

JOB DESCRIPTION

Job Title	Advanced Nurse Practitioner
Department	Care
Reporting to	Ward Sister
Location	Fair Havens
Purpose of Role	<p>The aim of Havens Hospice care is to meet the physical, social, emotional and spiritual needs of patients with progressive diseases where the prognosis is limited, and the focus of care is quality of life.</p> <p>This is a senior nursing position within the multi-disciplinary care team of the inpatient unit and the post holder will:</p> <ul style="list-style-type: none"> • Act as a highly specialist, advanced and autonomous palliative practitioner, demonstrating a high level of practice and knowledge whilst participating in direct evidenced based patient care. • Collaborate with the medical staff and Multi-Disciplinary Team (MDT) to provide professional and clinical support in the care of patients with specialist palliative care needs. <p>Utilise advanced clinical assessment skills in order to conduct holistic patient assessment and diagnose and manage complex symptoms and palliative care emergencies, including non-medical prescribing</p>
Main Duties & Responsibilities	<p>Professional Leadership/Management</p> <ul style="list-style-type: none"> • To act as a highly specialist, clinical expert in palliative nursing, taking a lead role in advancing the development of clinical practice within the inpatient unit. • To act as an autonomous, registered practitioner who is legally and professionally accountable for unsupervised actions in accordance with organisation guidelines and protocols and the NMC Code of Professional Practice for Nurse/Midwives and Health Visitors • To act as a resource for the nursing team within the inpatient unit. • To act as a professional role model. • To participate in the development of inpatient palliative care in line with current legislation, national and local palliative guidelines and policy directives. • To actively develop and audit relevant clinical and organisational standards of care, in order to evaluate the effectiveness of service provision. • To ensure that service policies, procedures or protocols are developed and monitored for use in the inpatient unit. • Demonstrate leadership by means of: <ul style="list-style-type: none"> - Effecting change within own sphere of practice when and where indicated - Making recommendations to improve services and act as a specialist resource for other professionals - Influencing, motivating, supporting and enabling others to participate in the delivery of high quality and effective inpatient palliative care.

Clinical Practice

- Work autonomously and collaboratively with other members of the MDT to ensure the provision of high-quality palliative care.
- Demonstrate and utilise highly developed palliative nursing knowledge and skills in the delivery of patient care.
- Accurately assess patients with undifferentiated and undiagnosed problems, by obtaining a comprehensive clinical history and undertaking a thorough clinical examination.
- Using decision making and problem-solving skills formulate a differential diagnosis.
- As necessary, order, perform and interpret relevant and appropriate screening and diagnostic investigations.
- Following diagnosis, both autonomously and in conjunction with medical and nursing staff, monitor and manage the ongoing clinical and nursing care needs of palliative care patients within the inpatient unit.
- Prioritise complex palliative care issues and intervene appropriately, including the rapid assessment of acutely symptomatic and unstable patients and the initiation of effective care.
- Effectively communicate sensitive information to patients and relatives
- Prescribe medication within the boundaries of professional competence and evaluate therapeutic effectiveness of chosen treatment, reviewing as necessary
- Advise patients regarding drug regimes, side effects and interactions
- Integrate appropriate non-drug-based treatment methods into patient management plans.
- Evaluate results of interventions, revise plans accordingly and consult or refer when needed.
- When appropriate, liaise with other nursing and medical, colleagues, administrative staff and in-patient co-ordinators to optimise smooth transition of patients through the presentation of illness with strongly identified processes to timely and efficient discharge from inpatient care.
- Establish and maintain effective communication between patients, carers, members of the MDT and professionals within the wider palliative community.
- Collect, collate, document, evaluate and report information, maintaining accurate patient records.
- Act at all times within the NMC's Code of Conduct, working within clinical and professional protocols, boundaries and guidelines.

Clinical Governance

- Support, initiate and promote evidence-based practice, contribute to the development, monitoring and evaluation of clinical guidelines, standards and protocols and adhere to professional regulation.
- Participate in the critical review of complaints, compliments and significant event analysis with a view to the continual improvement of patient care.
- Identify the need and undertake research and clinical audit in order to inform practice and improve the effectiveness of patient care
- Analyse data and disseminate findings through presentation to relevant and interested parties and produce reports and action plans.
- Develop and implement policies, procedures and guidelines related to the nurse practitioner role in conjunction with senior nursing and medical staff.
- Promote patient and public involvement in the development of services to improve patient care.

	<ul style="list-style-type: none"> • Ensure that systems are in place to identify and minimise all risks associated with the delivery of patient care with particular reference to clinical risk management. <p>Education and training</p> <ul style="list-style-type: none"> • Maintain own clinical excellence and competence, identifying learning and development needs through regular self-evaluation, peer review and job evaluation. • Have a senior medical facilitator to provide mentorship and supervision for an appropriate period whilst developing the ongoing clinical skills required. • Act as an educational resource for all professional groups within the organisation, delivering teaching within and external to the organisation • Participate or lead on research and evaluation to enhance and develop professional practice • Act as a mentor to pre and post registration nursing staff. • Engage in reflective practice and clinical supervisor, in recognition of the high level of emotional impact of the role. • Ensure personal appraisal and personal development plans are updated in order to meet revalidation requirements.
<p>Personal Specification & Skills</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Current effective NMC registration • 1st Degree (health related) or equivalent • Advanced Assessment Skills qualification • Mentorship qualification • Non-medical prescriber (or willing to undertake) • Significant experience working in palliative care • Experience of teaching / assessing / supervising others in a clinical setting • Leadership and management skills e.g. shift co-ordination • Supervision of junior staff • Knowledge and awareness of ethical and legal issues relating to palliative care • Ability to apply research to practice • Demonstrate knowledge of clinical governance and its application, including risk management • Up to date knowledge of current clinical and professional issues • Ability to assess, plan, implement and evaluate specialist care delivered to patients and give relevant advice/information to patients and relatives • Comprehensive pharmacological knowledge • Ability to administer prescribed medication including transfusion of blood and blood products • An understanding of audit and research-based nursing practice • An understanding of resource management • Excellent communication skills and ability to deal with sensitive information and situations • Ability to influence and negotiate with others • Ability to organise and plan own time and that of junior staff and learners • Proficient I.T. skills and ability to maintain accurate patient records • Ability to be innovative and analyse potential developments in palliative/end of life care. <p>Desirable:</p> <ul style="list-style-type: none"> • 1ST Degree in Palliative Care • Minimum of 5 years' experience

	<ul style="list-style-type: none"> • Car owner / driver or have access to own transport 				
Expected Behaviour (Competencies)					
Core Competencies	Level 1	Level 2	Level 3	Level 4	Level 5
Working with Others			X		
Planning and Analysis			X		
Managing Change			X		
Customer Focus			X		
Communication, Drive & Impact		X			
Advantage Competencies	Level 1	Level 2	Level 3	Level 4	Level 5
Managing Ambiguity					
Influencing, Negotiating & Decision Making					
Leadership					
Copy of Job Description Issued to Current Job Holder					
<p>I have received a copy of the above job description and agree that this gives an accurate overview of the main duties and activities of my job role. I understand that the Company will review job descriptions on a regular basis and that my job role may change or be amended in order to meet the needs of the business.</p>					
Safeguarding statement					
<p>Havens Hospices is committed to safeguarding and promoting the welfare of children, young people and adults at risk. Havens expects all staff and post holders to share this commitment. References: A minimum of two referees must be obtained, one of which should be the current or most recent employer and both should be able to testify to the suitability for the role and whether there is any known reason why any candidate should not work with vulnerable groups. The charity will request a check via The Disclosure and Barring Service (DBS) for roles that require contact with children, young people and vulnerable adults and these must be obtained prior to commencing employment with the charity.</p>					
Name			Date		

Last Update: July 2020