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#### **JOB DESCRIPTION**

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| 1. JOB IDENTIFICATION | |
| Job Title: Senior Advanced Neonatal Nurse Practitioner  Responsible to: Clinical Nurse Manager  Department(s): Neonatal Services  Directorate: Women & Children  Operating Division: Acute  Job Reference: 214021  No of Job Holders:5  Last Update: October 2022 | |
| 2. JOB PURPOSE | |
| To provide expert clinical care of the newborn across the neonatal service in partnership with families, carers, colleagues and stakeholders, utilising advanced skills and knowledge to make highly complex, autonomous decisions regarding diagnosis and treatment of the newborn.  To provide values based leadership to support the ongoing development and progression of advanced nursing practice.  To facilitate and support a positive learning culture which enables self, individuals and teams to continuously develop and improve patient care.  To advocate and contribute towards implementing an evidence based approach to all aspects of service delivery, facilitating continuous quality improvement of local, regional and national neonatal outcomes. | |
| **3. DIMENSIONS** | |
| The role encompasses NHS Education for Scotland’s ‘four pillars of advanced practice’: clinical practice, leadership, facilitation of learning, and evidence, research & development.  The post holder covers Neonatal Services at the Royal Infirmary of Edinburgh (RIE) and St John’s Hospital (SJH) on a rotational basis.  On both sites, the post holder works exclusively on the middle tier medical rota on a shift basis 24/7, with the same level of responsibility and autonomy as middle tier medical staff. Out of hours and at weekends the post holder is the only middle tier staff member on duty, covering the Neonatal Service at either the RIE or SJH with a Consultant Neonatologist/Paediatrician on call from home.  Patient Group:  The patient group consists of babies requiring intensive, high dependency, special care and normal care, their parents and/or carers. This includes babies referred from the community setting who are under the care of the midwifery or neonatal community outreach teams.  Care is provided in a variety of settings including the Neonatal Unit (NNU) at the RIE, the Special Care Baby Unit (SCBU) at SJH, Labour Ward, Obstetric Theatres and Post Natal Wards on both sites and the Lothian Birth Centre.  The NNU at the RIE has 39 cots: 9 intensive care, 8 high dependency and 22 special care. There are approximately 800 babies admitted to the Unit annually. SCBU at SJH has 10 cots: 2 high dependency and 8 special care. There are approximately 250 babies admitted annually.  There are approximately 7000 babies born annually at the RIE and 2500 at SJH. Between 10-12% of babies will require some form of specialist care.  Staffing Responsibilities:  This senior post holder supervises ANNPs in training, ANNPs and Tier 1 medical staff on rotation to Neonatal Services.  Financial Responsibilities:  The post holder is not responsible for overall management of the budget but needs to be aware of the available financial resources and the need to work within the financial envelope. | |
| 4. ORGANISATIONAL POSITION | |
| Director of Midwifery  Associate Director of Midwifery    Clinical Nurse Manager Consultant Neonatologist/Paediatrician      **Senior Advanced Neonatal Nurse Practitioner** Middle Tier Medical Staff  **(This Post)**  Advanced Neonatal Nurse Practitioner      Key- - - - - Represents professional accountability | |
| 5. ROLE OF DEPARTMENT | |
| Neonatal Services provide individualised, family centred care for the premature and/or sick newborn, the well newborn and their families/carers. The NNU at the RIE provides intensive, high dependency and special care for the newborn. The unit serves the City of Edinburgh and the districts of East and Mid Lothian as well as providing tertiary services for South East Scotland, Fife and other centres out with the region when no intensive care cot is available locally. SCBU at SJH serves the district of West Lothian and provides high dependency and special care as well as short term intensive care prior to patient transfer.  Care is delivered in both hospital and community settings with a dedicated community team providing support for infants at home following discharge from the service.  In addition to clinical activity the Neonatal Unit at the RIE is a major international centre for under/ post-graduate teaching/training and research in the field of Neonatology. Academic and NHS Research & Development activity is viewed as an essential component of its strategic objectives. Working in conjunction with academic partners, research charities/organisations and clinical specialties, the unit is proactive in initiating, and developing research. | |
| **6.** **KEY RESULT AREAS** | |
| **Clinical Practice**  1. Demonstrate comprehensive knowledge of physiology and pathophysiology in an extensive range of highly complex clinical conditions and disease processes in the newborn in order to plan and manage episodes of care from birth to discharge including resuscitation of the newborn and in emergency clinical situations.  2. Demonstrate skill in the assessment of the newborn through physical examination, history taking and by requesting appropriate investigations such as X-rays, ultrasound scans, laboratory investigations and blood gas analysis. Interpret and act upon laboratory and imaging findings, instigating appropriate treatment based on these findings including ventilation initiation and management.  3. Apply comprehensive knowledge and clinical reasoning to lead the diagnostic decision-making processes.  4. As an Independent Prescriber, prescribe and administer oral & topical medicines, intravenous fluids and intravenous medicines in response to clinical findings.  5. Demonstrate expert insight and awareness of the risk and complexity associated with clinical interventions and assess their effectiveness contemporaneously in order to manage treatment appropriately.  6. Co-ordinate the neonatal team liaising with regional specialists and the Scottish Neonatal Transport Service to determine the best location to optimise care and outcomes for individual neonates.  7. Act as a clinical role model and lead in the development and delivery of high standards of neonatal care which are responsive to the needs of service provision and service users.  8. Demonstrate professional judgement and emotional intelligence in order to recognise and ensure the provision of appropriate clinical and psychosocial support for self, the multidisciplinary team and service users.  9. Collaborate effectively with service users and the multi-disciplinary team to continuously assess, evaluate and augment care pathways in response to clinical feedback and evidence-based practice.  **Leadership**  10. Provide senior leadership which represents the speciality and advanced practice within the wider organisation and at a national level, e.g. representation on the Scottish Advanced Neonatal Nurse Practitioner Group, the Scottish Neonatal Nurses Group and the British Association of Perinatal Medicine in order to contribute to and influence the future development of both neonatal and advanced neonatal nursing practice.  11. Provide expert professional nursing advice relating to neonatology to the Director of Midwifery and the Clinical Lead.  12. Provide coaching, support and supervision to the senior nurse team, ANNPs, and doctors in training.  13. Demonstrate knowledge of public policies and participate in professional activities that relate to the development and advancement of neonatal nursing practice.  14. In partnership with the multidisciplinary team, develop, implement and maintain policies, procedures, standards and protocols of the neonatal service. Ensure adherence to these in order to deliver the highest possible standard of patient care within available resources.”  **Facilitation of Learning**  15. Critically appraise the development needs of others and implement a learning approach which is reflective of individual and/or professional capacity.  16. Facilitate and support a learning environment which embraces quality improvement and an evidence-based approach to all aspects of service delivery in order to optimise outcomes.  17. Facilitate and sustain a range of educational strategies to develop a safe and effective workforce.  18. Participate in the development and delivery of education policies and programmes to meet the needs of neonatal services.  **Evidence, Research & Development**  19. Engage with local, regional, national and international neonatal audit and research programmes to support critical evaluation of evidence concerning neonatal care delivery and outcomes**.**  20. Utilise information gathered to identify local practice gaps and critically evaluate evidence from the literature to seek practice improvements.  21. In collaboration with the multi-disciplinary team, initiate, support and lead quality improvement projects.  22. Facilitate the ongoing educational development and progression of advanced nursing practice alongside national drivers and policies to support advanced clinical practice within the workplace and the organisation.  23. 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. | |
| 7a. EQUIPMENT AND MACHINERY | |
| The following are examples of equipment which will be used when undertaking the role:  Incubator, infant warmers and resuscitaires  Ventilators, CPAP drivers and high flow oxygen therapy devices for the provision of respiratory support  Cerebral function analysing monitor (CFAM),  INOvent for the delivery of nitric oxide therapy  Near Infrared Spectroscopy (NIRS) for the monitoring of cerebral oxygenation  Criticool for the provision of therapeutic hypothermia  Neonatal transport shuttle for the transfer of babies to other departments  Infusion devices  Multiparameter monitors  Blood gas analyser  **Note:** New equipment may be introduced as technology develops, however training will be provided. | |
| **7b. SYSTEMS** | |
| The following are examples of systems which will be used when undertaking the role:  Local Patient Administration Systems (Badger Neonatal and TRAK) to maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance.  DATIX for the reporting and review of incidents  A range of information databases to input and analyse data  PACS for the electronic viewing of radiology images  Internet/intranet  E-mail  **Note:** New systems may be introduced as the organisation and technology develops, however training will be provided. | |
| 8. ASSIGNMENT AND REVIEW OF WORK | |
| The clinical workload is generated from maternity and neonatal services across Scotland through various referral protocols, in line with legislation and performance indicators set by the Scottish Government Health Department.  The post holder works within broad occupational, local and national policies and guidelines.  The post is self-directed, organising own workload within the team to meet the demands of the service.  The post holder will have a nominated Consultant supervisor/mentor who will provide educational and clinical supervision. The post holder will meet with their consultant supervisor at a minimum of every 4 months to discuss progress and to receive feedback.  The post holder will compile a portfolio of evidence and reflection as well as a personal professional development plan (PDP) as described in the ‘Advanced Neonatal Practitioners in Lothian, Professional Development and Competency Framework’ to enable them to consider their progress to date and identify their needs and goals for the future. Feedback will be sought every 3 years by a multisource feedback exercise. These documents will form the basis for discussion at an annual appraisal undertaken by the Clinical Nurse Manager and a designated Consultant Neonatologist (not the Consultant supervisor).  Governance of clinical competence is undertaken by the Director of Midwifery and the Neonatal Consultants. The Director of Midwifery will provide professional advice, the Consultants will manage assessment of clinical competence. | |
| **9. DECISIONS AND JUDGEMENTS** | |
| Makes highly complex, autonomous clinical decisions in the management of the newborn based on in-depth specialist knowledge and interpretation of clinical and other findings such as laboratory and radiological investigations.  Instigates and leads highly complex emergency care, supervising junior colleagues and undertaking emergency procedures without direct supervision. Out of hours, this is undertaken without a Consultant Neonatologist/Paediatrician in the building.  Makes referrals to specialist services when additional clinical intervention is required, e.g. referral to the surgical team when surgical intervention is indicated. | |
| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB | |
| Managing the clinical neonatal service out of hours and at weekends with a Neonatal/Paediatric Consultant on call from home.  Managing an unpredictable workload, including unexpected emergencies, as well as activity and demand from across the national neonatal service.  Managing the competing demands of the role.  Working in both a Special Care Baby Unit in a District General Hospital and a Neonatal Intensive Care Unit in a Tertiary Referral Centre where both workload and access to support can differ. | |
| **11. COMMUNICATIONS AND RELATIONSHIPS** | |
| Communicates verbally, electronically and in writing with members of the multidisciplinary team involved in the provision of care - members of primary and secondary health care teams, specialist services, social care; statutory and non-statutory services with the ability to express professional views within both individual and group settings.  Communicates highly sensitive, highly complex clinical condition related information to parents, relatives and carers.  Acts as a patient /staff advocate through the application of ethical, legal and professional knowledge and skills.  Presents at in house education/training sessions for nursing staff and junior medical staff as well peer review sessions with senior colleagues.  Presents and receives highly complex case histories and management summaries of care on ward rounds. | |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** | |
| **Physical Skills and Effort:**  The following are examples of physical skills, this is not an exhaustive list:  Insertion of intravenous cannulae, central lines, umbilical venous and arterial lines  Resuscitation of the newborn  Intubation  Examination of the newborn  Placement of gastric and jejunal tubes  Insertion of urinary catheters.  Lumbar punctures  Blood cultures  Administration of medicines, injections, intravenous infusions and blood transfusions.  Keyboard and IT skills  **Mental Effort:**  Concentration required when caring for patients, making clinical decisions, maintaining precise and accurate clinical records and undertaking complex clinical procedures on babies whose birth weights range from 450g – 4.5Kg .  May be subject to frequent interruptions from parents / relatives / team members and as a result of the unpredictable workload.  **Emotional Effort:**  Communicating with distressed, anxious and worried parents and relatives.  Caring for parents and relatives following receipt of bad news and supporting them in identifying realistic expectations in relation to clinical conditions.  Caring for the terminally ill baby.  Communicating with bereaved parents.  Communicating with parents who have reduced understanding and insight due to language barriers or cognitive impairments.  **Environmental Conditions:**  Frequent exposure to body fluids.  Potential exposure to verbal and physical aggression from parents and relatives / other visitors.  Exposure to infections and temperature variations. | |
| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB | |
| Registered Nurse (Child/Adult)/Midwife currently practicing in neonatal intensive care as an ANNP  Advanced Practice Qualification (Neonatal) at SCQF level 11  Neonatal Life Support (NLS) certificate  Independent Prescriber  Evidence of satisfactory completion of work based assessments in a range of moderate complexity cases  Completion of a period of shadowing/supervision on the middle tier rota (or similar supervised experience)  Effective communication skills  Time management skills/ability to prioritise workload.  Knowledge of all guidelines and referral pathways relating to Child Protection/Domestic Abuse  Excellent team working skills as well as an ability to work using own initiative.  Effective leadership and management skills  Experience in clinical teaching  Evidence of effective problem solving skills.  Evidence of participation in audit/research  IT Skills. | |
| **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: | Date:  Date: |