

Job description

Job responsibilities

TITLE OF POST: ADVANCED NURSE PRACTITIONER

HOURS OF EMPLOYMENT: Part time (16 - 22 hours a week)

RESPONSIBLE TO: Lead GP, Practice Manager

JOB SUMMARY

The post holder will use evidence based knowledge to deliver a high standard of care, making professionally autonomous decisions for which he/she is accountable. They will work within their professional boundaries to demonstrate safe clinical decision-making and cost-effective, expert care for patients within the practice.

They are responsible for providing care for the presenting patient from initial history taking, clinical assessment, diagnosis, treatment and evaluation of their care, working collaboratively with the multi-disciplinary general practice team and other healthcare professionals, to promote integrated and seamless pathways of care to meet the needs of patients.

They will support service development, the delivery of policy and procedures, and provide nurse leadership.

PRIMARY DUTIES & AREAS OF RESPONSIBILITY

Clinical Responsibilities:

Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis

Assess and treat patients who present with minor injury with onward referral when appropriate

Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly

Assess, diagnosis, plan, implement and evaluate interventions/treatments for patients with complex needs

Proactively identify, diagnose 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 scope of practice

Work with patients in order to support compliance with and adherence to prescribed treatments

Provide information and advice on prescribed or over-the-counter medication on medication regimens, 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 lifestyles, and apply principles of self-care

Assess, identify and refer patients presenting with mental health needs in accordance with the NSF for Mental Health

To provide face-to-face and telephone clinical assessment/treatment and management plans. To provide clinical support to doctors within the practice

Continue to develop and expand own personal clinical expertise as autonomous /independent practitioner.

In partnership with others, challenge and critically evaluate the boundaries of autonomous practice, such that patient access choice and outcomes will improve.

Help in the development and evaluation of clinical guidelines, and competency tools to support nurses in the expansion of their roles in the delivery of optimal care.

Develop own areas of specific clinical expertise in order to link acute, primary, community and emergency care sectors in expanding nursing practice within the practice.

Nurses as prescribers must maintain competencies for prescribing portfolio and have a regular audit of their prescribing.

Clinical Governance:

Responsibilities for this include:

- Maintain professional registration and practice in accordance with The code: Standards of conduct, performance and ethics for nurses and midwives with reference to practice guidelines, monitoring the effectiveness of clinical practice through the use of audit and peer review
- To provide clinical leadership within the practice, participate in clinical supervision for the nursing team and mentor and support other nurses in developing and maintaining clinical skills and evidence based practice.

Contributing to the development, ongoing review and implementation of key policies

Contribute to the MDT and clinical meeting as required

Significantly contributing to the Risk Management and monitoring of clinical incidents

Participating in the investigation of clinical complaints and significant events in conjunction with the Practice Manager and Lead GP.

Supporting the practice nursing team to function at a good clinical standard.

- Carry out audits and respond to reports as required

General Duties

The Post Holder may be required to work additional hours to cover holidays and sickness

The Post Holder may be required to work occasional additional Saturday Morning hours as part of the Improved Access in General Practice project.

The Post Holder may be required to do home visits as part of the role in providing clinical support to housebound patients.

Maintaining regular consistent attendance, punctuality, personal appearance and adherence to relevant health and safety procedures.

To attend all statutory and mandatory training courses and any courses specific to this role.

To be available for staff meetings, Team meetings, Clinical meetings and meetings with other senior leaders and managers within the practice

To attend as necessary any Practice Nurse forum and feedback as necessary to the management / clinical team.

To have a good understanding and follow practice policies and procedures.

Establish and maintain effective working relationships with co-workers and the general public.

Attend performance and development reviews with your line manager.

Flexibility

This role profile is intended to provide a broad outline of the main responsibilities only. The postholder will need to be flexible in developing the role and in initial and ongoing discussions with the designated manager.

Confidentiality:

Under the Data Protection Act 1998, the postholder must maintain the confidentiality of information about patients and staff. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognized course of duty. Unauthorised disclosure of confidential information will result in disciplinary action and may lead to your dismissal.

In the course of seeking treatment, patients entrust us with, or allow us to gather sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.

In the performance of the duties outlined in this job description, the post-holder may have access to confidential information relating to patients and their carers, practice staff and other healthcare workers. They may also have access to information relating to the practice as a business organisation. All such information from any source is to be regarded as strictly confidential.

Information relating to patients, carers, colleagues, other healthcare workers or the business of the practice may only be divulged to authorised persons in accordance with BrisDocs policies and procedures relating to confidentiality and the protection of personal and sensitive data.

Equality and Diversity:

The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:

- Acting in a way that recognizes the importance of peoples rights, interpreting them in a way that is consistent with Practice procedures and policies, and current legislation

- Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues
- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) to ensure that the agreed procedures are carried out to maintain a safe environment for patients, visitors and staff.

Person Specification

Qualifications

Essential

- RGN, current NMC registration
- Evidence of higher study in nursing (Diploma, Degree or evidence of attainment of similar level of studies)
- Advanced Level (3) Clinical Assessment, Reasoning and Clinical Decision Making
- Advanced Clinical Practice skills
- Independent nurse prescriber
- Experience of working autonomously diagnosing and treating patients of all ages.
- Experience of working in multi-professional and multi-disciplinary settings and contributing to effective team working
- Awareness and knowledge of own professional accountability and autonomous practice
- Understanding of Quality Outcomes Framework
- Understanding of the key legislative frameworks relating to health service delivery including data protection, information governance, consent and capacity.
- Evidence of computer literacy and keyboard skills
- Able to listen carefully in order to understand the needs of others
- Good clinical judgment and decision making skills

- Able to use motivational skills to bring about changes in behaviour
- Excellent written and verbal communication skills
- Excellent interpersonal skills
- Ability to maintain accurate records
- Able to work within a team and give and take instruction as required. Able to quickly establish rapport and credibility with others in the team
- Tactful and diplomatic
- Able to use own initiative and achieve measurable improvement against stated objectives
- Able to work under pressure and to deal with emergency situations and/or difficult clients and stressful situations professionally
- Able to maintain confidentiality at all times with regards to staff and patients
- Able to provide coaching and mentoring on a broad level

Desirable

- MSc in Advanced / Specialist Practice or evidence of accumulation of relevant experience / knowledge
- Substantial experience in General Practice
- Experience of chronic disease management
- Familiarity with EMIS Web

Disclosure and Barring Service Check

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.

UK Registration

Applicants must have current UK professional registration. For further information please see [NHS Careers website](#).

Employer Details

Employer name

Grange Road Surgery

Address

Grange Road

Bishopsworth

Bristol

BS13 8LD

Employer's website <https://www.grangeroadsurgery.co.uk/>