

## **The Newcastle upon Tyne Hospitals NHS Foundation Trust**

### **Job Description**

#### **1 Job Details**

<b>Job title</b>	Advanced Neonatal Nurse Practitioner (ANNP)
<b>Pay band</b>	8a
<b>Directorate</b>	Women's Services
<b>Ward/Dept Base</b>	Northern Neonatal Transfer Service (NNeTS)
<b>Hospital site</b>	Trust wide

#### **Essential Requirements**

- Registered nurse (appropriate to branch)
- Current NMC registration
- Neonatal qualification plus degree level qualification / experience
- Successful completion of Advanced Neonatal Nurse Practitioner (Masters level equivalent)
- Successful completion of non medical prescribing course
- Previous experience at ANNP (Foundation) Level
- Significant Neonatal Intensive Care experience and leadership of nursing teams
- Meets NMC mentorship
- 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
- Demonstrate evidence of continuing professional development, in Neonatal Intensive Care
- Knowledge and understanding of relevant NHS policy or project specific policy context.
- Has understand / experience of child safeguarding
- Experience in audit and research
- Good IT skills

#### **Desirable requirements**

- Experience of contributing to the development of healthcare staff at a departmental / Trust level

#### **2 Job Purpose**

- In this advanced role the post holder will provide expert clinical management and care for Neonates during the transfer and retrieval process currently a role traditionally undertaken by Doctors.
- To contribute to the delivery of a proactive and responsive high quality neonatal service.

- To promote, implement and evaluate effective evidence-based practice within the neonatal service
- To enhance the quality of the babies and families experience of neonatal services
- To utilise advanced clinical skills, knowledge and experience to support on-going education, training and development of nursing, midwifery and medical staff.
- To utilise advanced clinical skills for the diagnosis and management of the care of the sick babies
- To promote the role of the ANNP as an integrated member of the multi-disciplinary team
- The post holder will consolidate knowledge and skills gained and further develop clinical skills whilst undertaking the non-medical prescribing course
- The post holder will function on the medical shift rota for neonatal transfers

### **3 Dimensions**

#### **The ANNP must**

- Act as a guardian for professional accountability and standards, ensuring professional practices in line with the requirements of the Nursing and Midwifery Council (NMC) and the Trust
- Ensure the provision of safe and effective Neonatal Intensive Care during retrieval and stabilisation across all wards, departments and hospitals
- Support and contribute to the development of Neonatal Intensive Care and nursing practice within the Trust, leading on specific projects where required
- Provide appropriate support and supervision for trainee practitioners and junior transport nurses and doctors
- Work cohesively with colleagues within the Network to improve the quality of Neonatal Intensive Care and in particular neonatal stabilisation and transfer

### **4 Organisational Arrangements**

**Professional Accountability:** Matron  
**Responsible to:** Lead Consultant for NNeTS

**Daily Clinical Reporting:** Matron & Consultant on for NNeTS

### **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 and receive highly complex and sensitive information to parents, carers, and colleagues.
- Is required to communicate where parents have special needs / learning disabilities and there may be barriers to understanding.
- Persuasive, reassurance and empathy skills will 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.
- Liaise with teams with in the Network and Transport networks within the country and North East Ambulance service
- Acts as the patient advocate and offers support to families.
- Regularly attending and facilitating in morning teaching, departmental meetings.
- Able to articulate detailed information in formal and informal settings
- Demonstrates in depth understanding of child safeguarding processes
- Resolve problems for parents, carers and their relatives by building closer relationships and empathy

### **Analytical and Judgemental Skills required for the post**

- Skills for assessing and interpreting specialist patient conditions and take the appropriate action for example resuscitation and intubation
- Assessment of specialist clinical conditions which require analysis interpretation and comparison of a range of options
- 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 care packages for Neonatal Intensive Care patients which will require formulation and adjustment as required in response to patient's conditions.
- Will be required to respond rapidly to changing priorities, meet patient requirements.
- Will be required to formulate educational programmes for clinical and other staff and involved in the Network stabilisation course.
- Use highly developed skills to prioritise clinical need and organise workload of self and others.
- Liaise with colleagues in other areas of the hospital and the Neonatal Network to ensure the smooth transfer of infants.

### **Physical dexterity skill requirements**

- Requires hand eye co-ordination for performance of advanced clinical procedures such as intubation, CVC insertion, arterial Cannulation, IV Cannulation and insertion of catheters, treatment of pneumothoraces
- Requires good keyboard skills

## **7 Key Result Areas**

### **Patient / Client care**

- Develops highly specialist programmes of care / care packages in specialist field and transport
- Provides highly specialist advice on issues relating to care and treatments within Neonatal Unit and the Transfer Service.
- Establishing and developing clinically effective standards of care, protocols and guidelines both within the speciality and throughout the organisation.
- 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 specialist caseload.
- Exercises good clinical judgement appropriate to level of competence, experience and skills.
- Orders clinical investigations, interprets diagnostic test results and make referrals to other health care professionals.
- Analysis of blood results and prescribing of treatment based of result.
- Understanding of x-rays and undertaking treatment based on x-ray results.
- Effective emergency management of anaphylaxis and hypovolaemia
- Provides clinical support to colleagues both nursing and medical.
- Attendance at high-risk deliveries initiating resuscitation procedures and stabilisation in readiness for transfer.
- Initiation and subsequent management of mechanical ventilation.
- Transfer of the sick neonate both inter-hospital transfer and out of hospital transfer.
- Taking a lead role in enhancing nursing and medical practice.
- Contributing to the holistic care of babies, as part of a team of ANNPs.
- Contributing to and participation on ward rounds.
- Participating in perinatal audit and other clinical meetings.
- Acting independently as an Advanced Neonatal Nurse Practitioner on the medical rota.
- 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 perform physiological assessment of critically ill patients regardless of location
- 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.
- Undertake advanced airway management skills according to agreed protocols
- The initiation and subsequent management of mechanical ventilation, volume ventilation, high frequency and nitric ventilation and tracheostomy ventilation
  - Monitoring of blood gases
  - Altering ventilator settings to ensure optimal ventilation.

- To undertake intra and inter hospital transfers of the neonate
- Establish peripheral and central venous access.
- 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.
- 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.
- 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.
- Will be required to develop protocols for neonatal retrieval which may impact on other clinical areas and other members of the multi-disciplinary team.
- Ensures user views are received and interpreted into this new service delivery.
- 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.
- Acts as a clinical and managerial role model within the transport team, directorate and across the wider organisation.
- To oversee the planning and organisation of neonatal transfers on a shift by shift basis.

#### *Education*

- Teach and deliver core training in own discipline / practical training to other staff.
  - Establishes and implements core training requirements
- Provides specialist education, training for multidisciplinary staff.
- Identifies gaps in own knowledge and addresses them.
- Develops a questioning and open culture within practice.
- To act as a resource person for all ward areas for clinical advice, management, and education requirements.
- Liaison with the centre for Healthcare Education on ongoing development of the role
- Ensure the Neonatal Team and Network are kept informed of the progress of the role, and provide the opportunities for suggestion and comments to improve the care delivery.

### *Leadership*

- Will be required to contribute to and support the implementation of the Trust's Neonatal Strategy.
- Acts as a role model Acts as an expert clinical practitioner providing through themselves and their transport team an excellent high quality service for neonates and their family.

### **Information Resources**

- Records personally generated clinical observations records and maintains patients records

### **Research and Development**

- Will be required to regularly undertake clinical audit within area of expertise as a requirement of the job.
- 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**

- As an experienced ANNP there will be a requirement to establish how policies should be interpreted.
- Is accountable for own professional actions and works autonomously.
- The ANNP acts as a Lead Specialist within Neonatal Intensive Care.
- Works within a Code of Conduct and professional guidelines
- 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 on a daily basis moving / manoeuvring patients in a transport trolley.

### **Mental**

- Concentration is required frequently during patient assessments / care.
- Work pattern will be unpredictable.
- Concentration required during teaching
- Undertaking complicated drug calculations

### **Emotional**

- Will be required to deal with distressed parents, carers and relatives acutely unwell or babies progressing to palliation

- 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, Neonatal Network and beyond.

---

*Agreed post holder* ..... *Agreed manager* .....  
*Date* ..... *Date* .....

## Person Specification

**JOB TITLE:** Advanced Neonatal Nurse Practitioner ( ANNP )

**BAND:** 8a

**SITE:** Trust wide

<b><u>REQUIREMENT</u></b>	<b><u>ESSENTIAL</u></b> Requirements necessary for safe and effective performance of the job	<b><u>DESIRABLE</u></b> Where available, elements that contribute to improved/immediate performance in the job
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Evidence of achievement in current post and evidence of on-going professional development in neonatal care</li> <li>Knowledge and understanding of current relevant NHS policy context</li> </ul>	
<b>SKILLS</b>	<ul style="list-style-type: none"> <li>Have developed skills in professional accountability in a leadership role</li> <li>Good IT skills</li> <li>Experience in audit and research</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Significant Neonatal Intensive care experience</li> <li>Evidence of capability and commitment to teach and train other staff</li> <li>Understanding and experience in child Safeguarding</li> <li>Experience of leading a nursing team at a senior level</li> <li>Extensive clinical practice or specialist qualification in relevant specialty</li> <li>Experience of adult / child safeguarding</li> <li>Audit / research experience</li> </ul>	<ul style="list-style-type: none"> <li>Experience of contributing to the development of healthcare staff at a departmental / Trust level</li> </ul>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Registered Nurse (appropriate to branch)</li> <li>Current NMC registration</li> <li>Neonatal qualification</li> <li>Successful completion of the Advanced neonatal nurse practitioner course ( masters level )</li> <li>Successful completion of the non-medical prescribing course</li> <li>Previous experience at foundation level as ANNP</li> <li>Meets Nursing and Midwifery Council (NMC) for mentorship</li> <li>Neonatal qualification plus degree level qualification / experience</li> </ul>	
<b>PERSONALITY / DISPOSITION</b>	<ul style="list-style-type: none"> <li>Excellent interpersonal and leadership skills</li> <li>Ability to prioritise a complex workload and work in a rapidly changing environment</li> <li>Self-motivated, pro-active and personally resilient.</li> <li>Integrity and honesty</li> <li>High levels of personal accountability</li> <li>High standards</li> <li>Practically focused</li> </ul>	
<b>CORE BEHAVIOURS</b>	<ul style="list-style-type: none"> <li>Alignment to Trust Values and Core Behaviours</li> </ul>	
<b>PHYSICAL</b>	<ul style="list-style-type: none"> <li>Ability to undertake moving and handling portable trolleys in line with Trust guidelines</li> </ul>	

**CANDIDATE:**  
**SIGNED BY:**  
**DESIGNATION:**

**REFERENCE NO:**  
**DATE:**