

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Advanced Nurse Practitioner (Band 7)

Responsible to (insert job title): Advanced Practitioner/Nurse Team Lead

Department(s): Nursing

Directorate: Royal Edinburgh Hospital

Operating Division: REAS

Job Reference: L- GEN-NM-NS-ANP

No of Job Holders: 6

Last Update (insert date): 13/09/2021

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.

ANPs are educated at Masters' Level in advanced practice and are assessed as clinically competent at 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. The post-holder will be expected to provide complete clinical care for their patient as part of a multidisciplinary team and contribute to patient pathways.

This level of practice is characterised by high level autonomous decision making in the areas of assessment, formulation, diagnosis, review and treatment (including prescribing) of patients with complex multi-dimensional problems. Decisions are made using high level expert, knowledge and skills. ANPs have developed a highly specialist knowledge across a range of work practices and procedures underpinned by theoretical and practical knowledge and experience.

The advanced nurse practitioner will provide clinical leadership, supervision and advice to nursing staff and other members of the multidisciplinary team.

The post holder will work within the GIRFEC model and where appropriate, will liaise with or work jointly with other children's services providers. The post holder will use highly developed communication skills and interpersonal skills to communicate complex information appropriately with referrers and other involved agencies regarding patients.

The advanced nurse practitioner will contribute to service improvement through use of quality improvement strategies, development and implementation of evidence based clinical standards and use of clinical audit.

Staffing responsibilities

There will be a requirement for direct line management staffing responsibilities for the post. The post holder will provide clinical supervision for nursing staff and supervise and support students and trainee's in the service.

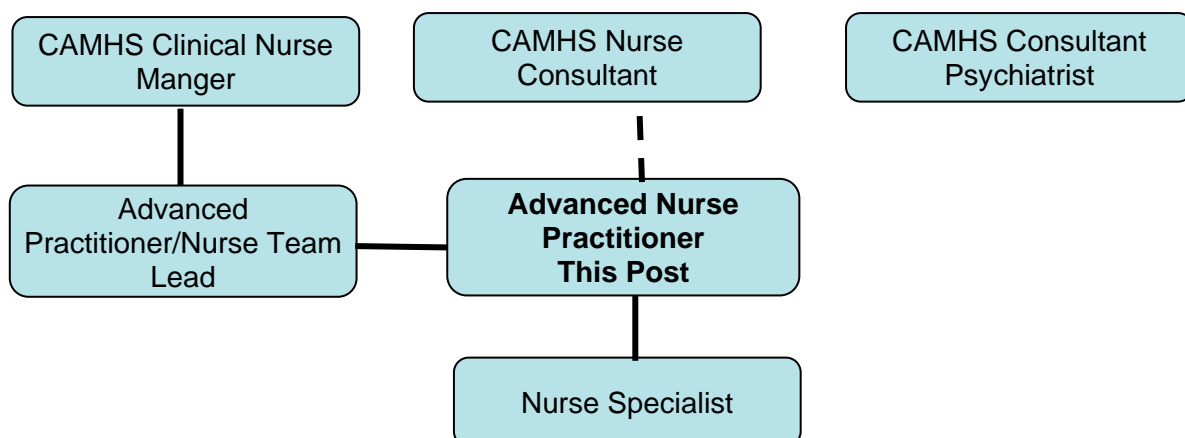
The post holder will be line managed by an Advanced Practitioner/Nurse Team Lead but will be professionally accountable to the CAMHS Nurse Consultant.

Finance responsibilities

There will be no budgetary responsibility with this post. The post holder will be required to work efficiently with access to supplies and equipment from clinical area budgets and prescribe within the parameters of the Lothian Joint Formulary.

The post holder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION



KEY

Line Management —————

Professional Accountability - - - - -

5. ROLE OF DEPARTMENT

NHS Lothian Child and Adolescent Mental Health Service (CAMHS) delivers a range of specialist evidence-based care, treatment and advice relating to Children and Young People (up to 18 years) who have moderate to severe Mental Health difficulties, Neurodevelopmental disorder or Intellectual Disability and require secondary mental health services. This is mainly provided by tier 3 out-patient teams but in addition it has a number of specialist services such as the Eating Disorders Development Team (EDDT), Paediatric Psychology and Liaison Service (PPALS) and The Meadows Sexual Trauma Team. CAMHS Tier 4 services include the Under and Over 12's Day Services, CAMHS assertive out-reach team (CAOT), Unscheduled care team and the 12 bedded regional in-patient unit. The tier 4 services are based at the Royal Hospital for Children and Young People and each locality team has a community base.

CAMHS is a multi-disciplinary service and works in partnership with health and social care agencies and children's services within the Getting It Right for Every Child (GIRFEC) Framework. It supports and consults with other Children's and NHS services in their mainstream provision for children and young people to enable mental health improvement, reduce risk and improve quality of life.

The service provides training for CAMHS career development across professional disciplines. In addition, the department has an ongoing commitment to research both internally and externally funded.

6. KEY RESULT AREAS

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 behaviours 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.
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. 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.
12. Promotes, develops and undertakes clinical audit programmes to support own and the teams best practice which is research and evidence based leading to continuous improvement in care.

13. 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.
14. Initiate and contribute towards research in area of expertise and critically appraise, evaluate and apply knowledge of theoretical frameworks, evidence and research findings.
15. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, openness, honesty and responsibility, through the application of appropriate behaviours and attitudes.

7a. EQUIPMENT AND MACHINERY

The following are examples of equipment which will be used when undertaking the role.

The post holder is expected to be familiar with the use, storage and need for maintenance of all equipment used within the clinical area of work, ensuring this is checked and maintained and where problems are identified these resolved so that all equipment is fit for purpose. Examples include (not an exhaustive list):

- IT equipment;
- Medical equipment including venepuncture, ECG equipment and sphygmomanometer;
- Telephone and communication systems;
- Alarms;
- Personal computer; printer; photocopier and scanner;
- Waste disposal including disposal of sharps;
- Car driving is required on a daily basis.

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

7b. SYSTEMS

The following are examples of systems 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

The post is self directed, organising own workload in relation to specialist caseload to meet the demands of the service. The post holder will meet regularly with the responsible line manager to agree a work plan, review progress and set objectives. They will work within broad occupational, national and local policies and guidelines.

The postholder will have a professional development plan which will be reviewed annually by the responsible line manager in accordance with NHS Lothian's appraisal and performance system. Governance of Clinical competence is undertaken by the CAMHS Nurse Consultant/Deputy chief nurse who will provide professional nursing advice and Specialty Consultant or designee will manage clinical supervision.

The post holder will evidence a high degree of initiative, independence, personal organisation and planning in order to anticipate and respond to changes in service needs and to work towards agreed objectives and goals.

The post holder will have a working relationship with the CAMHS Clinical Nurse Manager, CAMHS Consultant Psychiatrist and AHPs to provide nursing leadership and specialist clinical practice advice and support to CAMHS teams across Lothian.

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.

Work within a Health and Social Care integration agenda which at times may result in the need to manage conflict and to understand culture to support effective working at a team and service level across organisational boundaries.

Balance the many conflicting and unpredictable demands on time to reduce levels of personal and organisational stress.

Provide effective leadership at a time of increasing demand and challenging financial pressure.

Managing provision of ANP role in the CAMHS whilst working within finite financial resources. Taking account of competing demands and resources, whilst ensuring equitable care is received for this patient group.

Balance the workload demands of providing professional leadership with the line management responsibility whilst maintaining clear lines of communication.

11. COMMUNICATIONS AND RELATIONSHIPS

The post holder will work closely with the Clinical Nurse Manager, Nurse Consultant, Advanced Practitioner/Team Leads and where required other members of the CAMHS Management Team and REAS Senior Management Team.

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

Requirement to present to groups of professionals internal and external to NHS Lothian in a professional capacity.

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 and Effort:

Phlebotomy.

Physical observations such as height, weight, blood pressure, pulse and temperature.

ECG.

Manual handling techniques.

Keyboard skills.

Occasional physical manual handling of patient.

Push wheelchairs and other mobile equipment.

Carry portable equipment to clinic settings.

Requirement to train in low level restraint and breakaway techniques.

Mental Effort:

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

Maintenance of precise and accurate records and report writing often to short time scales.

Frequent interruptions from patients / relatives / team members.

Managing a busy and complex workload with unpredictable and competing demands and moderate to high level of risk.

Concentration required when observing patient behaviours which may be unpredictable.

Understanding and awareness of multiple systems, pathways and processes.

Emotional Effort:

Communicating with distressed / anxious / worried patients and relatives.

Receiving and interpreting complex clinical information and relaying clinical decisions which may be contentious or highly sensitive.

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

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

Potential exposure to distressing child abuse or adult support and protection issues.

Environmental Conditions:

Exposure to body fluids.

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

Exposure to infections and temperature variations.

Requirement to travel between sites on most days.

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

Current NMC registration – Relevant to area of practice
Educated to First Degree level – BSc / BA within a health area relevant to CAMHS
Completion of Clinical Advanced Nurse Practitioner Masters Degree (level 11) or working towards this as annexe 21 post.
Advanced Clinical practice and examination skills
Independent Supplementary Prescribing (V300) experience
Experience of management education and training
Knowledge of current legislation including Mental Health (Care & Treatment) (Scotland) Act 2003
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 job holder to whom the job description applies.

Job Holder's Signature:



Head of Department Signature:

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