



Job Description & Person Specification

Position:	Advanced Practitioner (Nurse)	Division:	Urgent and Emergency Care
Location:	Derby Urgent Treatment Centre	Reporting to:	Clinical Service Lead

Purpose of the Role

The post holder will be responsible for the autonomous clinical assessment, treatment and/or referral or giving advice as appropriate to first contact patients across a wide spectrum of clinical conditions within the services provided by DHU Health Care CIC through direct contact consultations.

A commitment to a quality service, excellence in clinical practice and continuous professional development are integral to the role and the development of the service.

The post holder will participate in promoting and advancing DHU Health Care CIC.

Key Success Measures

- Caring & Compassion - We will actively listen to understand and empathise with others', with a desire to support both patients and colleagues.
- Always Professional - We will be accountable for consistently delivering high quality healthcare for our patients
- Respect & Dignity - We will actively listen to each other and our patients to answer their concerns or questions. We will maintain and respect patient's dignity and must ensure it is never compromised.
- Everyone Matters - We will actively encourage feedback from both patients and colleagues to continually improve our service, ensure everyone has an opportunity to have their voice heard, and everyone has an opportunity to further develop their skills and competencies.

Key Areas of Responsibility & Accountability

Clinical

- To practice autonomously without direct supervision.
- To utilise advanced clinical skills to assess, diagnose, treat and refer patients requiring the clinical service
- To recognise the need for, initiate and where appropriate interpret relevant diagnostic investigations.
- To recognise the need for and initiate where appropriate advice of relevant specialisms.
- To exhibit excellent nonverbal and verbal communication skills when dealing with patients and carers. To have the ability to make clear decisions with confidence and communicate these effectively.
- To maintain appropriate clinical records in line with current practice guidelines.
- To work within the parameters of your skills and knowledge, recognising the limitations to your own practice and to work within the bounds of your training and capability according to regulatory codes of conduct.
- To maintain an awareness of developments in clinical practice.
- To optimise evidence based practice.
- To work effectively as part of a multi professional team in collaboration with other members of the service.
- To adhere to performance measures.
- To provide health promotion/accident prevention advice for patients and carers.
- To promote the protection of children and vulnerable adults in accordance with local safeguarding procedures.
- To adhere to the Infection Prevention and Control policy for the service being provided.
- To prescribe medication and work within the limitations of current extended Non-Medical Prescribing legislation.
- Discharge or refer patients as appropriate to internal or external clinical pathways.
- The ordering, storage, administration and disposal of medicines in a safe, secure manner in accordance with current policy and legislation.

Managerial

- Take part in clinical audits.
- To attend professional meetings and participate in team meetings.
- The Clinician will work within guidelines and policies and will support the implementation of policies in own work area and participate in working groups as required.
- To lead and participate in clinical audit cycle as required.
- Participate in inductions for newly appointed staff.
- Responsible for day-to-day supervision, delegation and co-ordination of staff making the best use of their abilities as appropriate.
- To participate in the appraisal process for themselves and others as appropriate.
- To identify, report and address poor performance issues.
- To diffuse challenging behavior, ensuring that the situation is managed in a sensitive way.
- To ensure efficient and effective use of material resources/supplies.
- To identify any problems with resource use/availability and make recommendations for corrective action.

Clinical Governance

- To participate in the clinical governance requirements within the work of the organisation.
- To practice with the parameters of company policies, protocols and guidelines.
- To participate in quality improvement within the organisation.
- To assess and evaluate outcomes of own practice, service intervention and treatment and identifies any short falls in service reporting to relevant managers.
- To provide mentorship leadership and training to other team members.
- To ensure the requirements of Health and Safety policy and legislation are maintained.
- To participate in research and development activities of DHU Health Care.

Education Practice Development

- To participate in the clinical supervision framework for health care professionals within the company.
- To offer appropriate advice to health and social care professions on care practices, delivery and service development within the parameters of the role and scope of practice.
- To participate in the ongoing individual professional development within the organisation
- To mentor and role model as appropriate in the development of triage consultation, the mentorship of junior staff and students.
- To complete the mandatory training programme to ensure compliance at all times.

Professional

- To work within the regulatory requirements, codes and Professional Standards of practice of the NMC/HCPC/GPhC
- To maintain professional and clinical competence through mechanisms of continuing professional development.
- To act in such a manner at all times to promote confidence and public trust and uphold the reputation and image of DHU Health Care CIC.

Communications and Working Relationships

- Director of Nursing and Quality and other Executive Directors.
- Divisional Clinical Director and Managing Director
- Divisional Heads of Clinical Services
- Divisional Operations and Corporate Teams
- DHU Health Care CIC Governance Team
- DHU Health Care CIC Clinical Training Team
- Clinical and managerial staff within participating Clinical Commissioning Groups (CCG)
- Clinical staff in local primary and secondary care services
- Other related services within the local health economy
- Social Services and local intermediate Care Services

Values, behaviours and principles

We are always:

- **Compassionate** – we show kindness, consideration and understanding in everything we do – and demonstrate our caring nature to our patient, people and communities
- **Accomplished** – we are available day and night – a response, adaptable, professional NHS partner, providing the best advice, care and treatment for every individual
- **Respectful** – we recognise the value that individual and team difference bring – welcoming views, listening, being honest, and learning from others' experiences
- **Encouraging** – we believe everyone matters, so we inspire confidence in other – promoting 'speaking up', fostering career-long learning and development, and supporting improvement ideas

Person Specification

The job holder will have;

Qualification	Essential	Desirable
Qualifications Academic/ professional	<ul style="list-style-type: none"> • Registered Adult Nurse registered with the Nursing & Midwifery Council (NMC), Paramedic registered with the Health Care Professions Council (HCPC) or Pharmacist registered with the General Pharmaceutical Council (GPhC). • Registered as an independent non – medical prescriber. • A minimum of 2 modules at Level 7. 1 X module must have included assessment of clinical examination skills. 	<ul style="list-style-type: none"> • MSc (Advanced Practice) • Mentorship qualification
Experience	<ul style="list-style-type: none"> • Substantial Autonomous practice working and multi-professional team • Can show evidence of using autonomous physical examination and assessment skills in practice • Can demonstrate a broad and sound knowledge of complex and common conditions in primary care in both adults and children 	<ul style="list-style-type: none"> • Use of examination skills in practice. • Experience of telephone triage • Experience of Emergency Care • Experience of General Practice

	<ul style="list-style-type: none"> • Has experience in one of the following: nurse led clinics, emergency care centres ,out of hours facilities or walk in centres • Consolidated Independent Prescribing experience. 	
Skills & Knowledge	<ul style="list-style-type: none"> • Can complete a concise clinical history and physical examination. • consolidated telephone triage experience • Can formulate a differential diagnosis and management plan. • Prepared to participate in service development • Demonstrable awareness of accountability in clinical practice • Can give evidence of using effective communication skills within practice • Must have excellent verbal and written skills • Computer literate • Is able to use negotiation skills • skills, employing critical thinking. • Ability to identify individual client needs • Able to prioritize, effective time management. • Commitment to life long learning • Counselling & communication skills • Facilitation & negotiation skills • Aware of current structures and developments in out of hours care, health and social care • Specialist clinical/Technical skills 	<p>A selection of specific sites may require skills in the following areas-</p> <ul style="list-style-type: none"> - ALS / PALS - Cannulation and Venepuncture - ECG recording and interpretation - Plastering - Suturing and wound closure - IRMER & X-Ray interpretation. - Pathology interpretation - Telephone triage
Job Circumstances	<ul style="list-style-type: none"> • Commitment to the role. Able to work unsocial hours including bank holidays • Flexibility to meet service/Rota needs 	

	<ul style="list-style-type: none"> • Be prepared to travel between different primary Care Sites when on duty. • Full driving license essential (LLR Home Visiting Service only) 	Full driving Licence (All other DHU Health Care CIC divisions)
Personal Qualities	<ul style="list-style-type: none"> • Proven team player • Able to work autonomously • Committed to continuing professional development • Positive effect • High level of interpersonal skills • Willingness to continue with additional training to achieve a full MSc in advanced clinical practice. 	

Diversity

DHU Health Care CIC believe our workforce should be as diverse as the range of services we offer, and the communities we serve. We are committed to valuing and encouraging diversity throughout our workforce, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. As part of our mission we are dedicated to eliminating discrimination

Safeguarding

DHU Health Care CIC is committed to safeguarding and promoting the welfare of Adults, Children and Young People and expects all staff and volunteers to share this commitment.

Infection Prevention & Control

Infection Prevention & Control is pivotal in ensuring a safe & clean environment for both patients and staff. IP&C is everyone's responsibility and strict adherence to the IP&C policy is expected of ALL employees of the organisation.

General

As you will expect the organisation may change from time to time and you will be expected to meet the operational requirements of the business and any other reasonable duties as required from time to time.

Acknowledgment

I acknowledge receipt and confirm my understanding and acceptance of the responsibilities specified in my Job Description.
Please Note: If you are unclear of any requirement in this document obtain clarification from your line manager.



Signature of Post Holder:		Date:	
Name:			