

BUTTERWICK HOSPICE CARE

JOB DESCRIPTION

POST:	Advanced Nurse Practitioner
ACCOUNTABLE TO:	Associate Specialist
LOCATION: Butterwick	Hospice /Stockton adults

JOB PURPOSE.

The Advanced Nurse Practitioner will demonstrate and work as part of the medical team at an advanced practice level applying their extended knowledge and skills in the principles and practice of palliative care to support patients with the most complex needs in a range of departments and care settings as required by the hospice

The post holder will use advanced practice skills to assess, diagnose, treat and manage patients with palliative care. The Nurse Practitioner will be a vital link between the medical and nursing team.

Working as an independent practitioner and independent non-medical prescriber the post holder is accountable and responsible for their own actions and omissions in line with the NMC Code of Practice and latest guidance on advanced nursing practice.

KEY RESPONSIBILITIES

Clinical

- To be part of the hospice specialist palliative care team to carry out a high standard of clinical assessment, determining and providing plans treatment / interventions, advice or support as appropriate.
- Apply advanced practice skills to take a comprehensive history, complete clinical examination and based upon findings identify, assess, diagnose, treat, including independent prescribing to manage patients with special/complex palliative care needs.
- Admit, refer and discharge patients in accordance with Hospice policy and procedures.
- As part of a multidisciplinary team exercise complex levels of judgement, discretion and decision making in clinical care.
- To play a pivotal role in the daily operation briefs, ensuring appropriate, clear and precise communication is shared and acted upon
- Uses advanced clinical judgment to plan, implement and evaluate care for patients with complex palliative needs throughout the hospice and outreach facilities as directed.
- Anticipates problems and risks and takes action before crises arise.
- Provides a source of expertise to all health care practitioners, including undertaking joint assessments as required.
- Identifies clinical issues and incidents within the specialty that may affect the quality of palliative care services. Head of Care Deputy CEO/Medical Director to ensure the delivery of a safe effective service.

- As an independent prescriber, prescribes medicines for patients in accordance with local policies, national standards and formularies relating to independent prescribing.
- Ensures senior nurse managers and nursing and therapy colleagues are aware of clinical activity ensuring the role links appropriately with all other nursing and therapy interventions in the best interests of patients.
- Provide specialist advice and support to patients and carers accessing the In-Patient Unit and Day Care services.
- Maintain clinical records in line with Hospice policy and NMC guidelines.
- Ensure safe administration of medicines in accordance with best practice, Hospice policy and procedures, NMC guidelines and regulatory and legal requirements.
- To work in the role outside of the nursing team rota.
- The Advanced Nurse Practitioner will contribute to the 24/7 on-call rota for the Hospice with telephone support of the Palliative Care Consultant.
- Participates fully as part of the 24/7 specialist team as 1st on call accountable to 2nd on call physician to ensure effective co-ordination of care and appropriate and timely responses for patients.
- When on call on Sat/Sun/BH, will visit the ward to assess, reassess and review patients' instigating treatment for symptom control.
- Admits patients with reference to 2nd on call at weekends, out of hours as appropriate

Quality and Education

- Make appropriate use of the latest evidence base to supervise practice, audit clinical care, teach and support professional colleagues and to provide skilled leadership to clinical decision making.
- Champion innovative practice within the field of hospice and end of life care and work closely with both the Director of Care and Associate Specialist to develop progressive professional practice policies identifying opportunities for succession planning.
- Ensures the delivery of high quality, clinically effective care by prioritizing and using research and audit in practice.
- An active participant within the clinical governance committees and work plan as required and directed by line manager.
- Leads on specific governance initiatives as necessary.
- Identifies and supports and participates in audits and evaluation of work that may be required to develop and improve palliative/ end of life care for patients and their carers.
- Acts as a resource and support to the practice development nurse role.

- Supports quality improvement initiatives and evidence based in service development plans / projects wherever possible.
- Participates in maintaining the profile of the Hospice through the presentation of quality improvement initiatives at local, regional and national conferences.
- Seek opportunities to lead and support quality initiatives.
- To participate in medicines management and clinical incident t reviews.
- Promote high standards of education and evidence-based practice within the clinical services and actively contributes to the delivery of the hospice education programme

Work collaboratively to develop an integrated approach to palliative care education and development and influences the setting and monitoring of standards of practice, ensuring delivery cost effective and evidence care.

- Supports the implementation and monitoring of clinical practice guidelines including standards, policies and protocols in line with national directives.
- Facilitates and participates in reflective reviews of palliative care and clinical supervision
- To be aware of professional responsibilities and comply with all appropriate policies, standards and guidelines.
- Understands and complies with guidance surrounding advanced practice.
- Reviews care pathways feeding reviews into appropriate discussions to ensure continual quality improvements.
- Works with other disciplines to integrate best practice tools e.g. pathways of care and to minimise duplication of elements of care, fragmentation of care and delays in response to patients needs.
- Maintains links with other Palliative Care Specialists in order to share or learn from examples of good practice.
- Critically evaluates relevant research findings in order to develop practice.
- Represents the hospice and the work of the hospice at local, regional and national level as required through conference presentations.

Management

- Demonstrate clear, supportive and effective leadership skills.
- To be an assessor of clinical competencies to the clinical staff.
- Attend and participate in appropriate clinical and management meetings and other relevant meetings as required.
- Demonstrate vision to develop services with the support of the Clinical Lead for adult services and the Director of Care.
- Manages own time and work effectively to meet objectives and requirements of the role.

- Is proactive as part of the senior clinical team in ensuring the totality of hospice skills are used to best effect to ensure appropriate and timely responses for patients
- Represents the senior clinical team at senior management group meetings as required.
- Makes proactive use of the multi-disciplinary team discussions and review meetings to ensure skills, expertise and use of hospice and professional resources are utilized in the patient's interest.
- Is aware of the local policies of partner organizations with regards to care practices, treatments and prescribing formularies.

Generic responsibilities for Front line

- Support new and inexperienced members of staff to be familiar with local environment, policies and procedures.
- Be familiar with any rota or departmental work patterns and be available for work as required, be flexible to undertake shift changes where the service demands
- Complete any records and information systems as required.
- Apply good housekeeping principles such as turning off lights and equipment when not in use in order to contribute to reducing unnecessary expenditure

The post holder with work at all times within the scope of professional practice and guidance on advanced practice adhering to all relevant professional, legal and regulatory guidelines. The post holder assumes responsibility for own professional development and updates and maintains own clinical skills as appropriate and required for the role.

The post holder works within the boundaries of the role function as it develops within the Hospice and as agreed by the Director of Care and Associate Specialist in conjunction with the Chief Executive Officer.

All

All staff must safeguard the integrity, confidentiality and availability of sensitive information at all times, this includes information relating to patients, individual staff records, colleagues and contracts. Employees of the Organisation are required to comply with the Organisation's Principles of Data Protection and Quality.

All staff are required to understand and comply with all relevant policies both Organisation-wide and departmental and to carry out duties in accordance with Butterwick Hospice Care Code of Conduct, NMC, CQC, fundraising information and financial standards and current legislation

All staff are required to take responsibility for attending statutory and mandatory training and identify their training and development needs.

All staff must take responsibility for managing their own health, safety and wellbeing in accordance with the policy and legislation.

All staff will adhere to and follow good infection control practices and other related policies and guidelines.

All staff have a statutory duty to safeguard children during the course of their duties and promote the welfare of children and young people. Employees must be aware of what to do if they have any concerns.

All staff will undergo an annual performance assessment and agree a personal development plan which will ensure that the objectives of the employee, department and organisation are achieved

All staff are personally accountable for improving and maintaining own knowledge and competence.

All staff will be aware of and support the working practices of any volunteers assisting with daily workload

Standards of Business Conduct

The post holder will be required to comply with the Company's Standing Orders and Standing Financial Instructions and, at all times, deal honestly with Butterwick Hospice Care, with colleagues and all those who have dealing with the Company including clients, patients, service users and other suppliers and stakeholders.

Person Specification

Nurse Practitioner

	Essential	Desirable
KNOWLEDGE AND QUALIFICATIONS		x
Registered Nurse with MSc in Clinical nursing or related subject	x	
Independent Nurse Prescribing qualification on NMC register	x	
Clinical examination skills qualification	x	
Leadership training/ teaching certificate	x	
Counselling qualification		x
Knowledge of national guidelines and standards in cancer and palliative care	x	
Palliative Care Diploma		x
ECDL or equivalent IT/computing qualification		x
EXPERIENCE		
Post Registration experience in palliative care at a senior level	x	
Experience of working collaboratively within palliative care network	x	
Experience of improving quality of care at both strategic and service level	x	
Experience of delivering innovation in practice	x	
Experience of cross boundary and interagency working	x	
Demonstrable previous successful experience of working at advanced practice level ideally in a palliative care setting.	x	
Experience in applied pharmacology and evidence –based prescribing	x	
SKILLS AND COMPETENCIES		
Excellent verbal and written communication skills including report writing and IT literacy, ability to present information effectively	x	
Leader of people, able to bring team members along with change	x	
Ability to liaise and network effectively	x	
Effective time management skills	x	
Comprehensive physical assessment, history taking and clinical decision-making skills	x	
Demonstrable evidence of delivering formal and informal teaching		x
Capable and skilled in working independently, able to plan and prioritise with advanced decision-making skills	x	
Excellent organisational and planning skills	x	
IT skills including use of office and outlook	x	
PERSONAL QUALITIES		
Self-motivated and able to work effectively with minimal guidance	x	
Adaptable and flexible attitude to work	x	
Committed to ongoing professional development and study	x	
Enjoys teamwork and collaborative working	x	
Confident, dynamic and enthusiastic	x	
Resilient worker	x	