



JOB DESCRIPTION

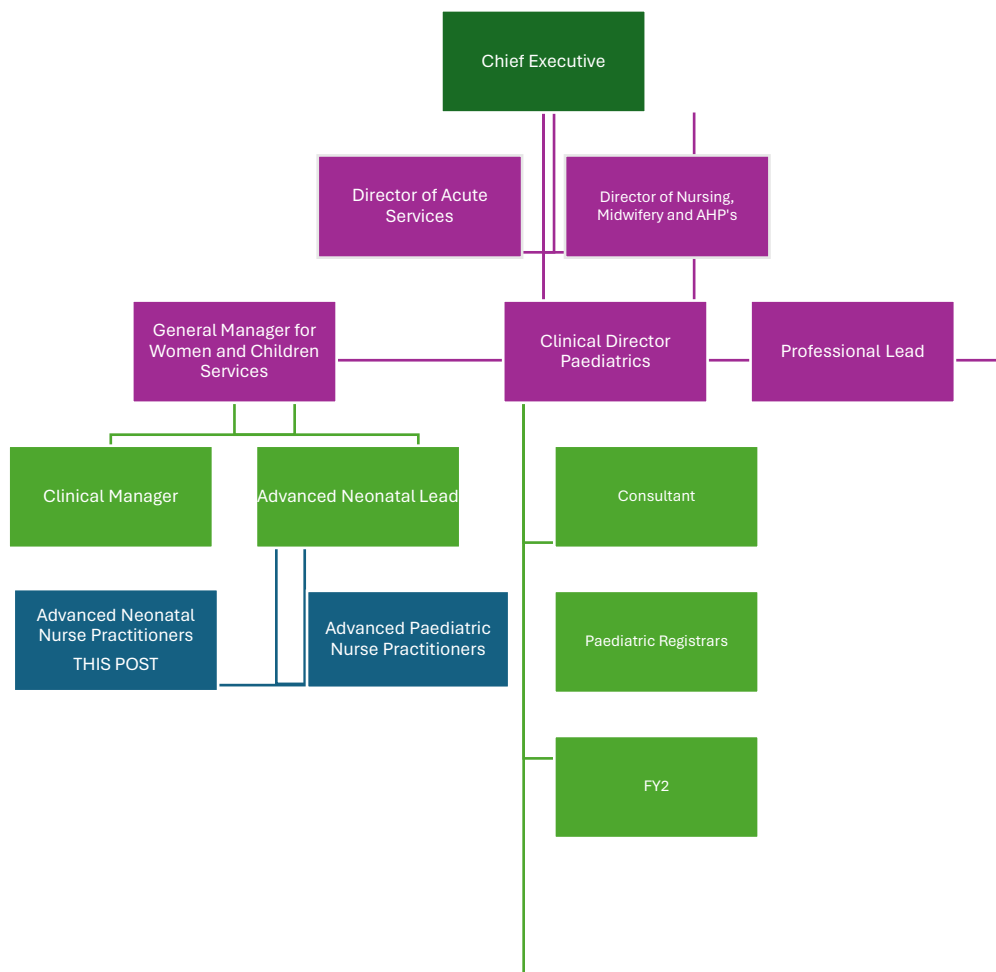
1. JOB IDENTIFICATION

Job Title:	Advanced Neonatal Nurse Practitioner
Responsible to:	Advanced Neonatal Lead
Department & Base:	Borders General Hospital
Date of Job description:	April 2009 (reviewed 2024)
Job Holder Reference number:	4943D (Previous JD number)

2. JOB PURPOSE

- The role encompasses all elements of the four pillars of advanced practice: clinical practice, leadership, facilitation of education and learning and research and development.
- The Advanced Neonatal Nurse Practitioner (ANNP) will work autonomously as an expert practitioner crossing the clinical boundaries between nursing and medical care, with non-resident support from the Consultant Paediatrician. They will provide and promote safe and effective care of the newborn across the service in partnership with individuals, families, carers and stakeholders.
- Using advanced clinical knowledge and skills to make autonomous decisions ensuring that the newborn infant's health needs are assessed, treatment and management implemented and evaluated, through evidenced based clinical practice following agreed policies, protocols and guidelines. **This post requires a highly skilled individual who is able to deal with emergency clinical situations until the arrival of a paediatrician who is 20 minutes from hospital.**
- To make timely referrals to other individuals/ teams both locally and nationally where appropriate.
- The post holder will be an inspirational leader and role model acting as a resource for all members of the multidisciplinary team, providing expert nursing advice concerning all aspects of patient management.
- The post holder will advocate and contribute towards a positive learning culture which enables individuals and teams to continuously develop and improve patient care.
- The post holder will develop strategies to improve practice and work collaboratively across healthcare boundaries, to implement and evaluate evidence based standards, guidelines and policies.
- The post holder will be able to communicate effectively with all colleagues, wider team members and patients as an integral part of the role.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

Borders General is a District General Hospital of approximately 184 beds providing acute care for a population of 115,000. The Borders region has around 900 births per annum with an obstetric lead maternity service. Maternity care is supported by an anaesthetic service with a local ITU.

Neonatal services provide individualised, family centred care for the premature and / or sick newborn and their families. The Special Care Baby Unit within the Borders General Hospital has 8 cots including 2 HDU/ stabilisation cots. The unit admits babies from 32 weeks gestation until discharge, with an admission rate of around 100 per annum. The unit also plays an instrumental role in the stabilisation of preterm infants < 32 week gestation and critically ill neonates, preparing them for transfer to tertiary centres with the support of Scotstar; the neonatal retrieval team.

A transitional care model supports a person centred approach with the aim of keeping mums and babies together when set criteria is met. This is co-ordinated by SCBU but is a shared care model with midwifery staff and provided within the maternity setting.

The Advanced Neonatal Nurse Practitioner will be the first responder to emergency delivery of the newborn, emergency admissions and clinically deteriorating ward-based infants with non-resident on call back up from a Consultant Paediatrician. The post holder will facilitate the provision of emergency care for these infants within agreed protocols. The post holder will provide a first response emergency

service to all patient areas caring for neonates.

The role is integral to both the assessment of infants considered for admission and to the functioning of the Hospital at Night service in ensuring safe and effective care.

This post is predominately night shift and weekends with rotation to day shift to acquire additional experience, clinical supervision and mentorship. During daytime hours the post holder will be expected to take an active role in working with medical staff to undertake the tasks they normally carry out during night hours.

He/she may be required to work in any other ward or department within NHS Borders according to the needs of the service.

5. MAIN DUTIES/RESPONSIBILITIES

Clinical Responsibilities

The post holder will

- Demonstrate knowledge of the physiology and patho-physiology of infants of all gestational ages, differentiating between normal, variations of normal and abnormal findings. The post holder is responsible for analysis and interpretation of history, presenting symptoms, physical findings and diagnostic information to develop appropriate differential diagnosis.
- Demonstrate critical thinking and diagnostic reasoning skills in clinical decision-making, applying advanced knowledge to perform a comprehensive holistic assessment and initiate treatment and therapies.
- Demonstrate competence in airway management, resuscitation, first line interventions and ongoing care of the acutely sick infant, of any gestation, from delivery. Ensuring that their needs are assessed and appropriate management plans are developed, implemented and evaluated in partnership with the multi-disciplinary team and the parents/carers, to ensure delivery of a high standard of care.
- Provide rapid first line assessment and immediate management to emergency situations, the deteriorating post natal baby, continuously evaluating the infants' response to any intervention, prioritising immediate needs and making appropriate changes to the plan of care for optimal patient outcomes.
- When required the post holder will be able to assess any needs of the infant pre-delivery, ensuring the appropriate personnel are present at the delivery, and provide assistance and support as required considering agreed protocols and national initiatives such as preterm optimisation.
- Demonstrate an ability to make appropriate prompt response and decisions to calls from other areas out with inpatient maternity services including community midwives and A&E.
- Provide a comprehensive SBAR hand over to medical and nursing colleagues regarding investigations, interventions and changes to treatment plan.
- Initiate appropriate and timely consultation and/or referral when the problem exceeds the nurse practitioner's scope of practice and/or expertise.
- Act as an advocate for the infant and family to ensure health needs are met and act ethically to meet the needs of the infant.
- Use available information systems to support decision-making and to improve care.
- Perform intravenous cannulation and venepuncture as required.
- Demonstrate an enthusiasm to progress more technical clinical skills as opportunity to develop competence presents itself, for example lumbar puncture, intubation.
- Within the scope of independent prescribing, understand and prescribe appropriate medications based on efficacy, safety and cost.
- Maintain confidentiality, while communicating data, plans and results in a manner that preserves dignity and privacy of the patient and provides a legal record of care.
- Throughout all practice and decisions maintain awareness of value based medicine.

Education/ facilitation of learning

- Participate in the planning and delivery of teaching, education and work placed training, using varying styles and strategies, to develop and improve clinical capability of the whole team and improve patient outcomes, support staff with individual learning needs. This includes AHP, nursing students, junior medical staff and General Practitioner trainees for who caring for neonates is not the only part of their job.
- Educate ward staff to proactively identify infants who are deteriorating and who may require additional intervention.
- Maintain professional practice through continuing education, professional updating and when/where available, involvement with specialist groups
- Ensure that standards for record keeping are maintained and reviewed on a regular basis in order that the patient record is reflective of their current care needs and confidentiality and privacy are respected.

Evidence, research and development

- Work with the wider team to implement local risk management and health and safety strategies acting on any identified risks in accordance with local policy.
- Contribute to local projects in line with the national initiatives such as SPSP Perinatal collaborative
- Support/perform local audits /data gathering/ research ensuring knowledge of key local, regional and national initiatives to support continuous quality improvements to practice and patient care.
- Contribute towards development and implementation of standards, policies, clinical guidelines and documentation processes as part of a robust governance system
- Participate in and adopt a sensitive and positive approach to the review of complaints learning from the experience of users to improve healthcare experience.

Leadership

- Provide specialist clinical expertise and act as a role model to all members of the ward team.
- Participate in the ongoing management, development and propose changes to policies and procedures for the Neonatal and Paediatric Hospital at Night service and development of advanced neonatal nurse practice to support the unit.
- Contribute to the formal evaluation of the Neonatal and Paediatric Hospital at Night service
- Take a lead role in education to develop members of the multidisciplinary team through regular formal and informal teaching sessions
- Provide supervision and education for students and less experienced staff, carrying out personal development planning as per NHS Borders policy.
- Contribute to effective teamwork and healthy working relationships through consistent and visible support and demonstration of the ethos of NHS Borders underpinning values.
- Liaise with the Senior Nurse Child Health to ensure the appropriate systems are in place to ensure effective management, implementation and evaluation of nurse-led services, service development and redesign initiatives.
- Take responsibility for the management of standards of care, this can include work allocation, and supervision of staff, ensuring smooth running of area.

6. SYSTEMS AND EQUIPMENT

The Neonatal Nurse Practitioner is expected to have the knowledge and skills necessary to use all systems and equipment in the area. Examples of these include:

Information Technology

Local patient administration systems such as neonatal and maternity badger, TRAK
DATIX for reporting of incidents
Duty rostering systems
Computer databases
NHS E- Library
Intranet/ internet/email
Laboratory and radiology results systems.

Moving & Handling

Incubators
Cots
Resuscitaires
Monitoring equipment

Near Patient Testing

Blood pressure monitoring
Blood glucose monitoring
Bilirubin measuring
Capillary sampling
Weighing, length, OFC
Oxygen saturation monitoring
Arterial blood pressure monitoring

Medical Devices

Infusion pumps/ syringe drivers
Suction machines
Oxygen cylinders
Continuous Positive Airways Pressure
Humidified High Flow Nasal Cannula
Ventilators
Resuscitaires
Incubators
Phototherapy equipment
Feeding pumps
Resuscitation equipment

The post-holder will be trained in and required to develop and maintain expertise in the use of the following systems:

- Maintain accurate records in accordance to NMC and NHS Borders guidelines.
- Work to NHS Borders and Departmental policies, procedures and protocols.
- Systems for risk identification and management, complaints.
- Policies and procedures for child protection and the protection of vulnerable adults.

7. DECISIONS AND JUDGEMENTS

The post holder has the freedom to act autonomously and to manage his or her own workload effectively, reporting to the on call consultant paediatrician. They are responsible for making decisions regarding the assessment, investigation and management of patients with immediate medical needs in the absence of on site medical paediatric staff.

The post holder

- Will work autonomously, analyse and interpret complex facts/policies and make decisions and judgements from this. Accordingly, they will give direction and leadership to ward based staff.
- Will be accountable for professional conduct in accordance with NMC
- The post holder will be responsible for exercising their professional judgement in relation to the clinical element of their role
- Will be involved in making clinical decisions unsupervised, using protocols where available
- Will be involved in making patient management decisions unsupervised, including decision to discharge with no intervention required.
- Will use advanced clinical reasoning skills, seeking advice and support, making referrals to senior colleagues, specialists when it is identified further clinical intervention is required, acting within boundaries of own knowledge and skills.

8. COMMUNICATIONS AND RELATIONSHIPS

Post holder must demonstrate a record of excellent communication skills

- Must be able to communicate as appropriate and as required with all levels of healthcare professionals, patients and their families during times of anxiety
- The post holder will be expected to possess effective negotiation skills and to demonstrate a non-judgemental, empathetic approach at all times
- Will effectively communicate with families, ensuring that complex clinical information is conveyed and understood and that highly sensitive information is communicated with empathy e.g. suspected abnormality in the newborn
- Liaise closely with all relevant personnel within NHS Borders to ensure the operational management and development of the service.
- Have overall continuing responsibility for establishing effective systems and standards of communication for routine, complex and highly sensitive and stressful matters.
- Actively encourage care cohesion and communication between primary, secondary and tertiary centres, social care workers, patients, families and other relevant departments/agencies.
- Will utilise a wide range of media such as telephone, verbal, written and electronic communications to overcome any difficulties in communication, such as language barriers, clinical conditions e.g. repatriation of neonates with complex conditions to identify and negotiate appropriate actions to reach agreed outcomes.
- Maintain an awareness of national neonatal guidelines, policies and variation between neonatal units that can cause challenges for families if not acknowledged appropriately on repatriation.
- Establish and maintain relationships based on mutual respect, empathy, sensitivity and reassurance
- Effectively manage complaints and incidents, as per department guidelines.

9. DEMANDS OF THE JOB

The post requires manual handling and the use of manual handling equipment, including:

- Assisting with the moving and handling of patients, ensuring adherence to policies and guidelines.
- Moving incubators, resuscitaires, cots, furniture and equipment as required.
- Transferring babies between clinical areas in Borders General Hospital
- Manage frequent exposure and safe disposal of uncontained body fluids (blood, urine, faeces)
- Immediate and rapid response to the emergency bleep
- Will be expected to exhibit the appropriate degree of dexterity whilst performing clinical procedures

Physical skills

Due to the nature of neonatal nursing, the post holder will require highly developed and precise skills requiring accuracy in carrying out procedures including:

- Resuscitation / stabilisation of the newborn infant
- Examination of the Newborn (NIPE)
- Administration of oral medications, intravenous injections and or intra-muscular and sub-cutaneous injections, syringe pumps and infusions.
- Cannulation and venepuncture
- Blood sample from heel stab
- Insertion of nasogastric feeding tubes.
- LMA surfactant
- Teaching and education of new cares/skills to parents/carers.
- Appropriate disposal of sharps.

Mental Demands

- Frequent periods of concentration required when checking documents/patient notes and calculating drug dosages, any infant/patient related activities whilst subject to frequent interruptions from patient/relatives/team members.
- Sustained concentration in situations where individuals or parents/carer behaviour may be unpredictable.
- Accuracy of differential diagnosis from presenting history and clinical examination findings.
- Sustained concentration of patient related activities from presentation to diagnosis and initiation of care management, admission/transfer or discharge.
- Sustained concentration of patient attendance to determine the severity of illness and possible initiation of emergency interventions.
- Sustained concentration during patient assessment to determine appropriate prescribed medicinal management.
- Sustained concentration/observation of child after administration of prescribed management for adverse drug interactions, allergies, effective administration and concordance.

Emotional Demands

On a frequent basis the postholder is expected to

- Recognise, assess and provisionally diagnose the sick infant and initiate emergency interventions with unpredictable outcomes.
- Communicate with distressed/anxious/worried parents/relatives.
- Care for the parents and relatives following receipt of bad news
- Care for premature infants with varying needs according to the gestational age.
- Care for highly dependent infants.
- Care for terminally ill infants.
- Care for families and carers following receipt of highly complex and sensitive information /bad news.
- Communicating with bereaved parents.
- Communicating with parents who have reduced understanding due to language barriers or learning difficulties.
- Deal with staffing issues, staff complaints and poor performance.
- Provide staff support across the multi disciplinary team.
- Demonstrate an ongoing awareness of professional boundaries when working long-term with chronically sick infants and their families.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Developing a challenging clinical role to best meet the needs of the service.
- Managing an unpredictable and diverse workload in the absence of on site paediatric medical cover
- Prioritise workload to provide immediate response to emergency calls
- Balancing the demands of all stakeholders to provide an efficient, safe and effective service.
- Matching expectations and needs of families/carers to the resources available.
- Be skilled in, use and interpret a wide range of diagnostic and assessment skills including physical examination, and supplementary test.
- Provide independent consultation.
- Assess complex presentations of infants using in depth knowledge of the potential prenatal implications for the infant and neonatal specific conditions.
- Facilitate complex discussion that requires analysis, interpretation and comparison with a range of options.
- Act as an advocate on behalf of infants, family and carers ensuring equity at local level.
- The emotional demands of caring for sick infants and families on a frequent basis

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

Essential

- A registered children's nurse, midwife and / or general nurse.
- Educated to masters level post graduate diploma in advanced practice (neonatal)
- Qualified in speciality (level 10 or above) in neonatal care
- Independent Prescriber.
- Neonatal Life Support (NLS) certificate
- Extensive post registration experience within neonates to reach the level of competence expected.
- Confidence and experience to act autonomously
- Ability to work under pressure and achieve tight deadlines
- Demonstrate a flexible and adaptable approach
- Demonstrable clinical and managerial leadership skills
- Evidence of effective problem solving skills
- Excellent team working skills as well as an ability to work under own initiative and prioritise successfully
- Effective communication skills
- Experience in clinical teaching
- Experience of participation in audit and research
- Knowledge and experience of Child Protection issues ensuring full compliance with national and local Child Protection policy
- Knowledge of clinical governance.
- IT skills

12. 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: