

#### **JOB DESCRIPTION**

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| JOB IDENTIFICATION |
| Job Title: Advanced Paediatric Nurse Practitioner (APNP)  Responsible to: Clinical Nurse Manager Paediatrics  Department(s): Paediatrics  Directorate: Children’s Women & Sexual Health Services  Operating Division: : Integrated Care and Partner Services  Job Reference: 800-2007  No of Job Holders: 5  Last Update: 29th August 2022 |

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| 2. JOB PURPOSE |
| The post holder will be the lead nursing clinician in paediatric ambulatory and inpatient care provision to ensure the maintenance of high quality clinical standards and improve quality of service through advanced nursing skills, knowledge and expert practice to improve outcomes for children and families.  Responsible for the provision of expert clinical assessment, diagnosis and management within the paediatric setting.  Utilise advanced clinical skills and higher level, autonomous decision-making skills in the assessment and/or diagnosis and/or management of childhood health and illness. Including critical application of research findings relevant to the management of children and their families.  Facilitate clinical investigations, nursing interventions, non medical prescribing and onward care for children and young people attending Children’s acute services.  Exercise a highly skilled personal and professional autonomy, making critical judgements to ensure effective outcomes for children and young people.  The post holder will lead on the development of clinical pathways for children and young people and in conjunction with senior nursing staff advice on development, implementation and evaluation of programmes of care.  Responsible for the quality and consistency of care within the paediatric unit, ensuring protocols and procedures are up to date and evidence based.  The APNP will be instrumental in setting standards of care with the Senior Paediatric Medical and Nursing Staff.  To establish interchanging roles with medical staff on a regular, planned basis by working in partnership, depending on the ever changing unpredictability of the workload within an acute medical paediatric unit, ensuring children receive the most appropriate specialist care.  The APNP provides multidisciplinary education, student mentoring, the promotion and development of nursing roles, as well as providing support to all members of the team by acting as a resource of clinical expert knowledge.  The APNP will take the lead on weekly ward based simulation teaching packages and develop learning points for the multidisciplinary team.  Act as an educator, expert clinician, and researcher.  The APNP will be a role model to junior APNP’s and trainee’s, ensuring development of knowledge and skills and provide a link to academic institutions, giving theoretical and practical support and teaching packages. |

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| **3. DIMENSIONS** |
| * The post holder will be responsible for the delivery of advanced paediatric care, working as an autonomous practitioner, prioritising own workload and being accountable for the direct delivery of highly specialised programmes of care and the effective utilisation of resources. * Provide expert, clinical assessment; facilitate clinical investigations and onward care for children and young people attending Children’s Acute services * Utilise higher levels of judgement, problem solving, analytical skills and clinical decision making in the assessment, investigation, diagnosis and prescription and evaluation of highly specialised treatment plans. * The post holder works across professional boundaries, undertaking duties of a senior practitioner under the direction of the Consultant Paediatrician. This includes participating in medical rotas. * The APNP will provide clinical expertise, attending to emergency admissions, out-patients and day cases on the Children’s Assessment Unit (Ward 1A) and provide expert care and knowledge to the Children’s Inpatient Ward (1B) 28-34 beds. * Assist with Paediatric resuscitation calls in Accident & Emergency * May be required to attend the Paediatric Accident & Emergency Department to assess and manage expected admissions to the paediatric Department to help with patient flow and the child’s journey. * Takes responsibility for teaching and supervision of junior medical staff, nursing staff and students to ensure safe, evidence based practice is delivered. Develops multidisciplinary education through the use of weekly simulation training. |

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| 4. ORGANISATIONAL POSITION |
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| Associate Nurse Director  Clinical nurse manager Paediatrics  Advanced paediatric Nurse Practitioner - Senior Charge Nurse  Nursing Team (Senior Staff nurse/ Staff Nurse/ Nursery Nurse/Nursing Assistants) |
| 5. ROLE OF DEPARTMENT |
| The Woman and Children’s Health Directorate provides maternity, gynaecology, neonatal and paediatric services for the population of Ayrshire & Arran. Paediatric care, up to the age of 16 years (18 years in exceptional cases), includes inpatient medical and surgical care, high dependency care (including short-term intensive care prior to retrieval), ambulatory care and outpatient care (including nurse-led and specialist nurse clinics). |

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| 6. Key Result Areas |
| Professional responsibilities The Advanced Paediatric Nurse Practitioner will:-   1. At all times act as a professional role model in accordance with all directives and guidance from the Nursing and Midwifery Council (NMC), as well as local and national guidelines and policies. 2. Become involved with the formation and review of local guidelines in accordance with up-to-date evidence and clinical experience. 3. Demonstrate an awareness of issues regarding accountability and legislation relating to the responsibilities and demands of an advanced clinical role. 4. Provide audit of the APNP role to ensure quality of care, effective provision of the service and continuing development of the role. 5. Demonstrate awareness and involvement in clinical risk and clinical governance. 6. Sit on Local Drug and Therapeutic Committee subgroups as Paediatric Nurse Practitioner representative as required. Looking at relevant issues such as the Safer use of Medicines, Patient Group Directives group and Intravenous Therapy Device Group. 7. Develop the role and demonstrate self development by attendance and participation in seminars, study days, conferences and through personal study. 8. Play a key role in the review and future planning of children’s services both locally and nationally. 9. Participate in recruitment and induction of nursing and medical staff and students. 10. Contribute to and deliver personal and professional development and teaching packages for colleagues, undertaking appraisal and objective setting. 11. Demonstrate awareness of child protection issues, particularly in regard to the enhanced clinical role being undertaken, and the importance of maintaining up-to-date knowledge of current child protection procedures. 12. Instigate and become involved in clinical research, demonstrating awareness of the ethical issues surrounding research involving children.   **Clinical responsibilities**  The Advanced Paediatric Nurse Practitioner will:-   1. Work autonomously within the areas in which children are cared for, i.e. Children’s Assessment Unit, Children’s Inpatient Unit, Children’s Outpatient Clinic, Accident and Emergency. 2. Establish, daily, interchanging roles with middle grade and junior medical staff on a regular, planned and unplanned basis by working in partnership, within the paediatric service, ensuring children receive the most appropriate specialist care, regardless of the unpredictability of the workload 3. The APNP will ensure plans are reviewed and amended while in progress to take into account and manage changes from other ongoing APNP work priorities 4. Accept referrals directly from Accident and Emergency, General Practitioners, Health Visitors, Midwives and other relevant health and social care professionals. 5. Accept referrals directly from parents of children with open access due to complex health requirements. 6. Carry the emergency bleep/pager, acting as a first responder 7. Provide effective telephone triage to other health professionals or anxious parents, offering expert clinical advice and support as necessary. 8. Develop and maintain an in-depth knowledge of consultation skills, anatomy, physiology and pathophysiology to underpin advanced clinical assessment skills. 9. Demonstrate enhanced consultation skills in gaining an in-depth clinical and social history from parents/patients using a recognised model of consultation. 10. Perform a full physical examination of the child and use clinical decision-making skills to form a list of differential diagnoses. 11. Initiate relevant investigations, such as blood tests and radiological examinations, and interpret results, taking action as necessary, in an autonomous manner. 12. Implement treatment plans in accordance with evidence-based practice and scope of competence. 13. Prescribe and/or administer medication according to own accountability and local/national guidelines and policies. 14. Be responsible for discharge planning and be able to discharge patients autonomously, where appropriate. 15. Arrange appropriate follow-up to provide ongoing support and care if necessary. 16. Refer to other specialities and agencies as required. 17. Although working autonomously, demonstrate the importance of collaborative team-working and sharing of information and clinical skills. 18. Adhere to a high standard of documentation, and demonstrate awareness of the legal requirements of maintaining clear, concise records, particularly pertaining to the advanced role. 19. Provide expert advice and clinical support to other members of the nursing and medical team. 20. Provide clinical assessment and treatment of children requiring emergency care and intervention. 21. Use advanced clinical skills in the resuscitation and stabilisation of critically ill children and assist the retrieval team prior to transfer. 22. Be involved in the planning and coordination of the transfer of sick children to other centres. 23. Demonstrate advanced communication skills when dealing with anxious and distressed parents and relatives of sick children prior to diagnosis and when delivering potentially distressing information. 24. Demonstrate age-appropriate communication skills when dealing with anxious and distressed babies, children and adolescents with distressing symptoms or undergoing unfamiliar procedures. 25. Demonstrate an awareness of the management of aggression/verbal abuse from parents and relatives in the course of the consultation.   **Educational responsibilities**  The Advanced Paediatric Nurse Practitioner will:-   1. Act as a source of expert clinical knowledge to all members of the multidisciplinary team. 2. Lead and organise online teaching programmes for nursing and medical staff. 3. Facilitate weekly simulation sessions to enhance communication, knowledge and skills amongst the multidisciplinary team. 4. Demonstrate involvement in the orientation, training, support and supervision of medical and nursing staff within the paediatric areas. 5. Planning, organising and delivering training as part of the induction of medical staff including FY2’s and GP trainees. 6. Be involved in the assessment of medical and nursing staff. 7. Mentor, support and teach theory and advanced clinical skills to senior nurses undertaking clinical decision making modules and the nurse practitioner course as well as other members of the multidisciplinary team. 8. Provide educational opportunities, both formal and informal, for all members of the paediatric team. 9. Demonstrate effective knowledge and communication skills when teaching parents and children how to carry out complex care and treatment regimes prior to discharge home. 10. Provide planned and opportunistic health education and advice during the course of the enhanced health assessment, using current health promotion strategies and information. 11. Act as an educator for nurse undertaking prescribing course. 12. The APNP will continue to develop competency level and provide education and training for other APNP’s to develop their role and competency level. 13. Key participation in implementing service improvement strategies, such as implementation of wider range PGD’s in the Paediatric Unit, providing education, support and collaborating with pharmacy to improve patient flow as part of strategic planning. 14. Provide a link and maintain support and advice for academic institutions.   **Planning & organisational skills**   1. Participate in and review development and direction of APNP role/service, this includes forward planning of anticipated 24 hour service, making adjustments as required to reflect new or enhanced professional and organisational priority. 2. Ensure Self Rostering to enable a 7 day service whilst working with limited numbers and being included within the medical rotas to ensure safe staffing levels. Providing a seven day service which is adjusted according to clinical need but is managed to ensure budget requirement is fulfilled. 3. The APNP will be a key participant in recognising the need for service change/improvement, and in the formulation of plans and objectives. Development of proformas to streamline care across paediatrics and throughout NHS Ayrshire & Arran. Thus improving patient journey and outcomes. 4. Sit on Local Drug and Therapeutic Committee subgroups as Paediatric Nurse Practitioner representative as required, looking at relevant issues such as the Safer us of Medicines, Patient Group Directives group and Intaravenous Therapy Device Group.   The APNP will provide supervision, support and feedback to junior medical staff and junior APNP’s.   1. Establish, daily, interchanging roles with middle grade and junior medical staff on a regular, planned and unplanned basis by working in partnership, within the paediatric service, ensuring children receive the most appropriate specialist care, regardless of the unpredictability of the workload 2. The APNP will ensure plans are reviewed and amended while in progress to take into account and manage changes from other ongoing APNP work priorities 3. Participate in and review development and direction of APNP role/service for trainee APNP’s   **Responsibility for policy/service development**   1. The APNP will take responsibility and accountability within the paediatric specialism for the formulation and updating of evidence based paediatric guidelines for use within NHS Ayrshire and Arran, and the implementation of such changes in practice 2. Participate at meetings as paediatric expert at Unit, Directorate and Senior Management level and on behalf of the Directorate Management: ie. Datix meetings, Quality Improvement Group 3. Develop external professional networks that promote both the profession and organisation 4. The APNP will actively participate in the Managed Knowledge Network, both regional and national to develop streamlined care, within paediatrics across Scotland. The APNP will be responsible for dissemination and implementation of new policies and service improvements, which covers multiple disciplines 5. APNP will be part of the governance structure developing and maintaining the Paediatric syringe and volumetric pump drug library, having an active role in selecting, monitoring and refining the intravenous medicines included, taking into account safety issues, errors reported and changes to medicine administration choices   **Responsibilities for Financial & physical resources**   1. The APNP’s liaise with colleagues and managers to ensure that sufficient resources are available to meet clinical need, and take responsibility for ensuring resuscitation stock equipment is available and meets current regulatory requirements 2. The APNP must ensure that they prescribe within the scope of the NHS Ayrshire and Arran formulary and according to agreed local and national guidelines, taking into account the financial and practical issues of drug choice, formulation, and urgency of supply. They will be proactive in the development, monitoring and audit of their own prescribing and any prescribing Quality Improvement initiatives 3. On a daily basis the APNP will admit/discharge children autonomously without recourse to medical staff. This ensures timeous patient flow which can reduce patient admission and patient length of stay 4. APNP’s must ensure their competence in the safe and appropriate use of all equipment and machinery within the clinical practice. This will require the post holder to undertake recognised training for the use of specific equipment. This equipment costs in excess of £30,000 and be in excess of 25Kg 5. The post holder must also be cognisant with correct decontamination procedures and with local device management policies, including reporting defects, faults or harm caused by pieces of equipment 6. The post holder will participate in trials, training and clinical evaluation of all equipment 7. Ensure all equipment is stocked, functioning and ready for use, this includes, but is not limited to, nasal high flow units and infusion device pumps   **Responsibility for Human Resources**   1. Participate in recruitment and induction of nursing and medical staff and students 2. Contribute to and deliver personal and professional development and teaching packages for colleagues, undertaking appraisal and objective setting 3. The APNP will be an accountable and responsible professional, managing self, his/her own practice and that of others within an ethical and legal framework that ensures the primary interest of children and their families 4. Prioritise own work load and delegate work to others 5. Provide a high level of clinical leadership to nursing and medical staff, ensuring that the needs of paediatric patients are assessed, care planned, implemented and evaluated, and that there is involvement with parents/carers 6. The post holders will liaise with colleagues and managers to ensure that sufficient resources are available to meet clinical need 7. Share responsibility with senior clinicians and managers for clinical governance issues including, clinical risk management and staff governance 8. A major duty of the APNP’s post is to deliver and participate in formal education programmes for nursing and medical staff, including those provided by Higher Education Institutes. Use IT, computers and multimedia technologies where appropriate 9. Frequently, educate and validate clinical practice for medical trainees, including GP trainee’s and FY’s 10. Play a key role in the review and future planning of children’s services both locally and nationally 11. Contribute to the development of service training for post and undergraduate trainees, at local and regional level in conjunction with higher educational institutes 12. Promote equality and diversity |

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| 7a. EQUIPMENT AND MACHINERY |
| The Advanced Nurse Practitioner is expected to have a knowledge of all equipment used in the area however may not have daily clinical involvement.  Very specialised:-  CPAP, Vapotherm, Optiflow  Oxygen Saturation monitors  Continuous insulin and glucose monitors  Resuscitairre  Blood gas machine  Central line access  Simulation/ Teaching Equipment  Specialised:-  Enteral feeding pumps  Blood glucose meters  ECG monitors/BP  Phototherapy Units  Subcutaneous infusions  Bag & Mask  Suction equipment  Stethoscope  Ophthalmoscope and Oroscope  Phototherapy Unit  Generic:-  Hoist  Nebulisers  Computers/Printers  Fax machine  Photocopier  Infusion pumps/syringe drivers  Incubators |

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| **7b. SYSTEMS** |
| The APNP will be responsible and accountable for the safe use of:  Dictophone/Dictation  NHS Mail  Maintenance of patient records  E-prescribing system  PACS  SSTS  eESS  e-KSF  Tele medicine  Microsoft Teams  Clinical Portal: Local and Regional  Results System  Care partner  Early Warning Scoring Charts  Neurological charts, drug withdrawal scoring  Patient administration, discharge details  Meningococcal scoring charts  Electronic communications  Adverse incident reporting via Datix system  The APNP is responsible and accountable for inputting data into computer based systems on a daily basis: such as Care Partner and Clinical Portal for information on patient care and dissemination of information of ongoing care requirements in primary care and other NHS trusts  Responsibility to access and utilise information from clinical portal out with NHS trust- to enable safe, individualised care  Use computed based systems for patient laboratory requests, requesting radiological investigations and accessing results system  The APNP is responsible and accountable for the electronic prescription of medications through specialised computer based system: Electronic prescribing, and has authority for accessing Emergency Care Summary (ECS)  The APNP is responsible for the storage of electronic and paper based referral letters, discharge letters and documentation  The APNP will be competent in dictating patient discharge letters and forwarding to primary care  The APNP actively participates in the collating of information from audits and utilise electronic systems to formulate data |

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| 8. ASSIGNMENT AND REVIEW OF WORK |
| Work will be generated by clinical activity within the paediatric unit and wider women’s and children’s directorate(s).  Objectives are set and reviewed annually by line Manager and Consultant Paediatrician.   1. As an expert practitioner, the APNP will be responsible and accountable for advanced clinical decisions, deferring to Senior Registrar/Consultant Paediatrician when out with scope of practice or experience. 2. Work will be directly influenced by local and national policies, priorities and performance indicators. 3. The practitioner in line with the needs of the service will initiate audit, research and service development aspects of the role. 4. Regular meetings with line manager. |

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| **9. DECISIONS AND JUDGEMENTS** |
| 1. Frequently on a daily basis, exercise a highly skilled personal and professional autonomy, making critical judgements to ensure effective outcomes for children and young people 2. The APNP is aware of his/her own accountability at all times and will work within his/her own area of expertise and scope of practice. 3. The APNP is accountable for his/her own practice, therefore he/she is answerable for all actions and omissions, regardless of advice or direction from other professionals. 4. Clinically and professionally expected to make autonomous decisions on a daily basis, including provision of advice to junior staff in clinical decision making, multi-disciplinary team (including medical staff.) 5. As an expert practitioner in the field of paediatrics the APNP will make complex judgements about multiple aspects of care and treatment which may result in conflicting diagnoses. They will analyse the available information and the potential range of treatment options, some of which may be contentious and may conflict with other professionals 6. Act decisively as clinical lead in time sensitive situations, independently anticipating and resolving problems 7. The APNP will collaborate with the named Consultant Paediatrician to assist in taking the lead role in managing children with exceptional health care needs. This requires expert specialist knowledge for highly complex and constantly evolving treatment planning, of which multifaceted decision making may differ between primary and secondary care management 8. As an expert practitioner in the field of paediatrics the APNP will make complex judgements about multiple aspects of care and treatment, frequently using expert knowledge and judgement to provide treatment where information may be unavailable but using experiential knowledge to work out with guidelines in specific clinical situations, to provide optimum, safe standards of care 9. Non-medical prescribing- including calculating, prescribing, administering and evaluating the effects of drugs and fluid therapies in accordance with local and national policies across the spectrum of neonates, infants, children and adolescents 10. Takes responsibility for the ongoing prescription of medicines used ‘off label’ and medicines without a UK product license (‘Unlicensed medicines’), in accordance with Trust Code of Practice guidelines, and reviewing the need and appropriateness of these medicines with the evolving clinical situation 11. On a daily basis is responsible and accountable for admission and discharge planning and is able to discharge patients autonomously from paediatric services, without recourse to medical staff 12. The APNP has authority to order investigations and can succinctly justify the clinical need to the appropriate AHP regardless of hierarchy. The APNP is highly competent in prescribing treatment through analysis of results, without recourse to medical staff 13. The APNP will organise, manage and run nurse led outpatient clinics, assessing, treating, managing and following up paediatric patients without recourse to medical staff   Examples of areas of decision-making include:-  Advising and assisting in suitable clinical interventions.  Assessment, diagnosing and treatment of patients.  Advising and supporting medical staff with decision making and management planning.  Assessment of patient’s condition to establish any change.  Complex decision-making in emergency situations.  Analysis of patient’s condition and subsequent planning of care.  Deciding to admit, refer, or discharge patients.  Initiation of investigations and interpretation of results, as appropriate.  Prioritising of the workload within the paediatric area.  Running nurse – led clinics.  Providing assessment and review of out patients and ward attenders.  Providing expert clinical skills for difficult cannulation and venepuncture.  The APNP will recognise when supervision is required and seek advice appropriately.  Freedom to act and make clinical decisions is guided by precedent and clearly defined policies, procedures and codes of conduct in accordance with NMC regulations, Clinical and Staff Governance Framework and the EU Clinical Trials Directive. |

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| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| Working with autonomy to provide comprehensive assessment, diagnosis and treatment of children and young people.  Unpredictability of numbers and types of emergency admissions  Care of dying and bereaved/death of a child.  Maintaining up-to-date clinical skills and knowledge.  Developing policies and guidelines in planning of patient care.  Teaching and supporting nursing, medical and other MDT staff involved in paediatric care.  Dealing with demands/needs/expectations of other staff members.  Dealing with members of the public in potentially difficult situations. |

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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| **Internal:-**   1. The post holder will be required to have the ability to have a high level of interpersonal and communication skills to deal with the wide spectrum of physical and mental presentations, and highly complex social cases within Paediatrics. This includes the management of hostile and emotive environments with High Risk Child Adolescent Mental Health Service (CAMHS) patients. 2. Use developed persuasive and motivation skills to co-operate with the erratic, unpredictable behaviour of the young person/patient involved in substance misuse and or in need of mental health care. 3. Use developed persuasive and motivation skills to co-operate with verbally abusive and antagonistic behaviours of children/young people, parents, relatives and visitors and coping with erratic, unpredictable behaviour of parents involved in substance misuse. 4. Engage in the complex processes involved with Child Protection issues, which may result in attending a Children’s Panel, giving evidence at Child Protection hearings or Court Appearance. 5. Challenging/sensitive conversation regarding sexual health history. In discussion with children, parents/carers. Advanced Paediatric Nurse Practitioner (APNP’s) utilise highly complex interpersonal communication skills in emotive situations when discussing issues such as those surrounding Child Protection Services and Sexual Exploitation. 6. The post holder will be expected to communicate and liaise with the patient, their relatives and the multidisciplinary team involved in the assessment and provision of care. Creating the optimum caring family centred environment. 7. The postholder will be expected to communicate verbally and in writing to nursing, medical staff and the larger multidisciplinary team encompassing both hospital and community settings on a number of clinical matters. 8. Engage in constructive and effective communication with parents and relatives, often delivering complex and highly sensitive condition-related information, including diagnosis and prognosis, without recourse to medical staff. 9. Initial and ongoing education of patients, parents, carers and staff regarding Health Promotion and specific medical conditions. 10. Use developed interpersonal skills with children, parents/ carers where the APNP is delivering new diagnosis of chronic/ lifelong illness. This includes autonomy and responsibility in addressing language and cultural barriers to delivering highly complex information in an emotive environment. This could involve collaboration with language line over the telephone to convey complex but essential information. 11. Ability to utilise of developed interpersonal communication skills, where there are barriers to effective communication: language barriers and parents with learning disabilities. 12. Frequent requirement to receive and communicate complex and contentious information tactfully. 13. Act decisively with Children, families and carers who are felt to be non-adherent to treatment regimens for chronic and ongoing treatment management, using developed persuasive and motivation skills to encourage cooperation in care, responding to and managing hostile environments with parents and carers. 14. Using expert interpersonal skills to communicate empathy, provide support and counselling to parents, families and colleagues, in difficult and emotional circumstances including care of the dying child and bereaved/death of a child. 15. The ability to communicate in a way where the parent/child/staff member is being fully listened to and actively understand the information provided, so that pertinent questions can be asked which ensures the dialogue has been understood. 16. On a daily basis the APNP will utilise concise communication which will vary across the hierarchal spectrum of the NHS. The APNP can be the link between multiple disciplines with regards to patient care and service management. 17. Liase with specialist transport services, Scottish Ambulance Service and other units when arranging inter-hospital transfers. 18. Communicates with senior team regarding clinical and managerial issues. 19. Adhere to policy on confidentiality including the requirements of the Data Protection Act and Caldicott guidelines. 20. The ability to handle sensitive information in a manner not liable to offend 21. Make appropriate referrals to a wide range of other healthcare professionals and specialities. 22. Maintains accurate records in line with NMC guidelines. 23. Provides a supportive environment in the interest of staff morale. 24. Other relevant departments within the organisation e.g. Estates, Supplies, Human Resources, Infection Control, Laboratories, Pharmacy, Radiology, Fire Officer. 25. Staff Organisations.   **External:-**  Child Protection, Health Visiting and School Nursing colleagues  Discharge planner  Social Services – regarding patient discharge  Other relevant external agencies – regarding patient care  Community health care professionals  Police department  Managed Clinical Networks  APNP Peer Network  Develop external professional networks that promote both the profession and organisation  Present at meetings and teaching sessions  Provide theoretical and practical support to other Universities and Health Boards.  Active member of Scottish Advanced Paediatric Nurse Practitioner Network.  Attended Root cause analysis training |

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| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical Skills:**  History taking Complete physical examination  Assess physiological/psychological function, develop and monitor related treatment plans.  Initiation and interpretation of investigations  Observation of vital signs  Enhanced observation skills  Non-medical prescribing  Request Radiological investigations  Venepuncture and cannulation  Insertion of gripper needles  Analysis and interpretation of blood gas results  Tracheostomy care  Administer intravenous/central venous/subcutaneous/intra-muscular injections, syringe pumps and infusions.  Insertion of urinary catheters/nasogastric tubes, pH monitoring, sweat test  Removal of sutures  Collection of specimens  Specialist infusions  Parental education regarding medical/nursing procedures at home  Resuscitation procedures  Lumbar puncture  **Physical demands:**  Performing complex medical procedures whilst standing in a restricted position over cots and beds.  Manual handling of patients and equipment, patient movement with the use of mechanical aides  Push trolleys, wheelchairs, prams, and buggies  Frequent lifting, moving of moderate weights including equipment > 25kg for short periods  Stand/walking for the majority of shift  Adapting to changing shift patterns  Shifts frequently in excess of 10 hours  Frequent bending at awkward angles to carry out procedures  Frequent bending at awkward angles to carry out medical and nursing procedures/interventions, this includes controlled restraint and manoeuvring children/babies for invasive procedures  Irregular breaks  Breaks not bleep/pager free  At times running to attend emergency situations within the ward and in other parts of the hospital.  Use of computer keyboards and VDU screens  **Mental demands:**  As the paediatric patient can range in age from birth (including preterm) to 16 years. Recognition of differentiation in both developmental age and stage of development and highly skilled knowledge base of pathophysiology and physiological differences of age is paramount to the treatment of each individual child.  Concentration is required on every shift while undertaking intricate clinical care to paediatrics and young children, including invasive procedures with little or no margin for error.  Frequent requirement for concentration is required as the workload is unpredictable and subject to very frequent interruptions from colleagues, parents and bleeps.  Intense periods of concentration required for prolonged periods during resuscitation, stabilisation and management of acute emergencies, balanced against other competing priorities.  Retention and communication of complex information regarding patient care.  Interpretation of results of investigative procedures.  Recognition and prompt action regarding situations/ events that may be detrimental to the health and well-being of the patient.  Concentration, skills and knowledge required when prescribing, calculating and administration of medication.  Concentration required when observing, recording and reporting patient conditions and behaviours which may be unpredictable.  Concentration when teaching medical/nursing staff  Providing telephone support to primary care and other health professionals.  Being a source of expert clinical skills and knowledge to other members of the multidisciplinary team.  **Emotional demands:**  Clinical decision making regarding deteriorating/high dependency patients  Frequently being called to emergency situations, where the clinical condition of the child is deteriorating.  Communicating with distressed/anxious/worried patients/relatives  Caring for the terminally ill  Caring for patients/families following receipt of bad news  Supporting parents, families and colleagues in difficult and emotional circumstances including care of the dying child and bereaved/death of a child  Supporting other members of the multidisciplinary team  Dealing with Child Protection issues  Giving evidence at Child Protection Hearings or court appearance  Dealing with sudden infant deaths  Caring for children with unstable and life-threatening illnesses  Ethical consideration within Child Sexual Health processes, when involved in sexual health assessment of children under the age of 16 years. (APNP’S take the lead on the management of CCARD referrals and Sexually transmitted (STI) infections, results to refer on to Sexual Health Services.  Challenging/sensitive conversation regarding sexual health history. Referral to Child Protection Services and require awareness of issues surrounding Sexual Exploitation.  Defusing potential complaints  Dealing with and managing complaints to satisfactory completion.  Dealing with verbally abusive children/young people, parents, relatives and visitors.  Coping with erratic, unpredictable behaviour of the young person/patient involved in substance misuse and or in need of mental health care.  Working to time pressures, high turnover of admissions.  **Working conditions:**  Exposure to infection and potential infection through handling of body fluids. APNP’S are working in a busy assessment unit, where the diagnosis of disease is yet to be determined and expected to respond to potentially hazardous situations without prior warning.  Using Complex medical equipment including use of Nitrous Oxide and cytotoxic drugs for complex therapies.  Potential exposure to verbal and physical abuse  Working to time pressures, high turnover of admissions.  Holding and assisting of babies and children whilst simultaneously performing medical procedures safely  On a daily basis, working in personal protective equipment for long periods, which includes wearing FFP mask, |

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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| First Level Registered Sick Children’s Nurse (RSCN) – Part 8 of the NMC register, or Registered Nurse (Child Branch)  Educated to degree level plus MSc in Advanced Paediatric Practice  Prescribing qualification  EPLS/APLS provider qualification  Evidence of role development since taking up Band 7 post.  Demonstrate ability to teach, assess and supervise APNPs and medical staff  Evidence of highly complex problem solving skills  Further education/evidence of CPD in area of speciality including study days/courses/post graduate certification.  The post holder will possess team-working skills and have the ability to motivate others and work autonomously using own initiative.  Full working knowledge of Consent and Incapacity policies and legislation  Child Protection training at least Tier 2A  Effective communication and presentation skills are essential  Time Management skills  Research and audit skills  Teaching skills |