

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job title	Advanced Neonatal Nurse Practitioner (ANNP Trainee)
Pay band	6
Directorate	Women's Services
Ward/Dept Base	Northern Neonatal Transfer Team (NNeTS)
Hospital site	Trust wide

Essential Requirements

- Registered Nurse (appropriate to branch) with speciality qualification
- Current NMC registration
- Recent Neonatal Intensive Care experience
- Meets NMC mentorship requirements
- Professional qualification plus degree or equivalent level qualification / experience
- Excellent interpersonal and leadership skills
- Ability to prioritise a complex workload and work in a rapidly changing environment
- Self motivated, pro-active and personally resilient.
- Evidence of capability and commitment to teach and train other staff
- Have practiced, and be able to demonstrate evidence of continuing professional development, in Neonatal Intensive Care.
- Good IT skills
- Knowledge and understanding of relevant NHS policy or project specific policy context.
- Has understanding / experience of child safeguarding.

Desirable requirements

- Previous extensive clinical experience
- Possession of or working towards a Masters
- Experience of contributing to the development of healthcare staff at a departmental / Trust level

2 Job Purpose

- This advanced role will provide the post holder training in expert clinical management and care for Neonates during the transfer and retrieval process currently a role traditionally undertaken by doctors
- The role is a training role with the aim of achieving the national competency framework for Advance Neonatal Nurse Practitioner (ANNP) and to perform advance clinical skills according to Trust protocols.

3 Dimensions

- To develop the skills to provide enhanced continuity and high standards of management for Neonates during the transfer and retrieval process including stabilisation and resuscitation across the Trust hospitals, the Northern Region and beyond.
- To contribute to the development of the Advanced Neonatal Nurse Practitioner role (ANNP)
- To work across organisational and professional boundaries to improve the quality of patient care.
- To support the monitoring of the effectiveness of the role and its development as a new initiative
- To support the future Advanced Neonatal Nurse Practitioner's role

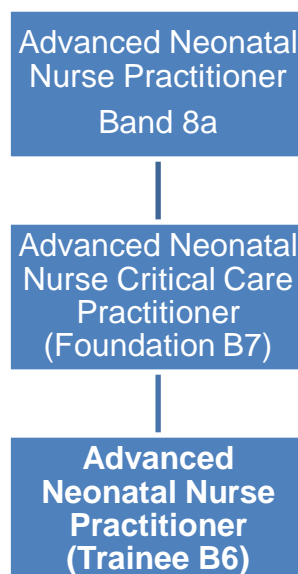
4 Organisational Arrangements

Professional Accountability: Matron for NNeTS

Responsible to: Lead Consultant for NNeTS

Daily Clinical Reporting: Matron & Consultant on for NNeTS

Career Structure



5 Knowledge Training and Experience

- See Essential Requirements
- Highly developed advanced specialist in the field of Neonatal Intensive Care and applies theory to practice.
- Has expert knowledge in practice, research, education, in specialist area
- Professional knowledge gained through a degree / specialist courses, continuous professional development and specialist training / experience.

- Extensive clinical experience in the specialist field.

6 Skills

Communication and Relationships

- Is required to provide sensitive, complex information to parents, carers relatives and colleagues.
- Is required to communicate where parents have special needs / learning disabilities and there may be barriers to understanding.
- Persuasive and reassurance skills may be required.
- Maintains accurate and up to date clinical records.
- Is able to communicate effectively and develop relationships within the multi-disciplinary team to ensure seamless care across traditional boundaries and barriers to optimise quality care.
- Acts as a role model to inspire and motivate colleagues at all levels within the multi-disciplinary team.

Analytical and Judgemental Skills required for the post

- Develop the skills for assessing and interpreting specialist patient conditions and take the appropriate action for example intubation
- Assessment of specialist clinical conditions which may contain conflicting information or indicators

Planning and Organisational skills required for the post

- Plans and organises own specialist workload and there may be a need to make short term adjustments to plans.
- May be required to respond rapidly to changing priorities, meet patient requirements in hospital and within an ambulance

Physical dexterity skill requirements

- Requires hand eye co-ordination for performance of skilled clinical procedures / interventions such as intravenous injections, insertion of catheters
- Will be required to learn highly developed physical skills such as CVC insertion, intubation and arterial cannulation
- Performs manual tasks and procedures in the clinical area.
- Requires good keyboard skills.

7 Key Result Areas

Patient / Client care

- Provides highly specialist advice on issues relating to care and treatments within Neonatal Intensive Care.
- Be involved in developing specialist programmes of care in Neonatal transport in conjunction with nursing and medical team.
- Supporting the development of clinically effective standards of care, protocols and guidelines both within the speciality and throughout the organisation and network.
- Carry out multi-professional evidence based protocols and guidelines relating to the delivery of patient care within specialist area of neonatal retrieval
- Assess, develop and implement patient treatments for infants during transfer.
- Exercises good clinical judgement appropriate to level of competence, experience

and skills.

- Orders clinical investigations, learns to interpret diagnostic test results and make referrals to other health care professionals.
- Provides clinical support to colleagues both nursing and medical.
- Ensure the risk of infection to yourself, colleagues, patients, relatives and visitors is minimised by:
 - being familiar with, and adhering to Trust policies and guidance on infection prevention and control
 - attending Trust Induction Programme(s) and statutory education programmes in infection prevention and control, as an integral part of your continuous personal/professional development
 - taking personal responsibility so far as is reasonably practicable, in helping ensure that effective prevention and control of health care acquired infections is embedded into everyday practice and applied consistently by you and your colleagues

Clinical

- To learn to perform physiological assessment of critically ill patients regardless of location
- To ensure effective timely review and management of neonates during transfer.
- To evaluate and collect information from the physiological assessment, patient history, diagnostic data and identify relevant problems
- Use appropriate clinical decision making to initiate appropriate management / treatment according to agreed protocols.
- Administer a range of drugs using patient group directives.
- To learn to undertake advanced airway management skills according to agreed protocols
- To learn the skills relating to the initiation and subsequent management of mechanical ventilation, volume ventilation, high frequency and nitric ventilation
 - Monitoring of blood gases
 - Altering ventilator settings to ensure optimal ventilation.
- To learn the skills required to undertake intra and inter hospital transfers, network and further afield transfers of the critically ill neonate.
- Learn to establish peripheral and central venous access.
- Learn to undertake arterial puncture and cannulation.
- To work flexibly as a member of the transfer team.
- To learn to recognise and take appropriate actions with reference to complications using appropriate referral system.
- To respond to calls from nursing and medical staff from all areas in the interests of improved patient care
- To learn to interpret and utilise data obtained from effective use of current invasive and non-invasive monitoring equipment initiating appropriate management.
- Request initial laboratory and radiological tests as required.
- To learn interpretation of laboratory and radiological results initiating appropriate management.

Policy and Service Development

- Follows policy within own role and will be expected to propose changes to working practices or procedures within own area of work.
- May be required to act as a resource to enable strategic developments to be put into practice whilst developing this role

- Ensures user views are received and interpreted into this new service delivery.
- May be required to promote change to develop professional practice and enhance patient care.

Financial and Physical Resources

- Personal duty of care in relation to equipment used in the course of work

Human Resources

Management

- Will be required to allocate work to support staff.
- Provide clinical supervision to other staff / students.
- Develop and review systems to ensure good communication and team effectiveness.
- Ensure record keeping is timely and accurate at all times ensuring patient confidentiality is maintained.

Education

- Provides education, training for multi-disciplinary staff.
 - Establishes and implements core training requirements
- Identifies gaps in own knowledge and addresses them.
- Develops a questioning and open culture within practice.
- To act as a resource person for neonatal transfers giving clinical advice, management and education requirements.
- Be responsible for ensuring the agreed programme of work is achieved in the allotted time frame.
- Ensure the neonatal care team are kept informed of the progress of the role, and provide the opportunities for suggestion and comments to improve the care delivery.

Leadership

- May be required to contribute to and support the implementation of the Trust's Neonatal Strategy.
- Acts as a role model

Information Resources

- Records personally generated clinical observations records and maintains patients records

Research and Development

- Will be required to undertake surveys and audits as part of training programme.
- Seek to improve the quality of service through application of best evidence.
- Promotes the dissemination and implementation of research findings
- Uses research findings to inform practice within the speciality.

8 Freedom to act

- Is accountable for own professional actions and works within clearly defined policies.
- Works within a Code of Conduct and professional guidelines
- Acts autonomously and independently within appropriate organisational

boundaries and achieve results and outcomes based on own decision making. Work is managed rather than supervised.

- Is able to assimilate risk / benefits and rationalise decision based on extensive knowledge, skills & experience, recognising potential gaps in knowledge.
- Able to seek out advice and support from Consultant colleague when required

Clinical governance

- May be required to report on the development and improvement of systems Trust wide to improve the quality of care as a result of knowledge and skills and formally identified risks e.g. through complaints and incidents

9 Effort & Environment

Physical

- Physical effort required daily for moving / manoeuvring patients on transport trolleys.

Mental

- Concentration is required frequently during patient assessments / care.
- During training the work pattern will be predictable until clinical competency teaching them a degree of flexibility will be required to attain skills.
- Concentration required during teaching

Emotional

- Will be required to deal with distressed parents, carers and relatives whose infant is critically ill or moving to palliation.
- During training will learn the skills to deal with distressing situations.
- Deals with parents and relatives who display aggressive behaviour.

Working conditions

- Frequent requirement for direct contact with uncontained body fluids such as blood, urine/faeces
- Cares for patients with high risk infections
- Required to work flexibly across three hospital sites, the neonatal network and beyond.

Agreed post holder *Agreed manager*
Date *Date*

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Advanced Neonatal Nurse Practitioner (ANNP Trainee)

BAND: 6

SITE: Trust wide

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job
KNOWLEDGE	<ul style="list-style-type: none"> Evidence of achievement in current post and on-going professional development in neonatal intensive care Knowledge and understanding of current relevant NHS policy context 	
SKILLS	<ul style="list-style-type: none"> Have developed skills in professional accountability in a leadership role Good IT skills 	
EXPERIENCE	<ul style="list-style-type: none"> Evidence and capability and commitment to teach and train other staff Recent neonatal intensive care experience Understanding and experience of child safeguarding Audit / research experience 	
QUALIFICATIONS	<ul style="list-style-type: none"> Registered Nurse (appropriate to branch) Current NMC registration Speciality qualification plus degree or equivalent level qualification or experience Meets NMC requirements for mentorship 	<ul style="list-style-type: none"> Possession of or working towards a master's degree
PERSONALITY / DISPOSITION	<ul style="list-style-type: none"> Excellent interpersonal and leadership skills Ability to prioritise a complex workload and work in a rapidly changing environment Self-motivated, pro-active and personally resilient Integrity and honesty High levels of personal accountability High standards Practically focused Effective communicator – good at explaining things to others 	
CORE BEHAVIOURS	<ul style="list-style-type: none"> Alignment to Trust Values and Core Behaviours 	
PHYSICAL	<ul style="list-style-type: none"> Ability to undertake moving and handling mobile trolleys in line with Trust guidelines 	

CANDIDATE:
SIGNED BY:
DESIGNATION:

REFERENCE NO:
DATE: