

Job Title	Advanced Nurse Practitioner
Reporting to	Director of Nursing and Clinical Services
Place of work	We have a variety of opportunities across our surgeries within Pier Health Group in Weston-super-Mare, Worle and surrounding villages.
Contract	Salaried permanent – full-time and part-time considered – flexible working available
Salary	Negotiable by experience

Job Summary

To work as an autonomous practitioner, responsible for the delivery of practice nursing services, working as part of the practice multidisciplinary team, delivering care within their scope of practice to the entitled patient population. The advanced nurse practitioner will be responsible for a number of clinical areas such as health promotion, chronic disease management, health prevention, well women and well man clinics, as well as supporting the management team in the reviewing of clinical policy and procedure.

Pier Health was established in July 2019 and is a super partnership of surgeries across Weston-super-Mare, Worle and surrounding villages. Whilst Pier Health is a super partnership, each surgery has a significant amount of local autonomy to ensure they are well equipped to meet the needs of their own patient group. We believe passionately in delivering the very best in care for our patients by continuously improving our service in innovative way.

Pier Health will be able to offer robust, high quality, and consistent services across the organisation and can explore new ways of delivering care across the sites. Staff will have the opportunity to join an organisation that offers a whole range of services.

Pier Health has all of the benefits of working for a large organisation yet also offers the sense of individuality belonging to a local partnership practice. This is a unique proposition and goes well beyond that of a typical federation or merged practices.

This is an exciting time to join Pier Health as it is in its infancy and aspires to develop and deliver radical, innovative solutions for health care.

Mission Statement

To create a resilient and sustainable organisation with a happy, fulfilled workforce providing an excellent, consistent service to all patients.

Primary Responsibilities

The following are the core responsibilities of the advanced nurse practitioner. There may be on occasion, a requirement to carry out other tasks; this will be dependent upon factors such as workload and staffing levels:

- ◆ Develop, implement and embed health promotion and well-being programmes
- ◆ Manage patients presenting with a range of acute and chronic medical conditions, providing subject matter expert advice to patients
- ◆ Implement and evaluate individual specialised treatment plans for chronic disease patients
- ◆ Identify, manage and support patients at risk of developing long-term conditions, preventing adverse effects on the patient's health
- ◆ Provide advanced, specialist nursing care to patients as required in accordance with clinical based evidence, NICE and the NSF
- ◆ Provide wound care (ulcer /Doppler etc.) to patients
- ◆ Provide specialist clinics such as ear syringing, contraception etc.
- ◆ Undertake the collection of pathological specimens
- ◆ Provide travel medicine services
- ◆ Request pathology services as necessary
- ◆ Process and interpret pathology and other test results as required
- ◆ Provide chronic disease clinics, delivering patient care as necessary, referring patients to secondary / specialist care as required
- ◆ Maintain accurate clinical records in conjunction with extant legislation
- ◆ Ensure read codes are used effectively
- ◆ Maintain chronic disease registers
- ◆ Develop, implement and embed well woman clinics
- ◆ Develop, implement and embed well man clinics
- ◆ Develop, implement and embed travel clinics
- ◆ Develop, implement and embed an effective call/recall system
- ◆ Be responsible for the implementation of an effective immunisation programme
- ◆ Chaperone patients where necessary
- ◆ Prioritise health issues and intervene appropriately
- ◆ Support the team in dealing with clinical emergencies
- ◆ Recognise, assess and refer patients presenting with mental health needs
- ◆ Implement vaccination programmes for adults and children
- ◆ Extended and supplementary prescriber, adhering to extant guidance
- ◆ Support patients in the use of their prescribed medicines or over the counter medicines (within own scope of practice), reviewing annually as required
- ◆ Contribute to practice targets (QOF etc.), complying with local and regional guidance
- ◆ Liaise with external services / agencies to ensure the patient is supported

appropriately (vulnerable patients etc.)

- ◆ Delegate clinical responsibilities appropriately (ensuring safe practice and the task is within the scope of practice of the individual)
- ◆ Support the clinical team with all safeguarding matters, in accordance with local and national policies
- ◆ Understand practice and local policies for substance abuse and addictive behaviour, referring patients appropriately
- ◆ Deliver opportunistic health promotion where appropriate

Secondary Summary

In addition to the primary responsibilities, the advanced nurse practitioner may be requested to:

- ◆ Act as the audit lead, effectively utilising the audit cycle
- ◆ Act as the IPC lead for the practice, ensuring compliance, undertaking audit as necessary
- ◆ Monitor and ensure the safe storage, rotation and disposal of medicaments
- ◆ Overall management of the nursing team, providing guidance when necessary, acting as a mentor to students and newly qualified staff
- ◆ Maintain an effective nursing staff rota, ensuring all clinics are staffed appropriately
- ◆ Participate in local initiatives to enhance service delivery and patient care
- ◆ Support and participate in shared learning within the practice
- ◆ Develops an area of specialist interest, taking the lead within the practice
- ◆ Continually review clinical practices, responding to national policies and initiatives where appropriate
- ◆ Participate in the review of significant and near-miss events applying a structured approach i.e. root cause analysis (RCA)
- ◆ Drives the development of nursing services within the practice, liaising external agencies and professional organisations as required
- ◆ Develops practice administrative and clinical protocols in line with the needs of the patient and current legislation

This document should be read in conjunction with the attached welcome pack

This document may be amended following consultation with the post holder, to facilitate the development of the role, the practice and the individual. All personnel should be prepared to accept additional, or surrender existing duties, to enable the efficient running of the practice.

The person specification for this role is detailed overleaf

Person Specification for Advanced Nurse Practitioner

Qualifications	Essential	Desirable
Registered Nurse	✓	
Post graduate diploma or degree (Advanced Practice Qualification)	✓	
Qualified Nurse Prescriber	✓	
Qualified Triage Nurse	✓	
Minor Illness Qualification		✓
Teaching Qualification		✓
ALS, PALS		✓
Experience	Essential	Desirable
Experience of working in a primary care environment	✓	
Experience of working as a practice nurse or community nurse		✓
Experience of chronic disease management	✓	
Experience of prescribing and undertaking medication reviews	✓	
Clinical Knowledge & Skills	Essential	Desirable
Wound Care / Removal of sutures & staples	✓	
ECG's	✓	
Venepuncture	✓	
New patient medicals	✓	
Chaperone procedure	✓	
Requesting pathology tests and processing the results, advising patients accordingly	✓	
Travel medicine	✓	
Diabetes	✓	
Hypertension	✓	
Asthma	✓	
Spirometry	✓	
CHD	✓	
Immunisations (routine, childhood and travel)	✓	
Women's health (Cervical cytology, contraception, etc.)	✓	
Understands the importance of evidence based practice	✓	
Broad knowledge of clinical governance	✓	
Ability to record accurate clinical notes	✓	
Ability to work within own scope of practice and understanding when to refer to GPs	✓	
Knowledge of public health issues in the local area		✓
Awareness of issues within the wider health arena		✓
Knowledge of health promotion strategies	✓	
Understands the requirement for PGDs and associated policy	✓	
Skills	Essential	Desirable
Excellent communication skills (written and oral)	✓	
Strong IT skills	✓	
Clear, polite telephone manner	✓	
Competent in the use of Office and Outlook	✓	
EMIS / Systmone / Vision user skills	✓	
Effective time management (Planning & Organising)	✓	
Ability to work as a team member and autonomously	✓	

Good interpersonal skills	✓	
Problem solving & analytical skills	✓	
Ability to follow clinical policy and procedure	✓	
Experience with audit and able to lead audit programmes		✓
Experience with clinical risk management		✓
Personal Qualities	Essential	Desirable
Polite and confident	✓	
Flexible and cooperative	✓	
Motivated, forward thinker	✓	
Problem solver with the ability to process information accurately and effectively, interpreting data as required	✓	
High levels of integrity and loyalty	✓	
Sensitive and empathetic in distressing situations	✓	
Ability to work under pressure / in stressful situations	✓	
Effectively able to communicate and understand the needs of the patient	✓	
Commitment to ongoing professional development	✓	
Effectively utilises resources	✓	
Punctual and committed to supporting the team effort	✓	
Other requirements	Essential	Desirable
Flexibility to work outside of core office hours	✓	
Disclosure Barring Service (DBS) check	✓	
Occupational Health Clearance	✓	