

1. JOB IDENTIFICATION

Job Title: Nurse Practitioner (Band 6)

Responsible to (insert job title): Team Lead (Band 7)

Department(s): Hospital at Home Team (ELSIE)

Directorate: Nursing

Operating Division: EHSCP

Job Reference:

No of Job Holders: 1

Last Update (insert date): 04/01/2021

2. JOB PURPOSE

To undertake the role of the specialist nurse, utilising specialist clinical knowledge to inform decision making and clinical judgment. To provide specialist advice to the multidisciplinary team in relation to the management of patient conditions through the assessment, treatment and review planning process in partnership with the patient / carer.

Provide specialist advice to healthcare professionals, other agencies, carers, clients and relatives.

Support the development of the service to improve practice and work collaboratively across healthcare boundaries, implementing and evaluating evidence based standards, guidelines and policies.

3. DIMENSIONS

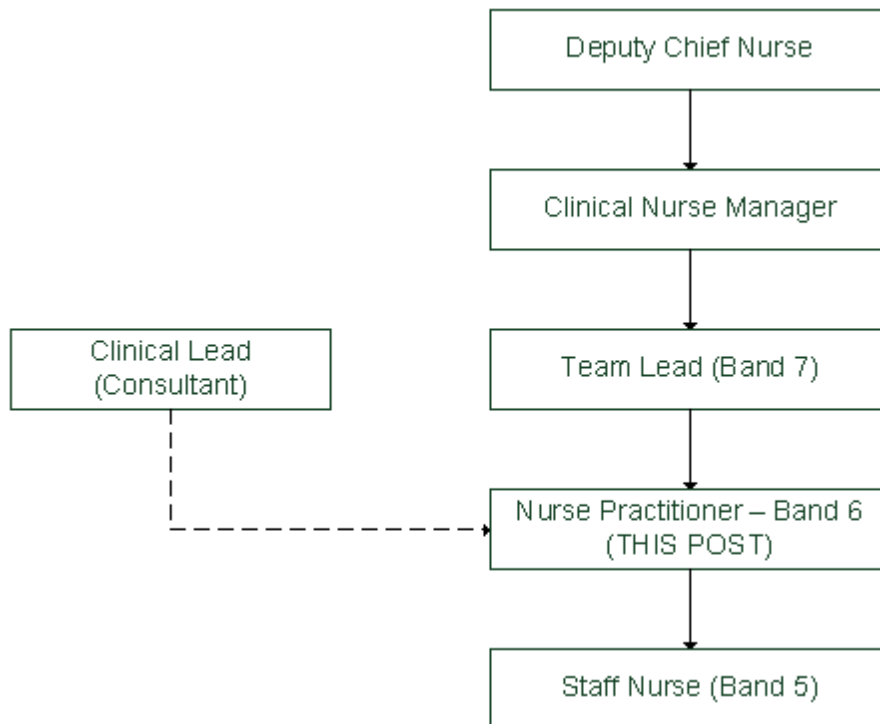
E.L.S.I.E (East Lothian Social and Integrated Service for the Elderly) Delivers clinical services across East Lothian within the patient's own home or care setting.

The post holder will liaise with a number of professionals/agencies, both internal and external on a daily basis including GP practices, local authority teams and the voluntary sector.

The post holder will not manage a budget, but will be required to monitor the use of available resources and work within the financial envelope.

The post holder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION



Key:

----- represents professional accountability

5. ROLE OF DEPARTMENT

- provide alternatives to admission for frail older people within the East Lothian catchment.
- support early discharge from hospital for frail elderly patients where medical/nursing interventions are still required.
- provide multidisciplinary holistic care to support the needs of older patients with co-morbidities and frailty.
- deliver safe and high quality care to all patients.
- support a professional working environment where multidisciplinary team working is at the centre of our practice and where the contributions of all team members are respected and valued.
- create an environment where the personal and professional development of all team members is encouraged and supported.
- participate in the Public Health agenda by identifying and promoting the health and social care needs of the local population in partnership with colleagues, patients, carers and the local community.

6. KEY RESULT AREAS

Specialist Clinical Practice

1. Responsible for assessing patient condition, using specialist critical thinking and diagnostic reasoning skills, including initiating appropriate clinical investigations and interpreting results to enable the development of an enhanced care package / immediate management plan which will meet the physical and psychosocial needs of the patient.
2. Provide high level anticipatory care through the early identification of disease exacerbation in order to reduce the likelihood of acute illness, risks and prevent hospital admission. Acting as an advocate by working in partnership with patients and carers at all levels of care delivery in order to promote self management.
3. Initiate medication prescribing, administration and management in line with Patient Group Directive's or Independent Supplementary Prescribing competence.
4. Provide specialist clinical advice to the multidisciplinary team, patients and their families to facilitate early hospital discharge. Participate in specialist groups, which facilitate net-working and sharing best practice through the provision of specialist professional advice.
5. Apply principles of epidemiology and demography in clinical practice recognising risks, patterns of disease and work collaboratively with a variety of stakeholders to develop health promotion strategies and reduce health inequalities.
6. To undertake risk assessment (including patient behaviours and working environment) and incident management within clinical area including implementation of action plans and associated learning to ensure ongoing compliance with related legislation and guidelines, including Health and Safety at Work Act and NHS Lothian Health and Safety policy and reporting systems, to safeguard patients, visitors and staff.

Leadership and Management

7. Provide specialist support in relation to the management of Long Term Conditions working at specialist practice level to provide mentoring, supervision and clinical advice where required to the multidisciplinary team within the Health and Social Care Partnership.
8. Support the appraisal process and Personal Development Plan Review in line with the Knowledge and Skills Framework. Address performance management issues for area of responsibility. Provide and participate in clinical and peer supervision.
9. Develop effective partnerships and positive working relationships with a variety of internal and external agencies in order to support seamless care provision across all agencies.
10. Support for the development of local procedures and protocols ensuring compliance with National legislation and NHS Lothian policies and identify opportunities for the continuous development of service.
11. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of

appropriate behaviours and attitudes.

Practice Development and Facilitated Learning

12. In an advisory and teaching capacity demonstrate specialist clinical knowledge and skills in relation to clinical interventions to the multidisciplinary team in area of responsibility, working in collaboration with education providers and other key stakeholders.

Research and Development

13. Undertakes clinical audit programmes to support own and the teams best practice which is research and evidence based leading to continuous improvement in care.

13. Contribute towards research in area of expertise and critically appraise, evaluate and apply knowledge of theoretical frameworks, evidence and research findings.

7a. EQUIPMENT AND MACHINERY

The post holder will be expected to be responsible and knowledgeable in the safe use of all clinical and non clinical equipment used within the area ensuring this is checked and maintained and where problem are identified these resolved so that all equipment is fit for purpose.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

- To maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance
- To be responsible for recording all activity/contact on appropriate local system
- To update and maintain a range of information databases
- Responsible for regularly completing and signing off timesheets / mileage forms
- Responsible for ordering supplies e.g. supplies and equipment using PECOS system
- To be proficient in the use of IT systems - internet/intranet including use of email
- Risk assessments
- DATIX
- TRAK

New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

Will have a Professional Personal Development Plan, including an assessment of clinical competence which will be reviewed annually by the responsible line manager. Works within broad occupational, national and local policies and guidelines.

Governance of Clinical competence is undertaken by The Advanced Nurse Practitioner or Team Leader who will provide professional nursing advice.

The post is self directed, organising own workload in relation to specialist caseload to meet the demands of the service.

The clinical workload is generated from hospitals, acute services, GP's, Social Care providers in line with legislation and performance indicators set by the Scottish Government Health Department.

9. DECISIONS AND JUDGEMENTS

Makes complex autonomous clinical decisions including analysis, assessment and clinical management, based on specialist knowledge.

Agree referral protocols, undertake risk assessments and using specialist clinical reasoning skills, make further referrals to senior staff and Clinicians when it is identified that further clinical intervention is required.

Uses own initiative and acts independently within the boundaries of own knowledge and Skills.

Participate in the appraisal process through Personal Development Planning and Review in line with the Knowledge and Skills Framework. Address performance management issues for area of responsibility.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Continued development and promotion of the Specialist Nurse Practitioner role through challenging the boundaries of the current parameters of practice.

11. COMMUNICATIONS AND RELATIONSHIPS

Communicate verbally and in writing to members of the multidisciplinary team - members of Primary and Secondary Health Care Teams, Social Care; statutory and non-statutory services with the ability to express professional views within group settings and support client advocacy.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

- The patient, their relatives and the multidisciplinary team involved in the provision of care.
- Nursing staff regarding patient care, allocation of work, workload issues.
- Partnership, Trade Union and Professional Organisation representatives in relation to service and staffing issues.

Acts as a patient /staff advocate through the application of ethical, legal and professional knowledge and skills.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

This section may vary depending on clinical area. Examples may include:

Physical Skills:

Administer medicines, injections, syringe drivers, intravenous infusions and blood transfusions.

Administer enteral tube feeding.

Insert urinary catheters.

Apply wound dressings.

Manual handling techniques.

Keyboard skills.

Physical Demands:

Physical manual handling of patient, patient movement with use of mechanical aides

Push wheelchairs and other mobile equipment.

Stand/walk for the majority of shift.

Mental Demands:

Concentration is required at all times when caring for patients and undertaking clinical decision making.

Maintenance of precise and accurate records and report writing.

Frequent interruptions from patients / relatives / team members.

Concentration required when observing patient behaviours which may be unpredictable.

Emotional Demands:

Communicating with distressed / anxious / worried patients and relatives.

Caring for patients and relatives following receipt of bad news and supporting them in identifying realistic expectations in relation to long term conditions.

Motivating and supporting junior staff / colleagues in the work environment.

Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments.

Caring for the terminally ill.

Working Conditions:

Exposure to body fluids.

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

Exposure to infections and temperature variations.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Registered Nurse.

Completion of relevant postgraduate courses e.g. diabetes, respiratory or nurse practitioner course.

Significant nursing experience to undertake and fulfil the key areas for this.

Specialist clinical practice and examination skills.

Independent supplementary prescribing (v300).

Experience of supervision, education and training.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date: