



SECTION 1

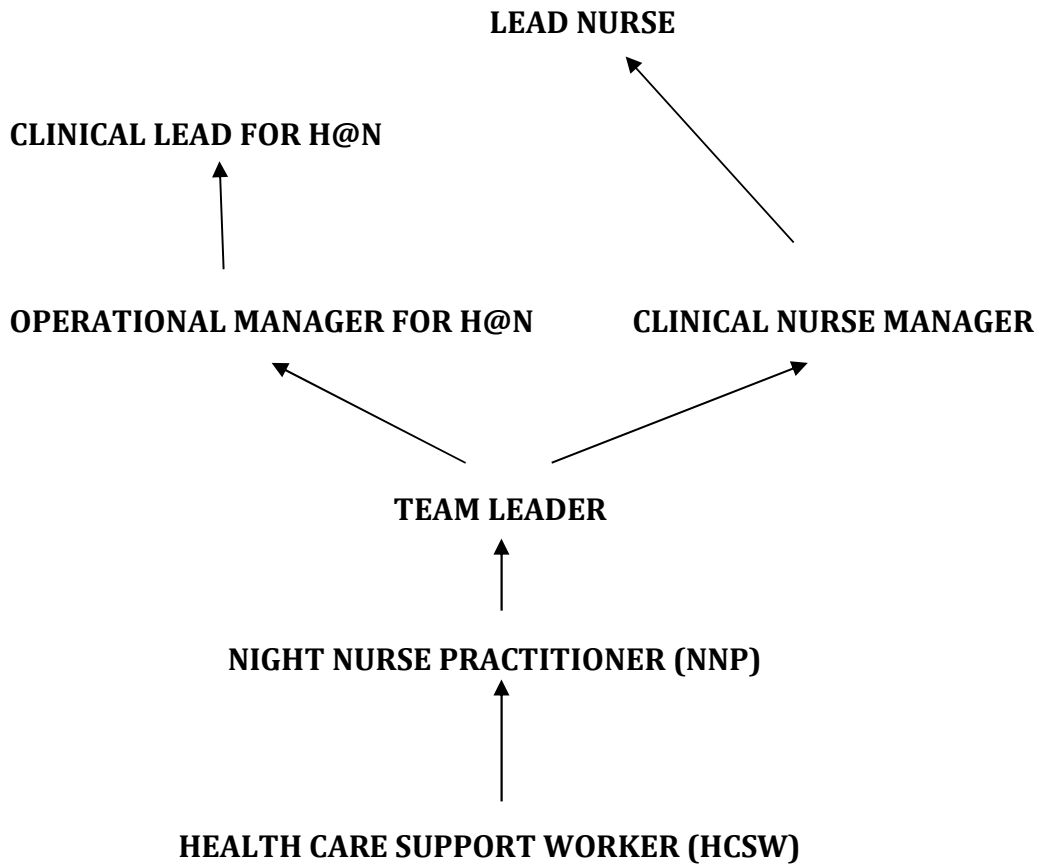
JOB IDENTIFICATION

Job Title:	Hospital at Night, Nurse Practitioner
Department(s):	Hospital at Night / Hospital Clinical Team
Location:	ARI
Hours:	37.5 Hours per week
Grade:	Band 6
Salary:	£37,831 - £46,100 pro rata per annum
Contract:	Permanent
Job Reference:	CI149528

Job Purpose

- The role of the Night Nurse Practitioner is integral to the reduction in the Junior Doctors Hours in relation to European Working Time Directives.
- Works as an autonomous practitioner across role boundaries providing a comprehensive, holistic, high quality standard of care sensitive to the needs of the patients, families and carers.
- Provides clinical support, guidance and advice at an operational level to nurses, junior doctors and other disciplines by being the first point of contact.
- Provides effective nursing leadership, expertise, advice and support to hospital staff and ensures provision of high quality care.
- Leads in the delivery of evidence / research based patient care.
- Acts as first point of contact for all wards in ARI regarding deteriorating patients' condition, clinical procedures, other clinical advice, and out of hours' pharmacy advice.
- Works in partnership with the multidisciplinary team to deliver to all patients a high standard of care which is research based and in accordance with NMC code of professional conduct as well as local and national health and safety legislation.
- Develops own clinical expertise and shares responsibility for the teaching, supervision and assessment of doctors, nurses and allied health professionals.
- Deputises for in his/her absence and co-ordination of the H@N team on a nightly basis as well as operational management of the H@N Team and co-ordination of service provisions.

Organisational Chart



1 **Communication and relationship skills**

Exhibits well established written and verbal communication skills.

Effectively communicates clinical management plan to patient, ward staff and medical staff.

Communicates to an optimum level with patients, carers and the multidisciplinary team.

Responsible for ensuring patients and carers are involved in decision-making regarding their care.

Uses opportunist situations to discuss health education and health promotion.

Works collaboratively with colleagues, ward staff and medical staff striving for the best, appropriate clinical outcome for patients.

Practices and promotes confidentiality at all times adhering to NHS Grampian policies and NMC *Code of Conduct*; demonstrates the ability to listen to others' points of view.

Represents the team effectively and communicates with all colleagues in a professional manner.

Responsible for ensuring that written communications are accurate, appropriate and neatly recorded, adhering to NMC/NHS Grampian/local policies at all times.

Reports as appropriate, at the earliest opportunity, to the relevant ward manager with 24-hour responsibility or the clinical nurse manager, any matters of concern in his/her area of responsibility.

Liaises with and assists the senior nurse in charge of the hospital when necessary.

Ensures good communication and liaison is maintained with the Professional and Practice Development Department, Clinical Skills Centre, Resuscitation Department, NES and fellow practitioners nationally to foster an environment that is conducive to learning, enquiry and research.

Attends and participates in multidisciplinary team meetings.

Delivers formal presentations to multidisciplinary teams, promoting the Night Nurse Practitioner service.

The main focus of communication for the post holder is to be the central point of contact and knowledge base for all members of the multidisciplinary team.

Demonstrates interpersonal skills and participates in cross boundary working; to ensure optimum care is delivered to the patient at all times.

Involved in training medical and nursing staff. The majority of training is opportunistic using clinical situations on the ward. Involved in formal training/giving presentations to both nursing & medical staff.

Responsible for recognising, utilising and motivating others as appropriate situations arise.

Acts as an advocate for patients and colleagues.

Utilises and demonstrates sensitive communication styles to ensure patients are fully informed and consent to treatment.

Communicates effectively and sensitively when a "Do Not Attempt CPR" (DNACPR) decision has been made by senior medical staff.

	<p>Required to communicate verbally and in writing with patients, carers and members of the multi-disciplinary team.</p> <p>Liaises with Intensive Care Unit (ICU) at the beginning of each shift to ensure those patients discharged from ICU that day will be monitored overnight. The NNP will also liaise with ICU staff during weekend day cover, maintaining the ICU follow-up service within general wards throughout the hospital; If required, the NNP should communicate concerns in patient management to ICU senior medical staff, using accurate information on current patient status.</p> <p>Anticipates barriers to communication and takes action to improve communication.</p> <p>Communicates effectively with patients and carers recognising the need for alternative methods of communication to overcome different levels of understanding, cultural backgrounds and preferred ways of communicating.</p> <p>Involved in communicating difficult information regarding sick patients to relatives ensuring that the information provided is understood.</p> <p>Practices enhanced negotiation, influential and conflict management skills.</p> <p>Demonstrates ability to listen to all colleagues in a professional manner.</p> <p>Demonstrates the ability to address issues arising in a professional and discreet manner, whilst knowing own limitations.</p> <p>Responsible for ensuring written communications are accurate, appropriate, legible, neatly recorded in both nursing and medical notes, and adhering to NMC/ NHS Grampian/ local policies at all times.</p> <p>The post holder is required to communicate both verbally and in writing with relatives/visitors, hospitals within NHS Grampian, NHS boards, external organisations and bodies, e.g. Higher Educational Institutions, professional bodies.</p> <p>Required to demonstrate presentation skills both locally and nationally.</p> <p>Ability to explore opportunities to network with other similar post holders, to share ideas and provide professional support.</p> <p>Participates in the medical hand over at night-time, listening effectively to ensure awareness of potentially compromised patients who may become ill overnight.</p> <p>As an ALS provider, the Night Nurse Practitioner (NNP) will be able to lead if necessary any clinical resuscitation attempt; utilising effective communication skills with fellow members of the cardiac arrest team; clearly delegating roles if required, acknowledging the appropriate skill level of the fellow team member. The NNP should be able to communicate clearly and correctly resuscitation guidelines to all members of the cardiac arrest team.</p>
2	<p>Knowledge, training and experience</p> <p>The NNP is an experienced Registered Nurse who has undergone specific additional training.</p> <p>The NNP works across all specialities within ARI as an autonomous practitioner who is competent in assessing acutely unwell patients across all specialities.</p> <p>The NNP team provides a central core of knowledge, skills and competencies, encompassing a range of activities central to patient care from health promotion and education, to medical and diagnostic testing.</p> <p>Takes the lead in dealing with difficult decisions re: clinical management of a patient using evidence based practice and acts in the patient's best interest. This may result in conflict of ideas with medical</p>

staff and the NNP must analyse and deal with this situation in a complex manner always working within own level of competence and policies and procedures.

Attends all clinical emergencies and has the ability to lead medical and nursing staff in such emergencies when required, taking responsibility for clinical management of patient in line with Advanced Life Support (ALS) guidelines and delegates appropriate roles to others in attendance.

Always acts within own competence within known specialist knowledge.

Demonstrates the ability to appropriately react to unforeseen emergencies or deterioration in patient's condition.

Possesses extensive up to date knowledge of relevant conditions and procedures.

Demonstrates commitment to developing clinical skills and expertise of medical and nursing staff, whilst maintaining responsibility for own professional development.

Maintains own clinical skills and knowledge and develops further as the role requires, thus maintaining adequate skill mix within the NNP team.

Must always work within the NMC *Code of Conduct*.

Undertakes an annual appraisal to identify professional objectives and development needs; Uses e-KSF to demonstrate skills, knowledge and development.

Participates in conferences, seminars etc., in order to further improve knowledge and share best practice.

Obtains Non Medical Prescribing qualification at Level 11 (Masters level) following successful completion of advanced clinical examination competencies

Develops extensive knowledge base with regards to multiple clinical specialties.

Extensive knowledge regarding care of the critically ill/compromised patient, recognizing signs and acting accordingly

Must attend the Advanced Life Support (ALS) Course.

Learns and performs advanced clinical skills, extending the conventional role of the nurse, and tasks previously performed by medical staff as follows:

- Cannulation
- Arterial Blood Gas acquisition, processing, understanding abnormalities and act accordingly
- Venepuncture, recognising abnormal blood results and act accordingly
- Bladder scanning, interprets results and act accordingly
- Catheterisation (male & female)
- Performing ECGs, ability to interpret & act accordingly
- Patient examination following incident e.g. falls
- Patient assessment and examination skills, formatting differential diagnosis
- Chest auscultation and ability to understand results and act accordingly

Commitment to lifelong learning and personal development plan; completion of mandatory training.

Develop skills and lead in the delivery of Non Invasive Ventilation (NIV) overnight. This role was previously a physiotherapy role. Non Invasive Ventilation is used as treatment for patients in Respiratory Acidosis, Type 1 and 2 respiratory Failure. The NNP role is to retrieve these acutely unwell patients from AMAU, A&E and possibly other wards within the hospital, transfer them to the respiratory unit and establish them on NIV, monitoring their progress and condition throughout the night and altering settings as and when required according to clinical condition and ABG analysis. This role also involves NNP intervention with patients already established on NIV and dealing with any problems surrounding this type of treatment in the respiratory unit overnight.

	Shows evidence of ability to study at an advanced level e.g. to be working towards Post Graduate diploma in Advanced Clinical Practice.
3	<p>Analytical and judgemental skills</p> <p>Recognises the need to refer to other professionals when necessary.</p> <p>Makes decisions regarding whether senior assistance/intervention is required e.g. Medical Registrar or call in Consultant from home.</p> <p>Provides guidance, support and advice in the management of potential, actual and future violent and aggressive patients.</p> <p>Ability to analyse, prioritise and organise own autonomous practice effectively.</p> <p>Demonstrates the ability to appropriately react to unforeseen emergencies or deterioration in the patient's condition.</p> <p>Provides support, guidance and advice on managerial matters to nurses in a variety of clinical settings.</p> <p>Responsible for effectively analysing, prioritising, organising and delegating appropriately within areas of remit.</p> <p>Uses advanced clinical skills and evidence based knowledge in identifying abnormalities and screening patients for disease risk factors, thus ascertaining whether or not medical intervention is required and reports any change in prescriptive care to relevant disciplines.</p> <p>Operate as a team player by attending all clinical emergencies, and contributes to the decision making process in the assessment, diagnosis, intervention and treatment of the compromised patient.</p> <p>Responsible for initiating laboratory requests, collecting specimens as required, interpreting results and managing the patient accordingly (this role was previously undertaken by junior doctors).</p> <p>Responsible for performing and interpreting ECG's, and acts on results accordingly (this role was previously undertaken by junior doctors).</p> <p>Responsible for performing and interpreting Arterial Blood Gases (this role was previously performed by junior doctors), and managing the patient accordingly.</p> <p>Responsible for using own judgement within the NMC guidelines, NHS Grampian and local policies respecting the confidentiality of ward based staff when dealing with clinical issues.</p> <p>During / prior to employment, the post holder will be required to demonstrate evidence of leadership and proven decision making skills.</p>
4	<p>Planning and organisational skills 2</p> <p>Prioritises health problems and intervenes appropriately in complex, urgent or emergency situations including the initiation and maintenance of effective emergency care.</p> <p>Demonstrates ability to take responsibility for own workload, liaising closely with fellow nurse practitioners on duty to ensure good operational, management and effective use of resources across the hospital site.</p> <p>Must provide a service to both patients and staff in areas where junior doctors have been removed.</p>

	<p>Provides equal standards care during night-time hours to patients throughout all specialties, working autonomously during night-time hours.</p> <p>Assists line managers in the identification and delivery of clinical and managerial training needs of nursing and medical staff, facilitating the organisation of training sessions in response to identified needs.</p> <p>Acts as an expert resource and facilitator to educate and train other staff and students, ultimately helping to provide optimum nursing care for patients.</p> <p>Regularly provides education (including on critical care courses) to health care teams including nurses, medical staff and allied health professionals.</p> <p>Uses opportunistic situations to discuss health education and health promotion.</p> <p>Uses own initiative and generates ideas in order to meet the strategic needs of the service.</p> <p>Builds and maintains networks with other nurse practitioners locally, nationally and internationally.</p>
5	<p>Physical Skills</p> <p>Displays basic skills to use information technology to operate such systems as e-KSF/ Extramed/ PACS/ e-mail/ NHS Grampian Intranet.</p> <p>Performs a variety of clinical skills and procedures required within each specialty, some of which would previously been the role of medical staff, e.g. clinical examination of the acutely unwell patient, venepuncture/cannulation.</p> <p>A high level of physical skill, accuracy and precision in specific clinical skills is required of the systems and equipment (as below)</p> <p>Becomes familiar with and be able to teach other staff in the use of the following equipment – allowing for safe patient care:</p> <ul style="list-style-type: none"> ▪ Infusion Devices – Graseby infusion pumps, syringe drivers, blood warming devices, epidural infusion pumps, patient control analgesia (PCA), Graseby 3300 PCA Pump/ McKinley T-34 PCA Pump. ▪ Cardiac Monitors – all makes within NHS Grampian ▪ Saturation Monitors – all makes within NHS Grampian ▪ Blood Pressure Monitoring Machines – manual and automated ▪ Patient Handling devices –Hoists, PAT slides, glide sheets, responsible for ensuring NHS Grampian manual handling policies are adhered to in clinical situations ▪ Medisence Machines – blood glucose level machines ▪ Digital Thermometers – rectal, aural, skin ▪ Airway management – ET tubes, nasopharyngeal tubes, guedel airways, Laryngeal Mask Airway (LMA), tracheostomy systems ▪ Oxygen delivery – all types of oxygen masks and nasal cannula, ambu-bag, humidification units, wall mounted oxygen, oxygen cylinders, management of hazardous gas ▪ Suction Equipment – closed suction units, yankauer suction, suction catheters, and management of hazardous body fluids. ▪ Defibrillation Machines – working knowledge of all types within NHS Grampian, manual, semi-advisory, advisory, biphasic. ▪ Uses of computer, including word, excel and power point systems, hand held PALM top. ▪ Naso-gastric systems – passing naso-gastric tubes, passing Anderson tubes, setting up Enteral Feeding Pumps ▪ Enterostomy feeds – PEG tubes, Jejunostomy tubes ▪ Basic life support equipment and algorithm ▪ Advanced life support equipment and algorithms, cardiac arrest management

	<ul style="list-style-type: none"> ▪ Arterial blood gas analysers ▪ Bladder scanning equipment ▪ Centrifuge equipment ▪ External pacing boxes ▪ Spinal beds ▪ Implantable venous access devices – central lines and Hickman lines ▪ VAC pumps ▪ ECG machine ▪ Flowtron therapy ▪ Chest Drains under water seal ▪ Patient Controlled Analgesia (PCA) ▪ Orthopaedic traction equipment ▪ Pressure relieving mattresses ▪ Arterial lines ▪ Central Venous Pressure system ▪ BD Vacutainer Systems, winged infusion devices, Intima subcutaneous catheters ▪ Non Invasive Ventilation (NIV) ▪ There is a need for accurate maintenance in the use of all clinical and other equipment used in the administration and delivery of medicines and treatments.
6	<p>Responsibilities for patient/client care</p> <p>Provides differential diagnosis and initiates specific treatments and clinical management plans evaluating the effectiveness of any plan commenced.</p> <p>Provides comprehensive and appropriate care to the patient at any time throughout the patient journey.</p> <p>Utilises advanced clinical nursing/examination/assessment skills for acutely unwell and deteriorating patients to develop individual patient management plans in a variety of clinical settings.</p> <p>Works as an autonomous practitioner in interpreting the findings of clinical investigations and instigates appropriate treatments; giving advice to ward staff and members of the junior medical team (this previously was a medical staff role).</p> <p>Works as autonomous practitioner making clinical judgements regarding clinical management.</p> <p>Reviews patients independently and autonomously whilst knowing when to call for fellow NNP/medical assistance when required.</p> <p>Responsible for the delivery of a high standard of nursing evidence/research based nursing practice.</p> <p>Transfers acutely unwell patients from ward areas to ICU / HDU setting.</p> <p>Assesses patients who have fallen, ensuring appropriate clinical management and completion of <i>Datix</i> form; reviewing any Health and Safety issues and acting accordingly.</p> <p>Ensures the provision of holistic care for all patients within their remit.</p> <p>Supports patients who need assistance in exercising their rights.</p> <p>Responsible for safeguarding children and vulnerable adults in the course of work and is aware of the specific duties relating to the role.</p> <p>Part of the team providing continuity of care to the acute sector during the night. Supports and</p>

	<p>advises junior and senior medical/nursing staff who rotate from days to nights as to the services available at night and how to access appropriately.</p> <p>Offers holistic education and support for patients and/or relatives to explore health problems.</p> <p>Demonstrates established leadership skills, by managing the workload of the service area staff caring for the compromised patient and ensuring efficient and effective time and resource management.</p>
7	<p>Responsibilities for policy and service development implementation</p> <p>Provides ongoing education, guidance and support to nurses and other clinical and non clinical staff to ensure good working practice and optimising patient care.</p> <p>In response to service demand, the service is increasing and expanding, so NNP's must have expanding clinical skills and knowledge in line with these developments in order to provide safe and effective patient care.</p> <p>Understand own role within organisation and identify how this could develop over time in line with service developments.</p> <p>Reviews and assesses ITU patients discharged to ward areas.</p> <p>Maintain and assist with the continuing role of delivering NIV to patients with respiratory compromise overnight; adhering to policies and clinical protocol stipulated by physiotherapy and senior medical staff.</p> <p>Demonstrates an understanding of and adherence to, local and national health and safety policies and procedures.</p> <p>Responsible for adherence to NHS Grampian local policies and procedures.</p> <p>Deals with out of hours' pharmacy issues from ward staff (queries/requests) as there is no on-site pharmacist available overnight.</p> <p>Ability to carry out duties as junior medical staff bleep holder in the absence of junior doctor, practicing to a similar level of competency.</p> <p>Responsible for ensuring NHSG infection control policies are adhered to whilst carrying out clinical practice.</p> <p>Participates with junior doctors in shared learning opportunities, both formal and informal.</p> <p>Contributes towards the future development of the service by examining current service provision and explores effective ways of moving the service forward to support the strategic aims of NHS Grampian.</p> <p>Has extensive knowledge of NHS Grampian policies and procedures relevant to the clinical area.</p> <p>Demonstrates a positive attitude to changes in practice through the introduction and maintenance of evidence based care.</p> <p>Participates in future service redesign in accordance with local and national priorities.</p> <p>Contributes to the development of local guidelines and protocols.</p>

	<p>Plays an active role in the clinical governance agenda at operational level and acts as a resource for both medical and nursing staff.</p> <p>Maximises nursing opportunities in line with an evolving clinical service; demonstrates evidence of ability to adapt according to changing service needs.</p> <p>Acts as a change agent in terms of organisational issues, future strategies and service redesign.</p> <p>Undertakes roles previously performed by medical staff whilst working within own level of competency and code of conduct.</p> <p>Demonstrates knowledge and proficiency in implementing NHS Grampian policies & procedures.</p>
8	<p>Responsibilities for financial and physical resources</p> <p>Manages available resources, how they should be most effectively used and practices economy in the use of supplies.</p> <p>Practices in a multi-tasked/skilled clinical and management role with the resources available.</p>
9	<p>Responsibilities for human resources</p> <p>Assesses and supervises the clinical skills of nurses and junior doctors in a variety of specialist areas.</p> <p>Provides ongoing support and guidance to health care support workers (HCSW)/fellow NNP's and junior medical staff.</p> <p>Delegates appropriately to HCSWs and supervises their work on an ongoing basis.</p> <p>Mentors new HCSWs assessing competence against set standards.</p> <p>Demonstrates the ability to delegate to staff effectively in order to achieve optimal use of time and resources.</p> <p>Assists the Band 7 NNP to act on behalf of the ward manager (who retains 24-hour responsibility) in dealing with managerial or clinical issues when a delay would be detrimental to the service or the employee.</p> <p>Assists with management and supervision of SHCSW and junior colleagues.</p> <p>Acts as a positive role model for all disciplines of staff.</p> <p>Contributes to the education and development of staff within the service areas to ensure staff knowledge is maintained to a high standard in order for evidence based care to be delivered.</p> <p>Ensures staff are motivated and encouraged to develop by offering and providing, education and supervision (e.g. supervising clinical skills such as venepuncture, cannulation and catheterisation).</p> <p>Responsible for providing professional leadership, education and evaluation to fellow team members and ward staff.</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>Supports junior doctors at night giving opportunity for them to remain compliant with their rota.</p>

	<p>Displays knowledge and experience of mentorship within clinical practice.</p> <p>Attends and participates in multidisciplinary team meetings.</p> <p>Mentorship and assessment of competencies of junior staff members.</p>
10	<p>Responsibilities for information resources</p> <p>Responsible for collating all relevant information regarding the compromised patient prior to liaising with senior medical colleagues either by telephone or in person.</p> <p>Maintains links with professional and practice development department, clinical skills centre, resuscitation department, NES, fellow practitioners and senior nurse on hospital duty due to the extended nature of the role and cross-boundary working.</p> <p>Acts as an expert resource and facilitator to educate and train other staff and students, helping to provide optimum nursing care for patients.</p>
11	<p>Responsibilities for research and development</p> <p>Leads and participates in clinical audit in line with service developments.</p> <p>Undertakes audit of service provision to improve patient outcomes.</p> <p>Participates in data collection and analysis to identify service developments and NNP training needs.</p> <p>Demonstrates an understanding of research.</p> <p>Initiates and develops audit of service delivery and implements findings to improve patient care and identifies training needs.</p> <p>Provides an innovative and progressive attitude to continual improvement of patient care through research and evidence based practice.</p>
12	<p>Freedom to act</p> <p>Assists in the organisation of medical staff workload and has ability to delegate tasks appropriately to fellow NNP's and junior doctors.</p> <p>Participates in a flexible working pattern covering 24/7 in order to provide effective clinical care, maintain professional development and contribute to continuity of care to improve the patient's journey.</p> <p>Acts as a role model as a senior nurse and member of the Hospital at Night extended team.</p> <p>Carries out other duties as required which are consistent with the responsibility of the post.</p> <p>Demonstrates willingness to further develop management skills.</p> <p>Carries clinical responsibility as a bleep holder for all areas within remit.</p> <p>Responsible for working autonomously with no direct supervision in various specialties, using advanced nursing skills to ascertain a comprehensive health history, examine, diagnose and initiate treatment appropriately.</p> <p>Must have the ability to work autonomously using own initiative.</p>

<p>13</p>	<p>Physical effort</p> <p>A portion of the NNP role entails physical work and therefore the post holder requires moving & handling skills which must be kept up to date annually. On occasions, required to assist with transferring immobile patients. Must display the ability to work within confined spaces as additional medical equipment may be required for monitoring and supporting the patient's condition.</p> <p>There are regular occasions when violent/aggressive incidents occur and regular sustained or sudden intense effort in the management of these incidents may be required for short or long periods of time. Required and an awareness of appropriate services to contact during such incidents is imperative and training in controlling violent or aggressive incidents will be required.</p> <p>Must be of a level of fitness to sustain working over a large area, walking on average 8-12 miles per shift.</p> <p>Must have completed ALS course and be able to take charge of clinical emergencies, and then assist/lead in the resuscitation of the patient.</p> <p>Required to attend to patients who become compromised outwith their bed space <i>i.e.</i> on floor, in bath/toilet areas, on trolleys, in x-ray department, corridors, and ensuring delivery of optimum clinical care in areas of limited resource.</p> <p>Required to be able to transfer patients from the bed to trolley (and vice versa) and also be able to urgently transfer patients from one specialty to another (e.g. the compromised patient) to ITU.</p>
<p>14</p>	<p>Mental effort</p> <p>Prepared to tolerate unreliable, irregular break times and an unpredictable workload.</p> <p>Able to adapt to the shift pattern required within the European Working Time Directive (EWTD). The work is predominantly night shift, but future plans to cover the hospital site 24/7 will also require a commitment to work day shift in order to complete development needs and training.</p> <p>Deals effectively with limited resources whilst prioritising workload and be flexible with competing demands from various disciplines/services.</p> <p>Requirement for prolonged concentration due to the autonomous and lone working nature of the role at night.</p> <p>Expectation from service that the post holder is expert in a wide variety of clinical settings and is able to immediately respond to requests, providing up to date evidence based advice at all times.</p> <p>Ability to make measured but rapid decisions.</p> <p>Due to the autonomous nature of this post, and the night time hours of work there can be stressful situations, where there is no immediate senior support available.</p> <p>Promotes a happy and safe work environment to minimise stress levels at all times.</p>

<p>15</p>	<p>Emotional effort</p> <p>Responsible for remaining objective and supportive of others.</p> <p>Supports junior staff in relation to challenging behaviours as a result of receiving bad or disappointing news.</p> <p>Provides support in dealing with distressed, upset, angry or anxious patients, carers, relatives and staff.</p> <p>The NNP uses communication skills to de-escalate many situations whilst ensuring The safety of the patient, self and staff by managing the situation appropriately. This can be Very demanding both emotionally and physically.</p> <p>The post holder will deal with any interpersonal conflict in an appropriate manner.</p>
<p>16</p>	<p>Working conditions</p> <p>Promotes at all times safe standards of working practice as per NHS Grampian policies.</p> <p>Assesses and manages risk within own area of responsibility ensuring adequate measures are in place to protect staff and patients.</p> <p>Monitors own work areas and practice to ensure they are free from hazards and conform to health and safety legislation and local policies.</p> <p>Identifies, intervenes and reports appropriately where circumstances contribute to an unsafe environment for patients and staff.</p> <p>Takes responsibility for ensuring staff adherence to the NHS Grampian Risk Management Strategy thus contributing to the health and safety of staff / patients and families.</p> <p>Aware that the post holder is a lone worker during night time hours and this poses potential risks to personal safety.</p> <p>Due to the nature of the workload, the post holder is at risk from needle stick injury and exposure to hazardous body fluid i.e. blood, vomit, sputum, exudates, faeces, and should be able to deal with such situations according to trust policy and guidelines.</p> <p>Demonstrate skills and knowledge in areas of risk assessment.</p>

NHS GRAMPIAN

PERSON SPECIFICATION

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.

POST/GRADE: NURSE PRACTITIONER / BAND 6

LOCATION/HOSPITALS: ABERDEEN ROYAL INFIRMARY

WARD/DEPARTMENT: MEDICINE AND UNSCHEDULED CARE

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<p><i>Part 1 or 12 of NMC Register</i></p> <p>Has clinical and teaching experience at ward level/ department level and can provide extensive clinical advice and support to nursing and medical staff</p> <p>Evidence of continuing professional development relevant to clinical practice</p> <p>Holder of Intermediate Life Support Certificate</p> <p>Completion of venepuncture and cannulation competencies</p>	<p>Holder of Advanced Life Support Certificate</p> <p>Working towards post Graduate Diploma in Advanced Clinical Practice</p>
Experience	<p><i>Extensive post registration experience.</i></p> <p>Have experience in working at least 3 clinical areas including medical and surgical areas and have experience in working in an HDU/ ITU setting / Emergency Dept. Have evidence of staff support</p>	<p>Evidence of working at advanced level in acute clinical areas</p>
Special Aptitudes / Abilities	<p>Ability to work in a team and be an active team player</p> <p>Excellent communication skills & interpersonal skills</p> <p>Ability to plan and organize own workload</p> <p>Have experience in dealing with clinical emergencies</p> <p>Be able to work within different clinical areas</p>	

	<p>Good decision making skills</p> <p>Work as an autonomous practitioner , using own initiative and work as a team member Have evidence to support clinical credibility</p> <p>Good understanding of NHS Grampian policies and procedures</p> <p>Able to commit to further training and education relevant to Advanced Practice</p>	
Disposition	<p>Calm person who can function well despite stressful situations</p> <p>Able to work within a team Able to work flexible shift patterns both day and night shifts to meet the needs of the expanding service</p> <p>Must be willing to develop advanced clinical skills and to gain an understanding of the role of Night Nurse Practitioner as well as undertake additional studies in line with Advanced practice</p>	
Physical Requirements	<p>Ability to a variety of shift patterns covering day and night shift to meet the needs of the service</p>	
Particular Requirements of the Post	<p>Individual who demonstrates vision regarding the care of the over 24 hr period</p> <p>Person who is keen to develop career and gain new clinical skills as well as consolidate existing skills and knowledge</p> <p>Supportive to existing Acute Medical Initial Assessment and Night Nurse Practitioner Team and be an active team player</p>	<p>Some understanding of the Hospital at Night and AMIA (Acute Medical Initial Assessment) Service</p>
<p>MAJOR RISKS IN DOING THE JOB</p> <p>Working in an autonomous role both day and night shift hrs . Moving and Handling of patients. Dealing with violent and aggressive patients at night with reduced staffing levels</p>		