structure must include a competent senior clinician (medical/nursing) to give “sign off” and regular review of competence.</i></p> <p><i>5. Advanced nursing practice has four pillars of practice, which the advanced nurse practitioner must have as part of their core role and function. These four pillars are:-</i></p> <p><i>Clinical practice Leadership Facilitation of learning Evidence research and development.”</i></p> <p>Thus, the post holder will have an established advanced knowledge in providing assessment, diagnosis and treatment for patients presenting with undifferentiated problems. This will be at Masters level (or equivalent</p>

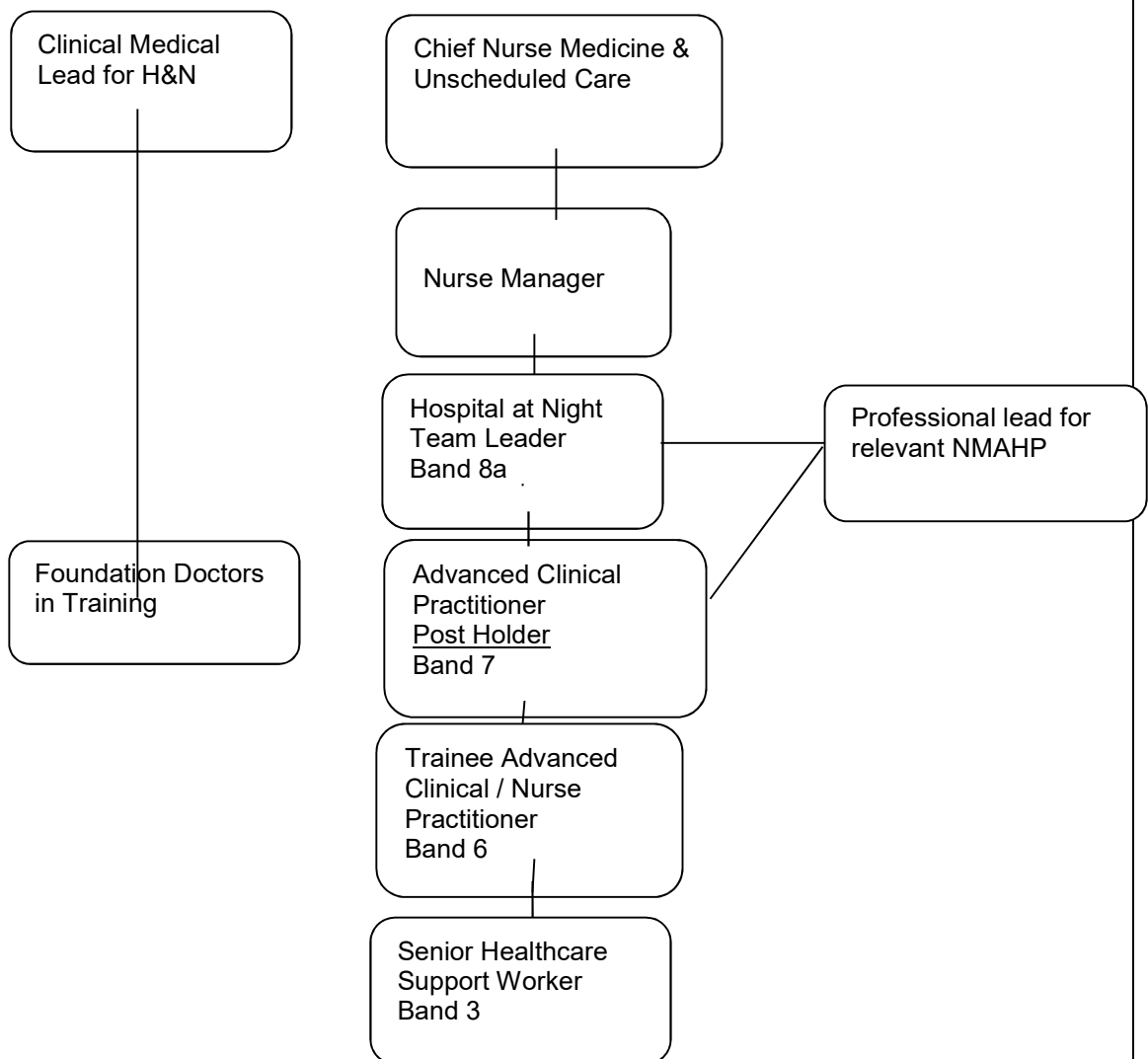
demonstrable level of practice) to enable the clinical practitioner to provide autonomous expert assessment and management of patients and families care needs.

The post holder will have successfully completed an accredited qualification in Advanced Clinical Practice (or equivalent), and be a NMC/HCPC registered non-medical prescriber.

The post holder's primary responsibility is the direct management of patient problems in collaboration and consultation with the Senior Medical Team. The post holder will work as part of the Medical Team providing medical cover for patients.

The post holder will initiate and participate in: research/audit, development of policies and procedures, clinical supervision of junior multi-disciplinary team members, and specialist teaching within the department/location. These components of the role will be integrated into a yearly work plan, and constitute 10% or less of hours on duty.

Organisational Chart



<p>1</p>	<p>Communication and relationship skills</p> <p>Provide and receive highly complex, sensitive information, barriers to understanding. <i>Communications very sensitive, complex condition related information to patients, relatives, empathy, and reassurance.</i></p> <p>Provide clear and effective communication to members of the Multidisciplinary Team to ensure patient assessment, diagnosis and implementation of care is delivered with continuity.</p> <p>Provides detailed and accurate highly complex referrals to receiving teams: Consultant/ Specialist Registrar.</p> <p>Communicate with patients and relatives providing information on risks and benefits of specific care and obtaining valid consent for any required minor/emergency procedures to be undertaken.</p> <p>Delivering bad news e.g. delays in procedures, poor prognosis, ineffective treatment, deterioration of condition and death to patients and families.</p> <p>Responsible for the retrieval, receipt and interpretation of information which is highly sensitive e.g. scans/biopsy results which may indicate poor pathological prognosis.</p> <p>Leading and participating in the discussion and delivery of patient diagnosis and prognosis with patient and families, overcoming barriers to acceptance of the information that has been provided.</p> <p>Provision of clear information regarding treatment plans and expectations to patient and families ensuring that information is accurate and is understood.</p> <p>Dealing with challenging situations which can include patient dissatisfaction with care, lack of acceptance of conditions. Providing reassurance and support to patients and families when dealing with confusion, agitation, or altered neurological function due to delirium, where sensitive communication is required.</p> <p>The post holder will provide specialist education and teaching in 1:1 settings and more formal teaching for larger groups of over 20.</p>
<p>2</p>	<p>Knowledge, training and experience</p> <p>Highly developed specialist knowledge, underpinned by theory and experience. <i>Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses to Masters level equivalent.</i></p> <p>Post holder will work at Masters level equivalent.</p> <p>Education:</p> <p>Full HCPC/NMC First level Registration</p> <p>NMC/HCPC Registered Independent Prescriber</p> <p>The post holder will have completed both the theoretical and practical components of a minimum of PG Diploma (120 credits at SCQF11= Masters level) accredited advanced clinical practice programme (or equivalent), which must include a minimum of:</p> <ul style="list-style-type: none"> • Advanced Pathophysiology • Advanced Clinical History and Examination Skills • Non-Medical Prescribing • A portfolio of evidence which includes signed off competencies in practice by practice based clinical mentor • IRMER Radiological Safety Training (or prepared to undertake)

	<ul style="list-style-type: none"> • Current Intermediate Life Support Provider (or equivalent) <p>Experience:</p> <p>Significant experience of clinical practice across the breadth of healthcare delivery, greater than 80% of which must be both recent and post-registration:</p> <ul style="list-style-type: none"> • Surgical presentations • Medical presentations • Primary care (community nursing/ GP practice/pre-hospital emergency care) • Speciality care e.g. critical care (HDU/CCU/ITU/ED)/pre-hospital emergencies • Working across multidisciplinary team boundaries. • Clinical Supervision/Mentorship & Clinical Teaching • Clinical Audit/Research • Clinical Leadership
3	<p>Analytical and judgemental skills</p> <p>Complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Skills for assessing and interpreting specialist acute & other patient conditions, appropriate action.</p> <p>The post holder will be a lead specialist and make critical clinical judgements, and will be able to:</p> <p>Assess, diagnose, analyse and prioritise complex patient needs including initiation of emergency services/treatment.</p> <p>Autonomously plan and initiate investigations e.g. x-rays and treatment regimes which includes prescription of medications if required.</p> <p>Responsible for the retrieval, receipt and interpretation of information e.g. blood results.</p> <p>Refer and/or discharge from episode of care with appropriate safety-netting in place.</p> <p>The post-holder will be able to identify from their assessment when treatments are no longer appropriate and further treatment would be futile e.g. patients with a terminal illness</p>
4	<p>Planning and organisational skills</p> <p>Plan and organise complex activities, programmes, requiring formulation, adjustment. Plans specialist nursing provision, including education & training.</p> <p>The post-holder will be adaptable and flexible to meet the ever changing complex needs of patients especially those with multiple co-morbidities. Proactive in forward planning, anticipating problems and in finding solutions.</p> <p>Plan, manage and prioritise their own specialist workload, delegate/refer appropriately to other staff/team members.</p> <p>Plans and implements new ways of working, and contributes to service planning within the department/location in conjunction with other senior team members.</p> <p>Assess and initiate educational opportunities for self and for other members of the team as appropriate to the role.</p>

5	<p>Physical Skills</p> <p>Highly developed physical skills, accuracy important, manipulation of fine tools, materials. <i>Dexterity and accuracy required for e.g. Intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures.</i></p> <p>The post holder will be required to have accuracy, speed and dexterity in providing appropriate care to critically ill patients. This would be required for airway management, (use of ambu-bag, airway adjuncts e.g. oral and nasal), venepuncture.</p> <p>Other precision technical skills as required e.g. suture removal.</p>
6	<p>Responsibilities for patient/client care</p> <p>Develop specialised programmes of care / care packages; provide highly specialised advice concerning care. <i>Assess, develops & implements specialist nursing care programmes; advice to patients, relatives.</i></p> <p>Assesses, develops and implements specialist care programmes as a lead practitioner:</p> <p>Carry out comprehensive physical and psychological assessment; assess, diagnose, plan treatment interventions, including referral to other services/agencies as appropriate.</p> <p>Use advanced clinical skills and evidence based knowledge to identify abnormalities and screen patients for disease/deterioration to provide early intervention.</p> <p>Initiates/requests/performs and interprets tests and investigations e.g. Blood tests/x-rays/ECGs.</p> <p>Recognises abnormalities, early signs of illness/deterioration.</p> <p>Initiate appropriate specialised treatment including autonomous prescription of medication, refer as required, liaises with other health professionals/organisations as appropriate.</p> <p>Review and manage patients including those with multiple co-morbidities/long term conditions.</p> <p>Provides highly specialised healthcare advice to patients, relatives and carers e.g. delivering bad news, delays in procedures, poor prognosis, ineffective treatment, deterioration of condition and death to patients and families.</p>
7	<p>Responsibilities for policy and service development implementation</p> <p>Propose policy or service changes, impact beyond own area. <i>Develops protocols for specialist area, impact on other disciplines.</i></p> <p>Develops protocols for own Department/Location which may impact on other areas.</p> <p>Assist in data analysis to identify service developments and training needs.</p> <p>Establish links/networks with other ANPs/ACPs to share good practice and innovation.</p> <p>Works in tandem with the management team to develop services relevant to patient/population need and in line with strategic planning.</p> <p>Conducts or participates in the investigation of patient safety incidents and significant event analysis.</p>
8	<p>Responsibilities for financial and physical resources</p> <p>Personal duty of care in relation to equipment, resources / maintain stock control; authorised signatory, small payments. <i>Personal duty of care / orders specialist supplies; authorises overtime, agency payments.</i></p> <p>The post-holder will ensure safe use of all equipment and supplies within the Department/Location.</p>

<p>9</p>	<p>Responsibilities for human resources</p> <p>Teach/deliver core training, range of subjects. <i>Provides specialist training & education.</i></p> <p>Provides ongoing specialist education, guidance and support to nurses and other clinical and non-clinical staff to ensure good working practice and optimising patient care.</p> <p>Assesses and supervises the clinical skills of nurses and other members of the multi-disciplinary team within areas of own competency e.g. catheterisation, venous access.</p> <p>Facilitates and delivers specialist teaching/education to novice/trainee ANPs/ACPs, and other members of the Multi-disciplinary team within own area of competency.</p> <p>Provides ongoing support and guidance to Health Care Support Workers (HCSWs)/fellow ANP's/ACPs and the wider multi-disciplinary team.</p> <p>Conducts assessment and appraisal of junior staff (novice/trainee ANPs/ACPs & HCSWs) within the Department/Location.</p> <p>Delegates appropriately and provides direct/indirect supervision as appropriate to role/task in order to effectively manage use of time and skillset within the team.</p> <p>Participates in the mentorship of novice/trainee NPs/ANPs/ACPs and HCSWs.</p> <p>Involvement in recruitment and induction of new staff in order to meet service demands.</p> <p>Deputises for lead nurse/manager as appropriate to progress developments and organisational changes for the service.</p> <p>Deliver formal presentations to multidisciplinary teams within NHS Grampian and beyond to promote/share the work of the Department/Location.</p> <p>Displays effective leadership skills in order to manage workload and encourage a clinical environment which is both positive and effective for staff and patients.</p>
<p>10</p>	<p>Responsibilities for information resources</p> <p>Records personally generated information. <i>Updates patient / client records.</i></p> <p>Updates patient/client medical records.</p> <p>Responsible for provision of timely, accurate, and succinct information collated from a variety of sources and disseminating to appropriate third parties both with local and national services.</p> <p>Ensuring safe and confidential transfer of information whether it be written, verbal or transferred via electronic method.</p> <p>Produces reports, briefings and other documents as required.</p>
<p>11</p>	<p>Responsibilities for research and development</p> <p>Regularly undertakes R & D activity / R&D activities as major job requirement. <i>Undertakes research, leads clinical audit in own area.</i></p> <p>The post holder will regularly initiate audits and research projects relevant to the Department/Location to inform service developments. Participates in data collection and analysis to identify service developments, NP/trainee ANP/ANP/ACP training needs, and effective provision of patient care. Develops and undertakes surveys, involving patients and/or carers.</p> <p>Proactive in the development of the Department/Location quality and audit strategy which includes standard setting and development of audit tools.</p>

	<p>Appropriate selection of methodology for example prospective or retrospective audits; literature reviews. Ensures information gathering complies with legal and ethical standards.</p> <p>Ensure accurate data analysis and presentation of findings to local team and be prepared to present finding to wider audience via presentation or publication.</p> <p>Facilitates research based practice, assisting in the disseminating research findings and supports changes in care/practice.</p> <p>Undertakes audit of service provision to improve patient outcome.</p> <p>Collaborates with national associations in dissemination of local research and audit.</p> <p>Presentation of research to local educational bodies and associations.</p>
12	<p>Freedom to act</p> <p>Broad occupational policies. <i>Accountable for own professional actions, lead specialist for defined areas.</i></p> <p>As a lead specialist the post holder will be responsible for working autonomously without direct supervision, but within limits of competence and clinical governance requirements, for a wide range of healthcare conditions requiring diagnosis/management: using advanced nursing skills to obtain a comprehensive patient history, perform a comprehensive clinical examination, provide safe differential diagnosis, initiate relevant investigations and treatments including independent prescription of medication while adhering to NHS Grampian policies and guidelines and practicing within the NMC/HCPC <i>Code of Conduct</i>. Recognises when there is need to work collaboratively with other members of the MDT, and refers appropriately.</p> <p>Works flexibly to ensure required duty hours are covered to maintain effective clinical care, maintain professional development and contribute to continuity of care to improve the patient's journey.</p> <p>Required to demonstrate considerable initiative to respond to queries appropriately.</p> <p>Expected to demonstrate a high degree of autonomy, be self-motivating and self-directing.</p> <p>Expected to lead and manage specific projects, has discretion in the planning and implementation of key work/project areas, and has discretion in driving forward achievement of objectives defined by line manager.</p> <p>Demonstrates leadership and management skills, including appropriate delegation.</p> <p>Deputises for lead nurse/manager - attending departmental or service meetings.</p> <p>Demonstrates ability to address any competency issues arising with fellow ANP/ACP team members in a professional and discreet manner.</p>
13	<p>Physical effort</p> <p>Combination of sitting, standing, walking / occasionally moderate effort for several short periods. <i>Moves, manoeuvres patients.</i></p> <p>Occasional moderate effort whilst moving patients e.g. appropriate positioning for clinical procedures.</p> <p>Sitting at computer/desk/workstation</p>
14	<p>Mental effort</p> <p>Frequent concentration, work pattern predictable. <i>Concentration on patient assessments, injections, scheduled visits.</i></p> <p>The post holder will be focused all times in order to accurately assess and diagnose patients. The post holder will require frequent concentration in order to interpret and analyse complex information, (blood results, scans</p>

	and X-ray findings as well as other test results). They will initiate treatment plans including prescribing appropriate medication and fluid management requiring complex drug calculations.
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15	<p>Emotional effort</p> <p>Occasionally highly distressing or emotional circumstances. <i>Imparts news of terminal illness, bereavement.</i></p> <p>The post holder will occasionally be exposed to emotional circumstances while caring for patients and families with distressing circumstances e.g. sudden deterioration in condition, cardiovascular or respiratory failure, cardiac arrest, death.</p> <p>Dealing with distressed, anxious or upset patients and families, imparting upsetting news e.g. terminal illness, poor prognosis.</p>
16	<p>Working conditions</p> <p>Frequent unpleasant, occasional / frequent highly unpleasant conditions. <i>Smell, noise, dust, body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags.</i></p> <p>Frequent exposure to body fluids.</p> <p>Occasional exposure to angry patients, relatives or carers.</p>

PERSON SPECIFICATION		
POST/GRADE: Advanced Nurse Practitioner (ANP)/ Advanced Clinical Practitioner (ACP) – Band 7		
DEPARTMENT/LOCATION: Hospital @ Night, Aberdeen Royal Infirmary		
The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. With the exceptions relating to displaced and disabled candidates noted in Sections 5.3 and 5.4 of this policy, shortlisted candidates must possess all the essential components as detailed below.		
GENERAL REQUIREMENTS		
Factor	Essential	Desirable
Qualification & Experience	<p>Registered AHP/Nurse with current HCPC/NMC registration, and, Registered Independent Prescriber</p> <p>Significant broad based post-registration experience with objective evidence of ability to autonomously perform at Masters level (SCQF 11): Patient diagnosis based on autonomously performed structured clinical history and appropriate clinical examinations; ordering/ performing/ interpreting (as appropriate) investigations; prescription of appropriate treatment which must include independent prescription of medication; admit/ refer/ discharge appropriately supported by a high standard of documentation.</p> <p>Competent in venous access, urinary catheterisation (if registration allows), Intermediate Life Support (ILS)</p> <p>Robust evidence of own continuing professional development and ability to meet revalidation requirements.</p> <p>NHS Grampian statutory and mandatory training up to date (or equivalent if applying from out-with NHS Grampian).</p> <p>Ability to demonstrate excellent theoretical and clinical knowledge and skills applicable to this area of practice.</p>	<p>Previous experience as ANP/Advanced Practice AHP</p> <p>With accredited Masters degree in Advanced Clinical Practice</p> <p>Arterial blood gas sampling</p> <p>Advanced life Support (ALS)</p> <p>Ionising Radiation (Medical Exposure) Regulations (IRMER) course</p> <p>Experience with invasive and non-invasive ventilator support.</p>
Circumstances & flexibility	<p>Be able to work across specific, similar, clinical areas supported by clinical knowledge and expertise.</p> <p>Good decision making skills</p> <p>Work as an autonomous practitioner using own initiative, and work as a team member.</p> <p>Able to work flexibly to meet the needs of the service</p> <p>Able to commit to extensive training and education relevant to post and ongoing development to meet service delivery requirements.</p>	
Particular requirements of the post	<p>Good understanding of NHS Grampian policies and procedures</p> <p>Calm person who can function well despite stressful situations</p> <p>Keen to continually develop in role</p>	
Level of Disclosure check required	PVG clearance	