

## **Job Description**

### **Job Details:**

<b>Job Title:</b>	Advanced Clinical Practitioner (AMU)
<b>Band:</b>	Band 8a
<b>Location:</b>	Norfolk and Norwich University Hospital
<b>Department:</b>	AMU
<b>Managerially Accountable to:</b>	ED/AMU Matron
<b>Professionally Accountable to:</b>	ED/AMU Matron

### **Job Purpose:**

The post holder will work as part of a team, working within AMU. They will exercise advanced clinical expertise, levels of judgement, discretion and decision making in clinical care, which may include highly complex medical/surgical presentations. This will be demonstrated through defined competencies and in line with Trust Protocols. They will provide advanced clinical skills and advice demonstrating a sound understanding of the issues related to the identification, assessment, diagnosis, treatment and management of the patient group and determine whether patients are discharged or referred as appropriate. They will contribute to clinical governance within the service by leading audit and research as part of the multi-disciplinary team within their area of expertise.

The post holder will form part of the AMU Team, working as an Advanced Clinical Practitioner (ACP). An Advanced Clinical Practitioner provides an autonomous, high quality, patient focused, efficient and comprehensive assessment of complex patients arriving into AMU within Norfolk & Norwich University Hospitals NHS Foundation Trust. This includes the skills of acute assessment, history taking, and clinical examination. The job is practically based, intending to ensure skills and knowledge are related to high quality care and efficient delivery of service. The post holder will be identified as an expert practitioner, will be part of the medical rota and will share their skills and experience in the field of emergency nursing, management, professional development and research.

To support the delivery of a high quality, safe and compassionate healthcare service, all staff are expected to act as a role model to others in all aspects of their work and consistently demonstrate NNUH's 'PRIDE' values of People focused, Respect, Integrity, Dedication and Excellence and demonstrate behaviours that support and encourage an inclusive culture.

## **Overview of Essential Responsibilities:**

To practice as an Advanced Clinical Practitioner within own sphere of competence and agreed acceptable limits of practice. An Advanced Clinical Practitioner (ACP) is able to use their expert knowledge and complex decision making skills in unpredictable situations (which includes receiving patients with undiagnosed health care problems) and making a differential diagnosis by employing a range of competencies. This includes the assessment of patients, ordering and interpreting investigations, diagnosis and treatment of appropriate patients without reference to a doctor. In addition the role carries responsibility for the assessment of care needs, the development, implementation and evaluation of programmes of care, without supervision, and to teach other nursing and non-nursing staff.

## **Key Roles and Responsibilities:**

1. To be an expert clinical practitioner, who ensure patients receive high quality clinical care including medical diagnosis.
2. To be a motivated, dynamic practitioner, striving for improvement in care and practice.
3. To monitor quality and continuity of patient care, lead in nursing audit, taking action to address improvements required.
4. To ensure that care is based and planned on an individual assessment for a positive patient experience.
5. To ensure that effective discharge planning and health promotion is carried out.
6. To ensure accurate documentation of all care given.
7. To communicate effectively with patients, relatives and colleagues.
8. To be accountable for quality governance within own area of practice.
9. To exercise authority and accountability within their sphere of influence.
10. To act as a role model and expert clinician, providing support and guidance to all staff delivering care to patients.
11. To represent the department and role within the hospital and elsewhere as requested, promoting the organisation through local and national activity.

## **Clinical and Professional Leadership:**

1. To act at all times as a professional role model using appropriate language to address patients and following Trust standards in care delivery.
2. To champion patient centred care planning ensuring staff understand their role

in building relationships with individual patients and accept the key nurse role.

3. To uphold Nursing and Midwifery Council/Health and Care Professional Council code and standards, including record keeping and medicines management.
4. To be visible and available for patients and carers to discuss care plan and/or concerns.
5. To be responsible with others for the clinical supervision, development and training programme for the advanced clinical practitioner team.
6. To autonomously assess and treat patients with complex clinical needs.
7. To communicate effectively in difficult and sensitive situations with patients and their carers.
8. To use alternative methods of communication in complex situations to gain information required to reach a differential diagnosis and treatment plan.
9. To assimilate highly complex strands of information autonomously to reach a differential diagnosis, order appropriate investigations and begin first line treatments in line with local and national guidelines.
10. To autonomously use skills of analysis to re-assess patients to judge effectiveness of prescribed treatments and interpret results of investigations in complex cases.
11. To deal with patients and their relatives in highly sensitive situations, using skills of analysis and judgement to ensure best practice and outcomes.
12. To autonomously assimilate and interpret complex information to reach clinical decisions on referring patients on to other specialities or be able to safely discharge home.
13. To discharge patients home within own scope of competence and provide written information for community services about this episode of care and any ongoing treatment/investigations required.
14. To use advanced clinical skills

#### **Educational and practice development:**

1. To complete and maintain personal portfolio of skills ensuring that they possess current, relevant knowledge and expertise to practice safely and effectively.
2. To act as an independent prescriber.
3. To be held to account for, and continuously improve their skills, competence, capability and knowledge in order to meet service need.

4. To keep up to date with current practice and clinical developments.
5. To contribute to the learning environment, taking a role in teaching, mentoring and supervising others and enabling staff to develop and learn.
6. To facilitate training for all members of the Multi-Disciplinary Team.
7. To develop evidence based policies and procedures required by the team and to develop clinical competencies for these.

**Research, audit and evaluation:**

1. To be actively involved in audit with a view to being involved in an agreed number of audits per year, including responsibility for disseminating the outcomes along with action plans. This will include presenting at Clinical Governance meetings.
2. To provide assurance that care is delivered to the standards set by the Trust through audit and reporting process.
3. To promote and support innovative practice and ensure relevant research findings are incorporated into practice.
4. To indicate and support research projects in own department and directorate disseminating results for improvement in nursing and clinical standards.
5. To ensure that practice is evidence based and promote nursing and medical ownership of change, within the guidelines of unit policies and procedures.

**Personal and professional development:**

1. To adhere to the Nursing and Midwifery Council/Health and Care Professional Council Code of Conduct at all times.
2. To undertake CPD activity linked to annual development review process.
3. To engage in peer support structures through a variety of activity including face to face meetings, action learning sets and e-learning/e-communications.
4. To access their designated medical supervisor for guidance, support and clinical advice.
5. To keep up to date with current practice and clinical developments.
6. Maintain a current portfolio of evidence demonstrating their clinical and professional competence

**Specific Additional Responsibilities:**

None.

<b>Functional Requirements</b>			
Direct face to face patient contact	Yes	Blood/body fluid exposure	Yes
Exposure prone procedures (EPP)	Yes	Prevention and management of aggression	Yes
Managing a team who hold professional registrations	Yes	Crouching/stooping or kneeling	Yes
Manual handling	Yes	Frequent hand washing/wearing gloves	Yes
Night working/shift work	Yes	Chemical sensitisers	Yes
VDU user	Yes	Noise	No
Driving patients	No	Other (please state)	No

**Job Specification:**

	Means of Assessment	
	Essential/ Desirable	Application Form/ Interview/Test
<b>Qualifications/training and professional development</b>		
Registered Nurse/ Allied Health Professional	E	AF
AHP/Health/Nursing related degree	E	AF
Undertaking required study at level 7 or equivalent experience. This includes the following modules: <ul style="list-style-type: none"> <li>Clinical decision making</li> <li>Clinical examination / assessment</li> <li>Pharmacology and prescribing</li> </ul>	E	AF/I
To be in practice as an Advanced Clinical practitioner	D	AF/I
Advanced Life Support qualification	E	AF
Advanced Life Support Instructor	D	AF/I
Mentor qualification or equivalent	E	AF

<b>Experience</b>		
Extensive experience in AMU or Specialist/Practitioner experience or equivalent other relevant autonomous practice experience which can be accredited or mapped against the essential competencies of this role.	E	AF/I
Extensive post registration experience, a significant amount to have been in AMU.	E	AF
Experience in teaching specialist skills and knowledge both formally and informally.	E	AF/I
<b>Skills, abilities and knowledge</b>		
High level of clinical acumen.	E	AF/I
Able to assess, plan, implement and evaluate clinical care.	E	AF/I
Excellent communication skills	E	I
Able to prioritise and use own initiative.	E	AF/I
Eager to embrace change and adapt to changing situations.	E	AF/I
Able to allocate and delegate workload responsibly and monitor the work of others; clinical supervision of less experienced staff.	E	AF/I
Maintains high standards and quality in own work and encourages others to do the same.	E	AF/I
<b>Attitude, aptitude</b>		
Demonstrates values and behaviours consistent with the NHS	E	I
Demonstrates a passion for improving care	E	AF/I
Demonstrates resilience in the face of complex issues.	E	I
Ability to treat all employee and other hospital information confidentially	E	AF/I
Maintains own and others health, safety and security	E	I
Supportive of equality and values diversity.	E	AF/I

Able to work a variety of shifts on an internal rotation rota.	E	I
Eager to embrace flexible working.	E	I
Effective role model, demonstrating NNUH's PRIDE values of People focussed, Respect, Integrity, Dedication and Excellence	E	AF/I
Demonstrates understanding and commitment to Equality, Diversity and Inclusion	E	AF/I

Reasonable adjustments will be considered to support disabled candidates in respect of the requirements of this role.

For information regarding general terms and conditions of employment please ask your line manager or Human Resources.

This job description indicates currently the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary in consultation with the manager and post holder. We would aim to reach agreement on any changes, but if agreement is not possible, the Trust reserves the right to make changes to this job description.