

1. JOB IDENTIFICATION

Job Title:	Band 7 Advanced Nurse Practitioner Frailty
Responsible to (insert job title):	Team Lead frailty ANP
Department(s):	MEDAS
Directorate:	Medical and Associated Services Division
Operating Division:	NHS Lothian St Johns Hospital
Job Reference:	146948
No of Job Holders:	1

2. JOB PURPOSE

To undertake the role of an advanced nurse practitioner (ANP), utilising high levels of decision making and clinical judgment. Ensure that patient health needs are met through the provision of the diagnosis and the management of patient conditions through the assessment, treatment and review planning process in partnership with patients and families.

Provide specialist advice to healthcare professionals, other agencies, carers, clients and relatives. The ANP role encompasses that of expert clinician, educator and auditor.

Lead and develop the service to improve practice and work collaboratively across healthcare boundaries, implementing and evaluating evidence based standards, guidelines and policies.

3. DIMENSIONS

This is a key role for the success of clinical case management of more complex cases within area of responsibility.

Staffing responsibilities to lead and support advanced nurse practice within MEDAS

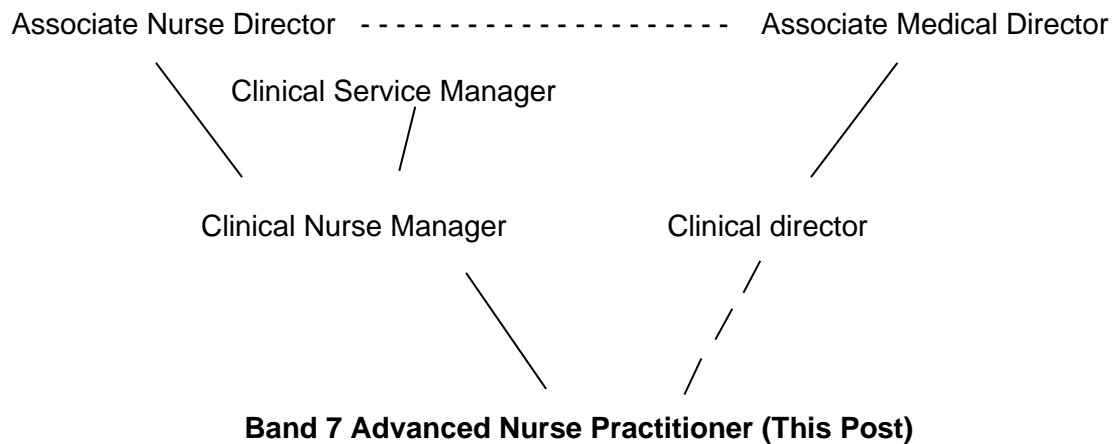
May be required to participate in the Junior Doctor's Rota, however this will vary depending on the clinical area.

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands. This is a key role for the success of clinical case management of more complex cases within area of responsibility.

The post holder will be held accountable and responsible for his or her own clinical practice and decision making. Holding a post graduate diploma in Advanced Clinical Practice they will demonstrate autonomy in clinical decision making within their role, to support the Hospital and patient experience.

MEDAS treats a large volume / number of patients annually with approximately 80% being considered as frail elderly requiring complex assessment and case management The workload is unpredictable and almost entirely unscheduled.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The department provides 24 hour care to adults with a range of medical conditions with the sub specialties as listed

Ward 21 respiratory

Ward 25 Gastroenterology

Ward 14 Geriatric Ortho rehab

Ward 9 General medicine

Ward 8 Rehabilitation

OPAT

Emergency Medical Assessment

Emergency Department

The aim of the department is to provide a high quality, safe and supportive environment in order to care for patients and meet their identified physical and psycho-social needs.

6. KEY RESULT AREAS

Advanced Clinical Practice

1. Responsible for providing a diagnosis for a patient condition, using advanced critical thinking and diagnostic reasoning skills, including instigating appropriate clinical investigations and interpreting results to enable the development of an enhanced care package / immediate management plan which will meet the physical and psychological needs of the patient.
2. Provide expert clinical advice to the multidisciplinary team, patients and their families. Participate in strategy development at National specialist groups, which facilitate net-working and sharing best practice through the provision of specialist professional advice.
3. Initiate medication prescribing, administration and management in line with Patient Group Directive's or Independent Supplementary Prescribing competence.
4. Apply principles of epidemiology and demography in clinical practice recognising risks, patterns of disease and work collaboratively with a variety of stakeholders to develop health promotion strategies and reduce health inequalities.

5. To undertake risk assessment (including patient behaviors and working environment) and incident management within clinical area including implementation of action plans and associated learning to ensure ongoing compliance with related legislation and guidelines, including Health and Safety at Work Act and NHS Lothian Health and Safety policy and reporting systems, to safeguard patients, visitors and staff.

Leadership and Management

6. Provide clinical leadership in relation to the management of patient condition working at advanced practice level to provide mentoring, supervision and clinical advice where required to the multidisciplinary team.
7. Develop effective partnerships and positive working relationships with a variety of internal and external agencies in order to support seamless care provision across all agencies.
8. Contribute to business continuity, workforce planning and skills profiling to ensure the targeting of resources to meet the needs of the team, individuals and families.
9. Lead appraisal process and Personal Development Plan Review in line with the Knowledge and Skills Framework. Address performance management issues for area of responsibility. Provide and participate in clinical and peer supervision.
10. Responsible for the development of local procedures and protocols ensuring compliance with National legislation and NHS Lothian policies and identify opportunities for the continuous development of service.
11. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

Practice Development and Facilitated Learning

12. In an advisory and teaching capacity demonstrate advanced clinical knowledge and skills in relation to clinical interventions to the multidisciplinary team in area of responsibility, and working in collaboration with education providers and other key stakeholders contribute to development of training and education.

Research and Development

13. Promotes, develops and undertakes clinical audit programs to support own and the teams best practice which is research and evidence based leading to continuous improvement in care.
14. Interprets newly generated research findings and decides how they are implemented for practice using advanced knowledge and skills and disseminates findings internally to influence best practice.
15. Initiate and contribute towards research in area of expertise and critically appraise, evaluate and apply knowledge of theoretical frameworks, evidence and research findings.

7a. EQUIPMENT AND MACHINERY

The postholder will be expected to be responsible and knowledgeable in the safe use of all clinical and non clinical equipment used within the area ensuring this is checked and maintained and where problem are identified these resolved so that all equipment is fit for purpose.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of system which will be used when undertaking the role:

- To maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance.
- To be responsible for recording all activity/contact on appropriate local system.
- To update and maintain a range of information databases.
- Responsible for regularly completing and signing off timesheets/mileage forms.
- Responsible for ordering supplies e.g. supplies and equipment using PECOS system.
- To be proficient in the use of IT systems - internet/intranet including use of email.
- Risk assessments – DATIX.
- TRAK.

Note: New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

Will have a Professional Personal Development Plan, including an assessment of clinical competence which will be reviewed annually by the responsible line manager. Works within broad occupational, national and local policies and guidelines.

Governance of Clinical competence is undertaken by The Clinical Nurse Manager/ Associate Nurse Director who will provide professional nursing advice and Specialty Consultant or designee will manage assessment of clinical competence.

The post is self directed, organising own workload in relation to specialist caseload to meet the demands of the service.

The clinical workload is generated through various referral protocols of multidisciplinary teams in line with legislation and performance indicators set by the Scottish Government Health Department.

9. DECISIONS AND JUDGEMENTS

Makes complex autonomous clinical decisions including analysis, diagnosis, and clinical management, based on an in-depth broad expert knowledge and interpretation of clinical and other findings such as laboratory investigations and x-rays.

Agree referral protocols, undertake risk assessments and using advanced clinical reasoning skills, make further referrals to Clinicians when it is identified that further clinical intervention is required.

Uses own initiative and acts independently within the boundaries of own knowledge and Skills.

Participate in the appraisal process through Personal Development Planning and Review in line with the Knowledge and Skills Framework. Address performance management issues for area of responsibility.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Continued development and promotion of the Advanced Nurse Practitioner role through challenging the boundaries of the current parameters of practice.

11. COMMUNICATIONS AND RELATIONSHIPS

Communicates sensitive, complex clinical condition related information to patients, relatives and carers in relation to specialist area of expertise.

Communicate verbally and in writing to members of the multidisciplinary team - members of Primary and Secondary Health Care Teams, Social Care; statutory and non-statutory services with the ability to express professional views within group settings and support client advocacy.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

- The patient, their relatives and the multidisciplinary team involved in the provision of care.
- Nursing staff regarding patient care, allocation of work, workload issues.
- Partnership, Trade Union and Professional Organisation representatives in relation to service and staffing issues.

Acts as a patient /staff advocate through the application of ethical, legal and professional knowledge and skills.

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

This section may vary depending on clinical area. Examples may include:

Physical Skills:

Administer medicines, injections, syringe drivers, intravenous infusions and blood transfusions.

Administer enteral tube feeding.

Insert urinary catheters.

Apply wound dressings.

Manual handling techniques.

Keyboard skills.

Physical Demands:

Physical manual handling of patient, patient movement with use of mechanical aides.

Push wheelchairs and other mobile equipment.

Stand/walk for the majority of shift.

Mental Demands:

Concentration is required at all times when caring for patients and undertaking clinical decision making.

Maintenance of precise and accurate records and report writing.

Frequent interruptions from patients / relatives / team members.

Concentration required when observing patient behaviours which may be unpredictable.

Emotional Demands:

Communicating with distressed / anxious / worried patients and relatives.

Caring for patients and relatives following receipt of bad news and supporting them in identifying realistic expectations in relation to clinical conditions.

Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments.

Caring for the terminally ill.

Motivating and supporting junior staff / colleagues in the work environment.

Working Conditions:

Exposure to body fluids.

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

Exposure to infections and temperature variations.

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

Registered nurse.
Completion of relevant postgraduate courses to masters degree level (level 11) appropriate to Clinical Area.
Advanced clinical practice and examination skills
Independent Supplementary Prescribing (v300) experience.
In depth understanding of the management of Long term Conditions.
Evidence of management, education and training.
Effective listening and interpersonal skills.
Time management skills/ability to prioritise workload.
Evidence of research /audit experience.
Evidence of effective problem solving skills.
Competent in standard IT packages e.g. Microsoft Word & Excel.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: