Derby Teaching Hospitals NHS
NHS Foundation Trust

ONS/PM/Cor/2464CP1

Job Description

JOB TITLE: Corporate Lead for Advanced Practice

REPORTS TO (Title): Deputy Chief Nurse (Clinical)/General Manager to the Medical Director (Operational)

ACCOUNTABLE TO : Executive Medical Director / Executive Director of Patient Experience

JOB HOLDER/NEW POST: New Post

DEPARTMENT: Corporate

DIVISION: Medical Directors Office

GRADE: Band 8b **HOURS:** 37.5

DATE: June 2015

Our vision

To be a national beacon for all that is best in the NHS delivering 21st century healthcare. We will be part of a flourishing network of health and social care partners to integrate care for our patients, deliver clinically excellent results and be financially sustainable.

Enabling strategies

- Partnership working
- Systems and infrastructure
- Workforce
- Transformation

Our strategic must do's

- Deliver quality in everything we do; safety, effectiveness and patient experience e.g. always events
- Transform services to maximise productivity and efficiency e.g. ambulatory care
- Create networks for acute and complex care e.g. stroke and vascular services
- Develop integrated care for people with long term conditions to help them stay as healthy as they can e.g. diabetes and frail older people

JOB PURPOSE

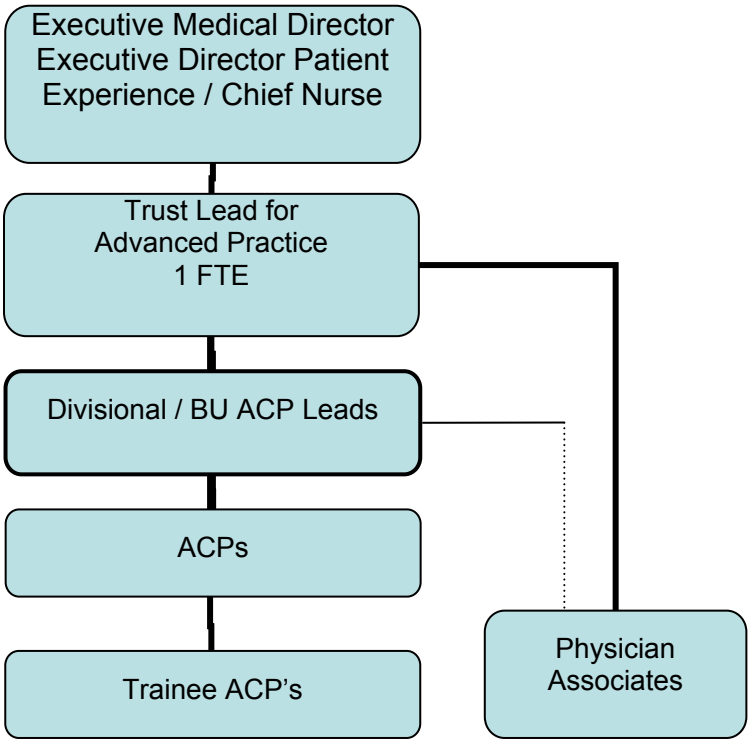
Leadership

- To support the Trust's Executive Medical Director and Executive Director of Patient Experience /Chief Nurse in developing and implementing the Trust's Advanced Practice Service in order to improve the patient experience; provide clinical leadership and support within medical and nursing teams.

Clinical

- To work independently at an advanced clinical level in the direct delivery of high quality care making critical clinical decisions based on advanced clinical skills assessment.
- To support Consultant Medical Staff with day to day clinical activity (to be determined according to need of specialist area) including the support of junior medical staff , sharing clinical workload and allowing doctors in training to achieve training and development requirements.

ORGANISATION CHART)



DIMENSIONS

Responsible for the Trust wide development and leadership of Advanced Practitioners across the Trust (Advanced Practitioners and Physicians Associates).

KEY RESULT AREAS/Deliverables/Key Activities

Leadership

- The post holder is responsible for providing professional expertise relating to Advanced Practice throughout the Acute Trust.
- The post holder will define current processes, facilitate discussions and advise colleagues as to how best practice might be adopted.
- The post holder will develop relationships both regionally and nationally to share best practice.

- The post holder will facilitate standardisation of Advanced Practice / Advanced Roles across the Acute Trust determining a Trust training programme for Advanced Practice in conjunction with local HEIs.
- The post holder will identify resources and effectively communicate with staff to secure appropriate utilisation of resources
- The post holder will identify challenges that may accompany implementation of the Advanced Practice roles and direct or influence the necessary measures to overcome them.
- The post holder will provide clinical leadership for non medical prescribing throughout the Trust
- The post holder will use their highly developed specialist knowledge to support development of a range of advanced practice roles across the Trust.
- The postholder will provide support and guidance to the Divisions in developing plans for their non-medical workforce.
- The postholder will support the development of skills and competencies within the non-medical workforce to include, but not exclusively, prescribing pharmacist physician assistants.
- The postholder will develop a clinical governance structure to ensure learning and quality improvement are embedded.

Clinical

- The post holder will provide expert professional advice to patients, carers and colleagues
- The post holder will be qualified to work clinically as an Advanced Practitioner according to the Royal Derby Hospitals Advanced Practitioner definition and framework, providing highly specialised clinical care to patients.
- The post holder will work clinically for a proportion of their time.

DECISION MAKING

Leadership

- Responsible for developing policy and procedure relating to Advanced Practice across the Trust on behalf of the Executive Medical and Executive Director of Patient Experience /Chief Nurse
- Determines the strategic planning for the Advanced Practice role implementation within the Divisions, identifying interdependencies across projects/functions and the potential impacts on the wider organisation
- Identify resource requirements building in contingency and adjustments as necessary.
- Responsible for proposing and drafting changes to, and implementation and interpretation of policies and guidelines which may impact within the Trust and Divisions.
- The post holder will be required to communicate and provide highly complex Information to a wide range of internal and external stakeholders.
- Present highly complex information about the Advanced Practice project, initiatives and services that link into advanced practice to a wide range of stakeholders in a formal setting.
- Commit to working and engaging constructively with internal and external stakeholders, including the newly established Faculty of Advanced Practice.
- Develops and maintains effective working relationships with local HEI providers whilst considering the financial implications and alternative methods of learning.
- Nurture key relationships and maintain networks internally and externally, including national networks.
- Support collaborative working across and between Trusts within the region
- Assist with public relations and marketing activities.
- Maintain Trust Framework for Advanced Practice and other Advanced roles and update appropriately
- Identify and help support development of opportunities for multidisciplinary Advanced Practice learning and development.
- Co-ordinate audit, Research & Development initiatives relating to Advanced Practice roles ensuring integration with key performance indicators.

- Facilitates and plans the educational requirements for Advanced Practitioners and other Advanced roles within the Trust
- Works with the multidisciplinary team to support learning
- Contribute to the setting, monitoring and auditing of standards of practice for Advanced Practice
- Contributes to the evaluation of Advanced Practice roles in relation to national and local benchmarks
- Review the delivery and evaluation of education and training programmes relating to the advanced practice role

Clinical

- Maintains clinical credibility as an Advanced Practitioner and provides clinical leadership
- Responsible for providing highly sensitive and complex information to patients and their relatives.
- Ensure professional registration is maintained

Infection Control:
Comply with standard infection control precautions to prevent or minimise the spread of micro-organisms and communicable diseases to patients, staff and surrounding community.

Technical Instructors, Therapy and Health Care Assistants, Clerical Staff
Maintain a safe environment by following infection control policies and procedures at all times

Data Protection:
All staff having access to computer information are subject to the Data Protection Act.

Confidentiality
The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Health and Safety at Work Act:
All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust:
The smoke free policy applies to staff, patients, resident's visitors and contractors.

Equality and Inclusion:
Derby Hospitals NHS Foundation Trust is committed to providing an environment where all staff, patients, carers and visitors enjoy equality of opportunity.

The Trust works to eliminate all forms of discrimination and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities. Providing equality of opportunity means understanding and appreciating the diversity of our staff, patients, carers and visitors ensuring a supportive environment free from harassment and discrimination.

On account of this, Derby Hospitals NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

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PERSON SPECIFICATION – FOR RECRUITMENT PURPOSES

POST:
DEPARTMENT:
DATE:

	Essential	Desirable
Education, Training and Qualifications **CPD Requirements**	• Registered Healthcare Professional • Masters level education in advanced practice • Teaching and assessing in clinical practice • Demonstrable leadership skills	• Post graduate research training • Additional qualifications related to a specialist area
Knowledge	• Highly specialised advanced clinical skills and knowledge. • Extensive experience in teaching and training of medical and nursing staff • Active Involvement in audit and research • Knowledge of national and local issues relevant to speciality area of work. • Up to date knowledge and understanding of nursing policy and practice relevant to speciality • Understanding national and local policy relating to Advanced Practice	• Influences national and local policy working.
Experience	• Demonstrable experience of full line management responsibilities	• Demonstrable experience of full budget responsibilities and in line with standing financial instructions

Skills and Ability	• Ability to work and communicate effectively within a multidisciplinary team setting within and outside the Trust. • Evidence of advanced communication skills including verbal, non-verbal and written. This will include evidence of breaking bad news. • Evidence of excellent Patient documentation and record keeping skills. • Excellent interpersonal skills with professional credibility • Time management skills with an ability to act on own initiative and be both self directed and motivated in the work environment. • Ability to make autonomous clinical decisions • Demonstrate evidence of both autonomous and team working • Evidence of maintaining clinical expertise	Skilled at coaching and contributing to the development of others
Behaviours	• Positive attitude to change with a proven ability to assist in the implementation of change and practice development. • Ability to act as a positive role model	

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PERSON SPECIFICATION

VACANT POST/JOB HOLDER:
DEPARTMENT:
DATE:

	Essential	Desirable
Communication and relationship skills	Excellent communication skills, written and oral including highly effective interpersonal skills Able to present information to a wide audience using a variety of methods to suit audience type including conferences. Well-developed facilitation and influencing skills, effective negotiation and conflict management skills. Able to effectively communicate highly complex, sensitive or contentious information using highly developed interpersonal skills to overcome barriers to acceptance for patients and relatives including delivering unwelcome news.	
Knowledge, training and experience	Masters degree in Healthcare Subject Recognised teaching qualification Non-medical prescribing qualification. Registered Healthcare Professional	
Analytical and judgemental skills	Able to analyse highly complex facts or situations which require analysis, interpretation and comparison of a range of options. Responsible for making patients initial and on-going diagnosis and initiating treatment.	

Planning and organisational skills	Formulates strategic plans for ACP development across the Trust.	
Physical skills	Highly developed physical skills in order to carry out patient interventions including cannulation, ABG Sampling.	
Responsibilities for patient / client care	Accountable for the delivery of clinical leadership for the development of Advanced Practice across the Trust. Delivers autonomous clinical care to patients as part of the medical team.	
Responsibilities for policy and service development and implementation	Has responsibility for developing policy and procedure relating to Advanced Practice across the Trust on behalf of the Medical and Nursing Directors. Responsible for proposing and drafting changes to, and implementation and interpretation of policies and guidelines which may impact within the Trust and Divisions.	
Responsibilities for financial and physical resources	Full budget responsibility for Trust wide ACP development approx. £500k	
Responsibilities for human resources	Responsible for influencing, devising and on occasions delivering teaching programmes relating to Advanced Practice.	
Responsibilities for information resources	Inputs into patient Clinical care systems. Provides reports and updates of clinical and development activities to the executive team.	
Responsibilities for research and development	Co-ordinates audit, Research & Development initiatives relating to Advanced Practice roles ensuring integration with key performance indicators	

Freedom to act	Operates independently as the Lead for the development of Advanced Practice within the Trust. Responsible for supporting divisions by writing and implementing ACPs policies. Expected to work independently making independent clinical decisions relating to diagnosis, management and prescribing.	
Physical effort	The role requires exertion of moderate physical activity	
Mental effort	There is frequent requirement for prolonged concentration for report writing, strategic development and analysis of information with frequent interruptions. Concentration required when delivering patient care, monitoring patient conditions.	
Emotional effort	Responsible for the management of personal/personnel issues Supports nursing and medical staff. Care of the critically and terminally ill patients distressed parents and families	
Working conditions	Office and clinical working conditions. Frequent use of computers Direct contact with body fluids, blood borne viral diseases. Undertakes near-patient testing i.e. blood samples / glucose monitoring	

Signed: Member of staff ……. Date:……...

Signed: Line Manager …… Date :……..