



JOB DESCRIPTION

Job Title	Advanced Nurse Practitioner
Responsible to	Medical Director and Director of Patient and Clinical Services
Professionally Accountable to	
Primary Location	Nightingale House Hospice

JOB SUMMARY

As an advanced nurse practitioner you will work within the medical team at Nightingale House Hospice to provide a high standard of care to patients admitted to the inpatient unit for symptom management, end of life care or respite, as well as patients attending outpatients or the wellbeing programme. This post offers an opportunity to develop palliative care experience and skills, within a culture of learning and developing professionally. You will also have the opportunity to participate in audit, teaching of GP registrars, medical students, nursing staff and disseminating knowledge to the wider team.

The medical team consists of the medical director/GP, 2 speciality doctors, and another GP. We work with palliative care consultants from SCUK who remotely review the patients twice a week, at a board round. You will work alongside the nursing team, pharmacist, patient flow, rehab, family support team, chaplain and complementary therapist to deliver care to patients with life limiting conditions. You will deliver individualised, holistic care to patients and their loved ones, with empathy, compassion and kindness, respecting patient's dignity and with an aim to empower them to live well with a palliative diagnosis.

Scope of the Advanced Nurse Practitioner Role at Nightingale House

Working as an independent practitioner and non-medical prescriber the ANP 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. You will always work within the scope of professional practice and guidance on advanced practice, adhering to all relevant professional, legal and regulatory guidelines.

You will assume responsibility for own professional development and updates and maintain your own clinical skills as appropriate with support and guidance from the medical director and director of clinical and patient services as required for the role. You will work within the boundaries of the role as it develops within Nightingale House and as agreed by the Medical Director and Director of Clinical and Patient Services in conjunction with the Chief Executive Officer.

There are opportunities for career development and progression to a nurse consultant depending on interest and experience.

KEY RELATIONSHIPS

Internal

Medical director

Director of clinical and patient services

Palliative care consultants
Hospice doctors (speciality doctors and GPs)
Patient flow team
Ward manager and deputy ward managers
Wellbeing team
Family support team
Pharmacist
Physiotherapists
Occupational therapist
Chaplain
Complementary therapist
Ward Clerk/ clinical administrators

External

General practitioners
District nurses
Secondary care teams at local hospitals
Specialist clinical nurses
Specialist palliative care team

KEY RESPONSIBILITIES

- Work autonomously to admit patients to the inpatient unit and care for them during their admission for end of life care, symptom management or respite.
- Along with the rest of the medical team, nursing team and consultants, provide care for inpatients, outpatients and patients attending wellbeing or rehab appointments if needed, including initial assessment, daily reviews, planning and management.
- To identify and address the physical, psychological, spiritual and social needs of patients and the emotional, spiritual and psychological needs of their families and friends.
- As an independent prescriber, prescribes medicines for patients in accordance with local policies, national standards and formularies relating to independent prescribing.
- Work closely with and support the nursing team and wider MDT, maintaining positive working relationships and close team work.
- Communicate compassionately with patients and their families regarding their condition, treatment, prognosis and advanced care planning.
- Participate in on-call rota (1:4 or 1:8 weekends), being on-site Saturday morning and available to attend from 9-5 Saturday and Sunday (1 day off in lieu provided following the on-call weekend).
- Participate in clinical meetings as part of the MDT.
- Maintain clinical records and complete administrative tasks arising from medical work – discharge summaries, GP letters following outpatient appointments, referral letters etc.
- Identifies and reports issues and incidents that may affect the quality of palliative care services. Works with the team to ensure the delivery of a safe and effective service.
- Liaise closely with external partners – such as GPs, SPCT, district nurses, specialist clinical nurses and secondary care.
- Develop and maintain high professional standards within the service and promote multidisciplinary team working
- To promote and participate in teaching and educational activity, teaching nurses, medical students, GP registrars, colleagues, patients and families.

- To participate in clinical governance activities e.g. quality improvement activities and ensure implementation of best practice guidelines.
- Promote the ethos of audit in the organisation and identify, support and participate in clinical audits and evaluation of work to improve care and service delivery.
- Ensure that effective governance arrangements are implemented and maintained.
- To maintain personal development through personal development reviews, monthly 1:1 meetings, clinical supervision, training and appropriate courses, which the hospice will support.
- Provide supervision and mentoring to non-medical prescribers and trainee ANPs
- There will be opportunities to develop a special interest or lead on programmes depending on skills and interests.
- Lead the development of ideas and specialist practice within the scope of the role. Innovates through exploring ideas with others and takes action, thus contributing to different ways of working.
- Develop services in conjunction with the service leads, medical and clinical directors and wider team that will improve services for users and contribute to the advancement of palliative care at local, regional and national levels.
- Participates in maintaining the profile of Nightingale House Hospice through the presentation of quality improvement initiatives at local, regional and national conferences as appropriate.
- Work with the senior nursing team to complete personal development reviews of the nursing team and provide support and mentoring.

GENERAL REQUIREMENTS

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).

In addition, this post is subject to the Terms and Conditions of employment of the Hospice as specified in the staff handbook

Please sign below:

Employee Name	
Employee Signature	
Date signed	

Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Clinical leadership in a multi professional service • Reasonable palliative experience in relevant and related specialties • Partnership working across sectors • Evidence of delivering formal and informal teaching sessions • Previous experience of working at an advanced practice level • Participation in research and audit including appraisal of evidence 	<ul style="list-style-type: none"> • Budget management • Previously worked within a specialist palliative care setting
Qualification	<ul style="list-style-type: none"> • Current NMC registration • Advanced clinical skills qualification • Non-medical prescribing qualification and experience • Masters level Advanced Clinical Practice course 	Leadership/ management course relevant to healthcare environment
Skills/Abilities	<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 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 	
Personal qualities	<ul style="list-style-type: none"> • Able to liaise and network effectively • Committed to equality and equal opportunities • Ability to work flexibly 	
Other		<ul style="list-style-type: none"> • Able to drive and access to a car • Welsh speaker