

Advanced Clinical Practitioner (Gainsborough)

Job Description

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| Job ID | ID-703 |
| Pay band | Band 8a |
| Department/Section | |
| Job purpose | <p>The post-holder will be responsible for service delivery as an Advanced Clinical Practitioner.</p> <p>The post holder will at all times, demonstrate a high degree of autonomy and complex decision making in building bases, patients home addresses, over the telephone or via video consultation.</p> <p>The post holder will be based at (insert area) but may be expected to work within other areas of the trust.</p> <p>The Advanced Clinical Practitioner (ACP) will use specialist knowledge and skills to provide healthcare autonomously to patients in their area. The ACP is accountable for independent clinical assessment, diagnosis and treatment of patients with undiagnosed and undifferentiated conditions. In addition to this the ACP is also responsible for appropriately referring patients to relevant specialities for any necessary inpatient or outpatient investigations as well as facilitating safe patient discharge.</p> <p>The post holder will be a 1st level registered nurse/ registered healthcare professional and hold an MSc in Advanced Clinical Practice or equivalent at MSc level (as confirmed by HEI). They will be an independent Non-Medical Prescriber registered with the NMC or equivalent professional body. They will practice at an advanced level demonstrating in depth knowledge and competence in all aspects of INSERT SPECIALTY, encompassing advanced clinical assessment, critical thinking and clinical management skills that are evidence based and deliver high quality patient centred care.</p> <p>The post holder will have a Trust-wide responsibility to promote clinical excellence in the care of patients presenting to their area by providing clinical advice and support to nursing staff and other health care professionals. They will provide expert professional and independent clinical care which enables the coordination of a multi professional seamless service for patients.</p> <p>The role will include developing audit and research projects, and participating in up-dating and implementing departmental policies,</p> |

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| | <p>protocols and guidelines, in line with national guidance and contemporary evidence. The role is 80% clinical practice and the further 20% will be split between the remaining 3 pillars – research, leadership and management and education.</p> <p>The ACP will have protected time to maintain and further develop their professional competence. They will have annual appraisal/PDR from medical/nursing/AHP supervisors. The ACP will also provide ongoing supervision and support, participating in the induction and training of nursing and medical staff. As a senior member of the team, the ACP will also play a pivotal role in the operational development of their specialty. They will initiate, manage and drive change within the department, innovating changes in practice for the benefit of patient care in line with current trust and local programmes.</p> <p>The ACP will undertake the role in accordance with Trust and Departmental guidelines but have freedom to act within broad policies and protocols, in accordance with professional responsibilities and boundaries.</p> |
| <p>Main tasks, duties and responsibilities</p> | <p>Clinical Practice</p> <ul style="list-style-type: none"> • Uses highly developed clinical knowledge to independently assess, diagnose, plan, implement and evaluate treatments and interventions for patients presenting to the specialty with complex undifferentiated or undefined presentations. • Undertakes physical examination as indicated by the patient's condition; autonomously analysing complex clinical signs and investigation results to consider differential diagnoses and diagnose conditions, initiating treatment as required. • Performs clinical procedures appropriate to the history and physical examination of the patient, including further invasive testing and treatments requiring highly developed skills and precision, including (but not limited to) catheterisation, cannulation, and suturing (role specific). • Requests investigations such as blood, urine and other laboratory tests, electrocardiographs (ECGs), ultrasound scans and X-Rays in accordance with IR(ME)R regulations and as local policy allows. • Analyses multiple sources of data including patient history, physical examination and investigation findings when making diagnoses, clinical judgements and evaluating care provided; presenting this information, to speciality /senior medical staff for advice when scope of practice is exceeded. • Autonomously formulates appropriate management plans for patients, formulates clinical decisions and often complex treatment plans to manage acute illness and acute episodes of chronic illness including referral, admission or discharge. • Continuously reevaluates findings and clinical response to treatment and establishes an appropriate ongoing management plan accordingly. • Prioritises health problems and intervenes appropriately in complex, urgent and emergency situations, including initiation and leadership of resuscitation. • Manages clinical events involving patients, often requiring |

unpredictable and high levels of mental and/or physical effort according to the patient's dependency and clinical need.

- Provides clinical cover to the departments within the organisation according to patient and staffing needs.
- Prescribes and reviews medication (as an independent prescriber) for therapeutic effectiveness appropriate to patient need and in accordance with best/evidence based practice and national and local protocols and within the role's scope of practice and legal framework.
- Integrates both pharmacological and non-pharmacological treatment in patient care/management plans.
- Assesses patients with mental health needs using local policy and guidelines and refers to the appropriate services.
- Communicates effectively with patients, carers, colleagues and others using appropriate communication styles. Anticipates barriers to communication and ensures patients and significant others are kept fully informed and consent to treatment.
- Acts as a resource for staff, advising on local, national and Trust policy, procedures and guidelines ensuring patient safety and clinical governance.

Management

- Works in partnership with the existing senior management team, nursing and AHP teams in driving organisational development and change.
- Manages conflicting views and liaises between groups where there may be conflict.
- Highlights and addresses areas of witnessed poor practice and manages the situation appropriately.
- Manages staff performance, training and supervision of trainee ACPs including annual appraisals.
- Supports staff development in order to maximise potential, encouraging everyone to learn from each other and from external good practice.
- Supports patients, carers and staff during difficult situations arising in the clinical area e.g. breaking bad news or following an unexpected event
- Produces accurate and complete documentation and patient records consistent with legislation, policies and procedures.
- Possesses excellent time management and personal organisation skills.
- Acts as a knowledge resource in how to initiate and manage the impact of change.
- Develops and contributes to local guidelines, interpreting and adapting national protocols and standards to enhance patient care and safety.
- Maintains awareness of budgetary constraints within the department, manages resources appropriately and encourages others to do likewise.
- Ensures appropriate representation and participation in departmental meetings as appropriate for role.
- Actively contributes and provides leadership with service development plans within the directorate.

Education and Research

- Takes responsibility for their own learning and performance including the participation in clinical supervision and maintaining an awareness of relevant research evidence.
- Develops health promotion and education in conjunction with other health care professionals ensuring that all patient care within the multi-disciplinary team is based on research and best practice.
- Acts as a constant source of clinical and theoretical knowledge for all grades and disciplines of staff as well as patients and their significant others, providing support and clinical advice in specialist areas, based on evidenced based research.
- Possesses proficient typing, IT and computer skills. Uses audio/visual equipment to record and impart information and research.
- Prepares and delivers presentations and participates in workshops on a local, regional and national level, to ensure the communication of good practice.
- Works with the MDT to further develop appropriate clinical pathways and care approaches. Disseminates their own learning and good practice to other team members.
- Designs, coordinates and undertakes collaborative audit, research and development into the specialty and related practices.
- Plans, delivers and implements programmes of education and training for trainee ACP's, nurses, medical and other disciplines and continues to be involved in their ongoing support.
- Supports the Trust's research and development plans

Professional Responsibility

- Recognises and works within own competence and professional code of conduct as regulated by the NMC or equivalent professional body.
- Ensures that their own practice is kept updated, using an acceptable model of clinical supervision.
- Takes every opportunity to expand individual practice in line with the principles contained within the Nursing and Midwifery Council's (NMC) document "The Code" (2015) (or equivalent professional body). Identifies career development pathway as part of formal appraisal system.
- Ensures that all elements contained within the NMC's document "The Code" (2015)/ or equivalent professional code are adhered to, in particular, those relating to professional accountability.
- Through supervision and mentorship identifies personal learning needs and participates in personal continuing education and other activities to promote their own personal growth.
- Develops clinical knowledge and professional skills through relevant training and study.
- Adheres to occupational health guidelines at all times.
- Ensures the ability to be able to work on their own initiative; independently and within a team.
- Maintains the ability to read and interpret extensive policy documentation; sometimes of a clinical nature requiring periods of intense concentration.

Communication

- Communicates with enthusiasm and conviction; motivating, inspiring

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| | <p>and encouraging.</p> <ul style="list-style-type: none"> • Utilises and demonstrates sensitive communication styles to ensure patients are fully informed and consent to treatment. • Communicates effectively with patients and carers; sometimes recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background and preferred ways of communicating. • Anticipates potential barriers to communication. • Communicates effectively; often about complex, sensitive and potentially distressing information with patients, family and/or carers. • Creates a trusting partnership with patients and/or relatives/carers in order to communicate and explain complex medical issues (including new diagnoses) and agree a management /treatment plan. • Ensures awareness of sources of support and guidance such as PALS and provide information in an acceptable format to all patients recognising and referring any difficulties and referring where appropriate • Communicates clearly and effectively with colleagues; often receiving or giving complicated plans or information of a sensitive nature. • Maintains the responsibility for the delivery of a detailed, accurate and potentially complex clinical handover to colleagues in other specialities and primary care e.g. General Practitioner's. Produces detailed and accurate written information within the medical notes regarding all clinical assessments, investigations completed and requested and treatments administered • Maintains confidentiality as required by professional, local and national policy. Acknowledges situations where there can be a breach of confidentiality. • Recognises and defuses potentially aggressive and violent individuals/situations in line with local policy and legal frameworks. <p>Lincolnshire Community Health Service requires all staff to safeguard children, young people and adults. All staff are required to access the organisational policies, also the Local Safeguarding Children Board and the Local Safeguarding Adults Board policies and procedures that underpin the safeguarding agenda. The safeguarding policies to be followed are found at www.lincolnshirecommunityhealthservices.nhs.uk and www.lincolnshire.gov.uk .</p> <p>LCHS policies, procedures and guideline - It is a condition of your employment that as an employee you are expected to adhere to our policies, procedures and guidelines. These can all be found on the Trust's website.</p> |
| Reporting to | Clinical Team Lead |

Person Specification

| Criteria | Essential <i>It is expected that applicants will meet all the essential criteria to be considered eligible for appointment.</i> | Desirable <i>Enhance a person's capacity to do the job and can be acquired / learnt once in post.</i> |
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| Qualifications | <p>Current Professional registration within area of practice</p> <p>MSc in Advanced Clinical Practice OR HEE supported route e-portfolio for Advanced Clinical Practice</p> <p>Safeguarding- level 3 or willingness to undertake.</p> <p>Teaching and Assessing course (e.g. Mentor Preparation, SLIP, Clinical Educator course, PGCE), SSSA or a willingness to complete.</p> <p>Independent Non-Medical Prescriber (role specific)</p> <p>Highly developed specialist knowledge in a relevant field</p> | <p>Leadership qualification</p> <p>Clinical Supervision training/course</p> |
| Skills/competencies | <p>Can effectively demonstrate delivery of the 4 pillars of advanced practice through a portfolio</p> <p>Effective leadership and management skills</p> <p>Effective working at an advanced level of practice.</p> <p>Evidence of service improvement or changes to practice through practice development initiatives, audit or research</p> <p>Evidence of professional and clinical accountability in relation to advanced level, autonomous practice</p> | <p>Experience of work using telephone/remote triage.</p> |

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| | <p>Evidence of working in a complex, challenging and changing environments</p> <p>Evidence of managing complex, sensitive information and adjusting mode of communication to enable patient needs to be met</p> <p>Can demonstrate multi-professional working and working across organisational boundaries</p> <p>Able to deal with the challenge of developing and embedding advanced roles in existing multi –professional teams</p> <p>Evidence of working under pressure and to deal with emergency situations safely and effectively</p> <p>Evidence of skilled written, verbal and presentation communication skills</p> | |
| Knowledge | <p>Knowledge of local and national healthcare agendas/strategy and policies and how they relate to the specific service.</p> <p>Understand the legal, ethical and professional responsibilities and accountability with regards to advanced level, autonomous practice.</p> <p>In depth service specific knowledge which underpins advanced level practice.</p> | |
| Experience | <p>Substantial post registration relevant experience working autonomously at an advanced level and can demonstrate transferrable skills.</p> <p>Experience of clinical leadership.</p> | Portfolio demonstrating capability and competence |

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| | <p>Experience of working within multi professional settings with consolidated clinical practice and contributing to effective team working.</p> <p>Experience of leading evidenced service improvement and innovation through service/practice development initiatives, audit or research.</p> | |
| Special attributes/specific requirements | <p>Evidence of working as an autonomous practitioner, using clinical decision making skills through prioritising and analysing complex health conditions.</p> <p>Ability to schedule academic workload and work commitments</p> <p>Ability to undertake computer and other equipment skills.</p> <p>Ability to work flexibly to meet needs of the service.</p> | |
| Personal qualities | <p>To demonstrate and role model the Trust Values:-</p> <ul style="list-style-type: none"> - We Act - We Listen - We Care - We Improve | |

I declare that I have read and understood the Job Description and Person Specification of the role.

Post holder name:

Date:

Line manager name:

Date:

