



Job Description

1. JOB DETAILS

Job Title:	Advanced Nurse Practitioner
Band:	7
Location:	Community
Hours:	22.5/week, 3 days over 7 including on call
Team/Directorate:	Coastal Community Cluster (Exmouth, Budleigh Salterton, Woodbury and surrounding villages)
Responsible To:	Community Cluster Team Leader (CCTL)
Responsible For:	N/A
Accountable to:	Head of Community Services

2. JOB PURPOSE

To deliver, manage and promote an excellent standard of evidenced based specialist palliative care, utilising advanced clinical skills to identify, assess, diagnose and treat patients with specialist palliative care needs.

To promote dignity, encompassing a person centred approach to positively enhance the lives of patients with complex life limiting illnesses within the community.

3 KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

3.1 Main Responsibilities

- Provide expert specialist palliative care, contributing highly experienced clinical judgement and knowledge to develop strategies for the delivery of complex palliative and end of life care, in order to promote best practice for patients with life limiting illnesses.

- Assess, diagnose, plan and implement evidence based care at the level expected of an Advanced Nurse Practitioner to ensure optimum patient outcomes.
- Act as an independent and supplementary prescriber, participating in Non Medical Prescribing supervision to provide an enhanced delivery of care.
- Demonstrate, teach and role model Advanced Communication Skills and professionalism in your interactions with patients, families, carers and all other professionals in order to promote and maintain Hospiscare values.
- Manage, assess and review, in conjunction with the team leader, daily clinical leadership of junior staff within the community team, deputising for the team leader in their absence, to ensure seamless delivery of clinical care.
- Design and deliver education and learning for all those involved in palliative/ end of life care, in order to act as a resource to wider professional and care teams both internally and externally.
- Suggest innovative ideas to improve the service provision and take the service forward in line with Hospiscare, Devon Clinical Commissioning Group and other Government initiatives to formulate strategies for positive change.
- Assist the Team Leader with line management responsibilities to promote good working relationships within the team.
- Attend, guide and contribute regularly to Gold Standards Framework (GSF)/Palliative Care and other multi disciplinary team meetings, in order to provide specialist palliative care knowledge and advice to healthcare professionals and relevant others.
- Assist and contribute to Hospiscare's clinical governance and audit process in order to support continuing quality improvement and learning.
- Assess and identify complex bereavement and communicate effectively with the Supportive Care team to enable a seamless handover into Hospiscare's Bereavement Care Services.

Infection Prevention and Control

Maintaining a safe environment for patients, visitors and employees is everyone's responsibility. All staff are required to adhere to Hospiscare's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times. This includes ensuring personal and team compliance with all relevant policies and procedures, and acting upon or reporting any identified risks.

3.2 Key Contacts

Internal:

- Community Teams
- Head of Community Services
- Chief Nurse
- Medical team
- IPU team
- Clinical Governance
- Clinical Administration
- Supportive Care Services
- Learning and Development team
- People team

External:

- Patients and those close to them
- Royal Devon & Exeter Foundation Trust
- NHS Community Services
- General Practitioners
- Residential and Nursing Homes
- Social and Domiciliary Care Workers
- Providers of out-of-hours services
- Devon Clinical Commissioning Group

3.3 Health & Safety

- Ensure that Health and Safety guidelines and fire regulations are strictly adhered to
- Comply with safe working practices as defined by Hospiscare
- Complete online training as and when required
- Take reasonable care for your own health and safety and that of others who may be affected by acts or omissions at work
- Report any accidents, incidents or near misses as soon as reasonably practicable
- Manage own work life balance and general wellbeing, including any relevant pressures in respect of lone working, travel, difficult environments and challenging situations

3.4 General

- Be aware of and adhere to Hospiscare policies and procedures at all times
- Take part in progress/performance reviews throughout the year
- Cooperate with other Hospiscare departments
- Attend training courses and complete online training modules as required to meet the requirements of the post
- Take responsibility for own personal development, seeking out opportunities to learn new skills
- Undertake any other duties as requested by management which are reasonably deemed to be within the scope of the role

3.5 Other

- Apply the Hospiscare values and behaviours to every aspect of the role at all times
- Promote and maintain the brand standards of Hospiscare

ADVANCED NURSE PRACTITIONER

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and specific training	<p>Registered Nurse with current Nursing and Midwifery Council registration</p> <p>Degree in Palliative Care or degree level qualification in associated field</p> <p>Evidence of ability and commitment to work at Masters academic level or above, incorporating clinical development</p> <p>Advanced Communication Skills</p> <p>Evidence of ongoing professional development</p>	<p>Teaching and mentorship/supervision qualification</p> <p>Leadership or management qualification</p> <p>Non-Medical Prescriber</p> <p>Advanced clinical assessment skills (MSc level)</p>
Experience	<p>Extensive recent clinical experience of working within a palliative care environment</p> <p>Substantial experience of audit and standard setting</p> <p>Substantial experience and evidence of coaching/mentoring and of facilitating clinical supervision</p> <p>Significant experience of developing, teaching and evaluating education programmes</p>	<p>Experience of multi-agency partnership working in order to deliver service improvements</p>
Knowledge	<p>Advanced understanding of the complexities of working with individuals at times of distress and conflict</p> <p>Detailed understanding of the key issues relating to End of Life Care including national strategies and policy development</p> <p>Advanced understanding of theoretical nursing models and their impact on delivery of care</p>	<p>Awareness of change theory and application in practice</p>

Skills	<p>Advanced skills as an expert practitioner, synthesizing complex information utilising an evidence based approach</p> <p>Advanced communication and interpersonal skills</p> <p>Highly developed ability to manage challenging circumstances effectively, to understand and disseminate multifaceted information</p> <p>Highly developed ability to prepare, lead and evaluate formal and informal teaching and education programmes</p> <p>Developed ability to manage staffing resource effectively and efficiently</p> <p>Developed IT skills</p>	
Personal attributes	<p>Ability to lead and work as part of a team, prioritise workload and manage time effectively</p> <p>Ability to work autonomously, problem solve and act on own initiative</p> <p>Flexible and adaptable with the ability to respond positively in a rapidly changing environment</p> <p>Commitment to continuing professional development</p> <p>Awareness of Equality, Diversity and Inclusion in all aspects of work</p>	
Additional requirements	<p>Able and willing to contribute to the 7 days/week and out of hours specialist palliative care service</p> <p>Able to travel and work throughout the area covered by Hospiscare</p> <p>Able to fulfil the physical and manual handling aspects of the role</p>	Car owner and driver

Job Description and Person Specification Agreement:

The above job description is not exhaustive but an indication of the duties and responsibilities the post holder may undertake and will be subject to review.

Post Holders Signature:

Date:

Managers Signature:

Date: