



Job Description:

Job Title	Advanced Nurse Practitioner (ANP)
Responsible to	Head of Clinical and Patient Services
Professionally Accountable to	Head of Clinical and Patient Services
Pay Band	Band 7
Enhancements	Hospice on-call intensity payment
Primary Location	Nightingale House Hospice

Advanced Practice is a level of practice rather than a type of practice and the Advanced Nurse Practitioners within Nightingale House have the freedom and authority to act, making autonomous decisions in the assessment, diagnosis and treatment of patients.

ANP's working at this level of education and training have significant roles within each of the following four pillars: -

- **Advanced clinical practice**
- **Leadership**
- **Facilitation of education and learning**
- **Evidence research and development**

Key Responsibilities

- To be part of the Nursing/ANP team using advanced practice skills to identify, assess, diagnose, treat and manage patients with specialist palliative care needs.
- As part of a Multidisciplinary Team exercise complex levels of judgement, discretion and decision making in clinical care.
- 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.
- To champion innovative practice within the field of palliative, acute hospice and end of life care and work closely with the Head of Clinical and Patient Services to develop progressive professional practice policies identifying opportunities for succession planning.
- The Advanced Nurse Practitioner will demonstrate and work as part of the ANP -team, and broader MDT, at an advanced practice level applying their extended knowledge and skills in the principles and practice of specialist palliative care. Supporting patients with a wide range of needs, including those with the most complex needs, across a range of departments and care settings as required by the hospice strategic and operational plans.

- The Advanced Nurse Practitioner will contribute to the 1st on-call rota for Nightingale House Hospice with the support of the North Wales 24hr Palliative Medicine Consultant telephone advice line.

Scope of the Advanced Nurse Practitioner Role at Nightingale House

Working as an independent practitioner and non medical prescriber the post holder is accountable and responsible for their own actions or omissions in line with the Nursing and Midwifery Councils Code and current guidance on advanced nursing practice.

The post holder will 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 with support and guidance from the consultant in palliative medicine as required for the role.

The post holder works within the boundaries of the role function as it develops within Nightingale House and as agreed by the Head of Clinical and Patient Services in conjunction with the Chief Executive Officer and the Consultant in Palliative Medicine.

Key Relationships - Internal

Head of Clinical and Patient Services
Ward Manager
Day Services Lead
Consultant in Palliative Medicine
Nightingale House Hospice Speciality Doctors
Rehabilitation Lead
Heart Failure Specialist Nurse

External

- Ensures effective network working relationships and communication with Nursing/AHP colleagues and relevant organisations, primary care, health board, cancer network and other hospices as necessary to maintain effective patient and family care.

Advanced clinical practice

- Works as part of a Specialist Palliative Care Team, carrying out a high standard of clinical assessment, determining and providing plans of treatment / interventions, advice or support as appropriate.
- Maintains clinical records in line with hospice and NMC guidance.

- Uses advanced clinical judgment to plan, implement and evaluate care for patients with complex and palliative care needs throughout the hospice and outreach facilities as directed.
- Anticipates problems and risks and takes action before crises arise.
- As an independent prescriber, prescribes medicines for patients in accordance with local policies, national standards and formularies relating to independent prescribing.
- Participates fully as part of the 24/7 specialist team non resident on call rota as 1st on call accountable to 2nd on call physician. (i.e. weekday evenings until 6.30 pm and weekend ward rounds) to ensure effective co-ordination of care and appropriate and timely responses for patients needs.
- Whilst on call, will visit the ward to assess, reassess and review patients' initiating treatment for symptom control as required on the inpatient unit on Saturday and Sunday and Bank Holidays and at other times as required.
- 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. Working with the Head of Clinical and Patient Services ensuring the delivery of a safe effective service.
- Participates in the allocated duties and responsibilities of the medical team covering the in-patient unit, day services, and out-patient clinics/other areas as required.
- Liaises daily with members of the medical team and ensures all members are kept fully briefed of all palliative care patient activity under the responsibility of the Advanced Nurse Practitioner.
- Ensures Senior Nurses, 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.

Leadership.

- Demonstrates leadership skills when undertaking the clinical assessment process and when planning and delivering care.
- Motivates all staff and others through providing training, supervision and mentorship.
- Applies a repertoire of interpersonal skills in response to the different needs of staff and colleagues.
- Encourages proactivity and innovation amongst the MDT and demonstrates flexibility within parameters of hospice policies.
- Acts as role model and is accountable for own professional actions and decisions.
- Leads the development of ideas and specialist practice within the scope of the role. Innovates through exploring ideas with others and takes action, which contributes, to different ways of working.
- Works with the Head of Clinical and Patient Services to ensure development of progressive professional practice policies identifying opportunities for succession planning

Evidence, research and development

- 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 and education committees and work plan as required and directed by line manager.
- Leads on specific governance/education initiatives as necessary.
- Identifies and supports 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 Nightingale House Hospice through the presentation of quality improvement initiatives at Local, regional and National conferences.

Resource Management

- Manages own time and works 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.

Facilitation of education and learning

- Influences the setting and monitoring of standards of practice, ensuring delivery is cost effective and evidence based.
- 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.
- To be aware of professional responsibilities and comply with all appropriate policies, standards and guidelines.
- Understands and complies with guidance surrounding advanced practice.
- To be aware of one's own continuous professional development needs and maintain an annual personal development plan.
- Actively contributes to the delivery of the hospice education programme.
- Acts as mentor for trainee ANP posts

Service Development

- Reviews care pathways, sharing 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.
- Identifies and communicates opportunities for service redesign or service development and take a lead role in progressing these.

Duties in Common with Other Members of Staff:

Training and Education, Health and Safety Policies and Procedures: Equal Opportunities

- To report accidents recording the incident in the relevant book
- To adhere to Fire and Health and Safety regulations and always maintain a safe working environment
- To ensure cost-effective use of resources, to be responsible for managing the relevant budget, and to co-operate with your line manager in the response to regular financial reporting
- To be an ambassador for the charity
- To maintain the best appearance of your immediate working area
- To develop training of staff and volunteers
- To be responsible for liaison with the Head of Clinical and Patient Services regarding your own development needs
- To deliver wider training initiatives and promotional activity in the best interests of the organisation.
- To take responsibility for being up to date with current policies, legislation and procedures and to adhere to these
- To treat everyone with whom you have contact through your work with equal dignity and respect regardless of race, colour, gender, marital status, creed, religion, disability, age, or any other factor that could be used in a discriminatory manner

General Requirements

This post is subject to the Terms and Conditions of employment of the Hospice as specified in the staff handbook

Competence You are responsible for limiting your actions to those that you feel competent to undertake. If you have any doubts about your competence during the course of your duties you should immediately speak to your line manager / supervisor.

Risk Management

It is a standard element of the role and responsibility of all staff of the Hospice that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards. It is a requirement that you adhere to Nightingale House Hospice Policies, Procedures, Protocols and guidelines at all times.

Health and Safety Requirements of the Hospice

All employees of the Hospice have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Hospice to meet its own legal duties including attendance at mandatory training updates and also to report any hazardous situations or defective equipment.

Data Protection and Confidentiality

The post holder must treat all information, whether corporate, staff or patient information, in a discreet, secure and confidential manner in accordance with the provisions of the current data protection legislation and organisational policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under statutory legislation and the hospice's disciplinary policy. This duty of confidence continues after the post holder leaves the organisation.

Records Management

As an employee of the hospice, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. The post holder should consult the IG Lead if they have any doubt as to the correct management of records with which they work.

Flexibility Statement

The content of this Job Description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The Job Description is therefore intended to be flexible and is subject to review and amendment in

the light of changing circumstances, following consultation with the post holder.

The post is subject to an enhanced disclosure check with the Disclosure and Barring Services (DBS).

Signed.....Date.....



Person Specification
Advanced Nurse Practitioner

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> • Current registration part 1 NMC • 1st level degree in a subject related to health care • Advanced clinical skills qualification • Non-medical prescribing qualification and experience • Masters level Advanced Clinical Practice course 	<ul style="list-style-type: none"> • Leadership/management course relevant to healthcare environment 	Application form Certificates Interview
EXPERIENCE	<ul style="list-style-type: none"> • Clinical leadership in a multi professional service • Partnership working across sectors • Evidence of delivering formal and informal teaching sessions • Previously worked within a specialist palliative care setting • Previous experience of working at an advanced practice level • Participation in research and audit including appraisal of evidence • Service and practice development utilising recognised methodology 	<ul style="list-style-type: none"> • Budget management 	Application form Interview
SKILLS	<ul style="list-style-type: none"> • Motivational skills for self and others • Excellent and advanced communication skills, both multi professional and multi-agency • Comprehensive physical assessment, history taking and clinical decision-making skills • IT literacy with experience of a range of software, databases and 		Application form Interview

	spreadsheets		
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of drugs used within a specialist palliative care setting • Understanding of speciality specific advanced practice development at national and local levels • Understanding of legal, ethical and professional issues of advanced practice 		Application form Interview
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Able to liaise and network effectively • Committed to equality and equal opportunities • Ability to work flexibly 		Interview