

PERSON SPECIFICATION - Advanced Clinical Practitioner

Category	Essential	Desirable
Education	<ul style="list-style-type: none"> • Relevant nursing/allied health degree with appropriate profession council registration • Accredited MSc in Advanced Clinical Practice • Clinical supervision training and experience • Independent Prescriber 	<ul style="list-style-type: none"> • MSC level education or willing to complete this
Experience	<ul style="list-style-type: none"> • Minimum 5 years post registration experience • At least 3 years recent primary and community nursing experience • Management of minor illness. 	<ul style="list-style-type: none"> • Triage • Compiling protocols and clinical guidelines • Leadership in quality initiatives such as clinical benchmarking • Leading a team • Project management • Working with community development initiatives/Primary Care Network • Health-needs assessment
Attitudes	<ul style="list-style-type: none"> • Self-directed practitioner • Highly motivated • Flexibility • Enthusiasm • Team player • Ability to work across boundaries • Works within the 4 Pillars of Advanced Practice (NHS) 	
Skills and Abilities	<ul style="list-style-type: none"> • Advanced Clinical skills • Management of patients with undifferentiated acute illness presentations • Management of patients with long-term conditions • Management of patients with complex needs • Accountability of own role and other roles in a nurse-led service • Demonstrate an understanding of the GDPR and patient confidentiality, clinical and information governance and Caldicott requirements • Understanding of local and national health policy and the wider health economy • Clinical governance issues in primary care • Communication skills, both written and verbal, including communication of bad news to patients and families • Negotiation and conflict management skills • Teaching and Assessing in a clinical setting 	<ul style="list-style-type: none"> • Knowledge of public health issues • Understanding of clinical governance issues in primary care • Able to identify determinants on health in the area • Knowledge of population health issues/CORE20+5 in the area • Knowledge of Patient Group Directions and associated policy • Change management experience • Minor surgery/Joint Injection skills

JOB DESCRIPTION - Advanced Nurse Practitioner

Job Title: Advanced Clinical Practitioner

Responsible to: Nursing Team Lead

Place of Work: Brook Square Surgery

Job Summary

An Advanced Clinical Practitioner is defined as a registered Health Care Professional, who is qualified with an appropriate master's degree in advanced clinical Practice.

The post holder will be either an individual with an accredited Master's degree qualification in Advanced Clinical Practice or be studying towards one. For those currently studying, training agreements will be in place to support the learning and achievement of the qualification and a commitment from the post holder and Intrahealth to complete the training successfully.

You will work autonomously, within the four pillars of Advanced Practice, enabled by a collaborative and supportive working relationship with your clinical supervisor and clinical team. You will deliver safe, effective clinical decision-making and expert quality care, including assessment, diagnosis, clinical management, prescription of medications and evaluation of interventions provided, to the practice population. You will have the attitude, skills and knowledge base to deliver quality holistic care and treatment in a Primary Care setting.

You will provide patient care at the surgery, or in the patient's place of residence, working in collaboration with a multidisciplinary team.

You must always work within your own competence and adhere to professional and CQC standards.

Duties and Responsibilities.

Clinical Responsibilities include:

- Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis
- Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly
- Assess, diagnose, plan, implement and evaluate interventions/treatments for patients with complex needs
- Demonstrate critical thinking in the clinical decision-making process
- Manage patient risk effectively and safely, including high levels of complexity and uncertainty
- Evaluate the safety and effectiveness of your own clinical practice
- Consult with your clinical supervisor and other clinical staff appropriately to ensure safe and effective patient care, demonstrating awareness of your own limitations
- Provide safe, evidence-based, cost-effective, individualised patient care within the surgery, patient's own home or other environment where patient care is carried out.
- Refer patients directly to other services/agencies as appropriate, following practice and local guidelines and in a timely manner.
- Pro-actively identify, diagnose, monitor and manage treatment plans for patients at risk of developing a long-term condition as appropriate
- Diagnose and manage both acute and chronic conditions, integrating both drug- and non-drug-based treatment methods into a management plan
- Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice, and national and practice protocols, and within own scope of practice.
- Work with patients to support compliance with prescribed treatments.

- Provide information and advice on prescribed and over-the-counter medication, regards medication regimes, side-effects and interactions.
- Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care
- Support patients to adopt health promotion strategies that promote healthy living and to apply principles of self-care
- Recognise, assess and refer patients with mental health needs as appropriate
- Communicate with and support patients receiving “bad news”
- With appropriate training, perform a Clinical Assessment role, prioritising appointment timeframes and providing simple treatments over telephone/online access and signposting to services where appropriate.

Other responsibilities:

- Recognise and work within own competence and in accordance with the professional code of conduct of the Nursing and Midwifery Council (NMC) or Health and Care Professions Council (HCPC) dependent on base role.
- Monitor the safety and effectiveness of own clinical practice through quality assurance strategies such as the use of audit, clinical supervisor feedback, case review and peer review.
- Maintain accurate and complete documentation and records utilising I.T. as appropriate and in accordance with Intrahealth protocols.
- Use own judgement, resourcefulness and common sense.
- Deliver care according to evidence based practice, following agreed protocols, local and national guidelines.
- Understand and apply legal policy that supports the identification of vulnerable and abused children and adults, being aware of safeguarding procedures and local guidance.
- Work within policies regarding family violence, vulnerable adults, substance abuse and addictive behaviour, and refer as appropriate.
- Contribute to achievement of the highest possible quality standards such as the QOF and other agreed Key Performance Indicator targets.
- Assist with the training of other staff members and with the education of doctors, nurses and other health professionals in training as appropriate.
- Pro-active engagement with the practice population and wider community to promote healthy living and encourage uptake of services.
- Undertake additional tasks as required within your general role as an Advanced Clinical Practitioner and senior member of the team.

Business responsibilities:

- Maintain ethos and culture of Brook Square Surgery and Intrahealth Ltd.
- Positively promote Brook Square Surgery.
- Ensure rationalisation of resources.
- To assist in enhanced and extended services to grow the professional offerings of the business.
- Attend in-house governance, educational and staff meetings as appropriate.
- To help plan, develop and support the introduction of new working processes to optimise quality.
- Train staff to attain optimum performance.
- To build and maintain relationships with other healthcare professionals, including GPs, GP surgery personnel, care home personnel, PCN (Primary Care Network) and ICB personnel etc.
- Represent the practice at external events in a professional and proactive manner

Leadership responsibilities:

- Act as a positive role model
- Provide professional leadership as required
- Support the development of others to maximise potential
- Actively promote the workplace as a learning environment, encouraging everyone to learn from each other and external good practice

- Critically evaluate and review innovations and developments that are relevant to the area of work
- Participate in planning and implementing changes within the area of care and responsibility
- Contribute and participate in the development of local guidelines, protocols and standards
- Ensure the principles of infection control and local/national policies and guidelines are applied throughout the practice, monitoring and implementing changes as required

Safeguarding:

- Be responsible for and committed to safeguarding and promoting the welfare of adults, children and young people and for ensuring that they are protected from harm.
- Be aware of your duties and responsibilities regarding current legislation and adhere to policies and procedures on Child and Adult Safeguarding.
- Recognise the types and signs of abuse and neglect.
- Liaise with the Safeguarding Lead regards any concerns you may have in relation to safeguarding adults, children and young people.

Learning and development:

You will participate in any training programme implemented by the practice as part of this employment, such training to include:

- Participation in individual performance reviews, including maintaining a record of own personal and/or professional development. Prepare and plan for your annual Performance Development Review to create positive objectives for your career and practice development.
- Working in conjunction with senior management, assess own learning needs and undertake learning as appropriate.
- Maintain a training portfolio that is available to the practice
- Make effective use of learning opportunities within and outside the workplace, evaluating their effectiveness and feeding back relevant information.
- Disseminate learning and information gained to other team members to share good practice and inform others about current and future developments.

Undertake mandatory and statutory training as required

Equality and Diversity

- Identify patterns of discrimination and take action to overcome this and promote diversity and equality of opportunity
- Enable others to promote equality and diversity in a non-discriminatory culture
- Support people who need assistance exercising their rights
- Monitor and evaluate adherence to local chaperoning policies
- Act as a role model in the observance of equality and diversity good practice.

Health and Safety

- The post holder is required to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work. The post holder is also required to co-operate with their employing body to ensure that statutory and departmental regulations are adhered to.

This job description is intended as a guide to the duties and responsibilities of the post and should not be regarded as a complete list of those requirements under the 'written statement of the main terms and conditions of employment'. The contents may be amended from time to time, subject to developing service needs.

