

Job Description

JOB DETAILS

Job Title: Lead Advanced Clinical Practitioner:
speciality

Band: 8B

Hours: 37.5 (this will include shift working)

Department / Ward: add

Directorate: add

ORGANISATIONAL ARRANGEMENTS

Staff member accountable to: Directorate Lead Nurse & CSL

ROLE SUMMARY

As an autonomous Lead Advanced Clinical Practitioner (LACP), you will have the ability to complete a comprehensive clinical assessment working across medical / nursing/AHP professional boundaries to determine the appropriate pathway for patients within the cardiac ICU and step down ward, demonstrating complex communication skills, judgement, discretion and decision making and the management of the clinical needs for the patient and family. You will also be responsible for leading and supporting the professional

development of a team of Advanced Clinical Practitioners (ACP's) & Surgical Care Practitioners (SCP).

You will deliver an advanced level of care to adult cardiac patients from initial presentation, perform a clinical examination, perform necessary clinical investigations, establish a diagnosis and formulate a management plan.

KEY WORKING RELATIONSHIPS

The post holder's key relationships will be with:

Internal: All wards and departments with Brighton and Sussex University Hospital (BSUH) All Medical and Nursing/AHP Teams.

External: Social Services and liaison specialist's nurses, Clinical Nurse Specialists, Health professionals in primary & secondary care

MAIN DUTIES AND RESPONSIBILITIES

Clinical

- To be responsible for the ongoing monitoring and the improvement in standards of care through the use of evidence based practice, supervision, teaching and supporting colleagues, and the provision of skilled professional leadership.
- To utilise advanced clinical skills, theoretical knowledge and practical experience in order to deliver the quality of care available to cardiac patients and their families.

- To utilise advanced clinical skills, knowledge and experience to support ongoing education, training and development of nursing and medical staff.
- To be responsible for the development & updating of unit relevant protocols and guidelines.
- Makes autonomous clinical decisions within agreed competency and guidelines.
- Provides Leadership and clinical support to all levels of medical and nursing staff.
- To act as a multidisciplinary educational resource for medical and nursing members of the unit team and associated professionals.

- To develop and lead in relevant audit and research projects.

- To lead on the introduction of new management pathways, integrating medical and nursing practice.
- Use advanced level skills to provide safe, high quality evidence based care, working within the specialist services on the middle grade (tier 2) rota.
- Take a lead role in the advanced clinical assessment and treatment of patients requiring surgery and undetermined caseload of patients requiring unscheduled and scheduled care, who may have highly complex acute presentation.
- Determine clinical diagnosis and treatment, and oversee the ongoing management as an autonomous practitioner, referring onwards as determined by clinical need.
- Provide expert clinical expertise and work collaboratively with clinical and managerial colleagues to develop and enhance the cardiac service.
- Champion evidence-based practice in all aspects of care and treatment and ensure this knowledge is disseminated throughout the clinical area/ service, Trust and wider networks as appropriate.

- Must have completed the independent and supplementary prescribing course
 - To understand the principles of adult/child safeguarding, ensuring compliance with local policies and procedures and the identification of patients and children at risk.
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- Prescribes within Trust policy for non-medical prescribers as outlined in the Trust's prescribing policy.
 - Has an in-depth knowledge of anatomy and physiology to facilitate advanced clinical assessments.
 - Acts as an expert practitioner demonstrating advanced clinical skills in health assessment, diagnosis and complex care planning, utilising expert specialist knowledge to underpin such problem solving.
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- Is proficient in clinical procedures. E.g. venepuncture, IV cannulation, intubation etc. or train as appropriate and maintain competence.
 - Is proficient in Advanced Adult Life Support skills.
 - Is able to obtain, interpret and monitor laboratory investigations/ diagnostics with the appropriate response.
 - Is able to request, interpret and respond to other investigations/diagnostics, e.g. X-rays, ECGs, ultrasound scans and blood tests.
 - Performs complex clinical procedures as required and advanced competencies that evolve during employment.
 - Maintains a thorough knowledge and a full understanding of the treatment and the follow up care of cardiac surgery patients. Contributing to and appraising the evidence base locally and nationally.
 - Provides leadership to the ACP team working within cardiac surgery patient; role modelling, educational and academic resource, mentor and practice development.
 - Uses expert communication skills to provide timely, accurate and complete information to patients and

relatives about the often complex condition of their relative in a sensitive and professional manner.

- Maintains accurate clinical records.
- Makes accurate and effective handovers to medical and nursing staff.
- To analyse and prioritise complex information in order to identify risk, potential needs and sources of support for the patient and the family.
- To deliver care in an autonomous context (within the boundaries of agreed competency) with supervision from the attending consultant as appropriate founded upon expert knowledge base within the speciality.

Management

- To work in close partnership with the Consultant and other clinicians to maintain effective communication about workload and outcomes to ensure the patient receive prompt and appropriate medical care.
- Liaise with primary care colleagues to utilise resources effectively to maintain national quality requirements through the unplanned and emergency care agenda
- To promote a safe and effective service at all times.
- To support and contribute to the future developments of unplanned and urgent care for cardiac patients.
- Lead on co-ordinating key performance data as required for internal and external performance monitoring.
- Be a role model and maintain personal standards of conduct and behaviour consistent with Trust and NMC guidelines
- Demonstrate autonomously the ability to prioritise, allocate, coordinate, monitor and assess own workload and that of individuals or the service.
- Lead on the appraisals for the ACP/SCP team.
- Implement NICE guidance.

- Contribute towards meeting the targets achieving BSUH objectives regards clinical governance.
- Inform manager of any untoward incidents and ensure appropriate investigation and corrective action. Complete DATIX procedure in accordance with the Trust Policy.
- Lead on the implementation of Trust Policies relevant to your field.

Leadership

- Fully embraces the Trust's policies on the expansion of the nursing/AHP roles. Actively participates in the discussion to advance this.
- Acts as a resource and support for all health care professionals interfacing with the cardiac speciality in all health care settings; primary, secondary and tertiary
- Embraces a positive culture of questioning practice and care delivery to improve the quality of care delivered, influencing care policy locally and nationally.
- Participates in and advances the audit and research process on the unit, including the identification of research questions, data collection and analysis as well as the implementation and dissemination of findings.
- Acts as advocate for the rights and desires of the patient and relatives within the health care domain, promoting choice and ethical decision making in partnership.
- Uses advanced communication skills to promote team assessment planning and evaluation of collaborative and co-ordinated care.
- Advance practice and staff development through clinical supervision, motivation and role modelling.
- Attends ward and directorate meetings as appropriate.
- Acts for Senior Nurse as required
- Supports the Senior Sisters acting into the Senior Nurse role.

Communication

- Be highly visible in the clinical area, acting as a role model delivering high standards of care. Be flexible, adaptable and communicate positively at all times.
- Communicate the needs of the client groups effectively within the inter-disciplinary team and the Trust.
- Prepare accurate and concise MDT reports, both verbally and written.
- Promote and maintain effective channels of communication in a sensitive and professional manner within the hospital and shared care agencies for continuity of care, including patients, relatives and professionals.
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- Provide and receive highly complex information from and to patients, their families and health care professionals and sensitive discussion of emotive issues, in a competent and transparent manner.
- To effectively manage highly emotive situations with advanced communication, negotiation and assessment skills, in an autonomous and collaborative manner. To ensure all relevant information is effectively compiled and adequately recorded.
- To effectively manage highly emotive situations of shock, anger and grief with advanced communication, negotiation and assessment skills, in an autonomous yet collaborative manner.
- To provide and receive complex information from and to patients and their families/carers.

- Develop reviews and promotes informational materials for patients and their families.

- Work with the BSUH safeguarding teams to encourage and empower staff to develop an open and honest way of working in partnership with patients and their families, other professionals and other organisations/agencies in order to safeguard patients.

Policy and Service Development

- Monitor and further develop standards of care related to caring for patients within surgery utilising patient and professionals views.
- Continue to participate in risk management assessment and patient and relative satisfaction.
- Lead on audit for current care perspectives and make recommendations for changes in practice.
- Enable patients and families to exercise their rights and promote their equality and cultural diversity.
- Work with those responsible for responding to complaints, providing verbal and written accounts of your involvement as required.
- Reflect on involvement and critical incidents, contribute to learning from critical incidents and modify clinical practice appropriately in response to them.
- Be aware of corporate support services to be able to assist with promoting best practice, e.g. Practice Development.
- Ensure that Clinical Governance encompasses a process of continuous quality improvements focusing on the fundamentals of care.
- Maintain an awareness of Health and Safety issues and occupational hazards.
- Take all appropriate steps to safeguard the Health and Safety of those involved in patient care.
- Assumes an active role within the cardiac risk management processes.
- Promotes the patient safety agenda and links this into the clinical network clinical governance strategy.

Training and Education

- Collaborate with others to plan appropriate learning experiences for medical and nursing staff, including the core requirements of doctor's induction.
 - Maintain the nursing and medical clinical guidelines and lead in the development of new guidelines and protocols for the hospital.
 - Act as a constant source of clinical and theoretical knowledge for all grades of nursing, medical staff, ANP team and to the patients and their families.
 - Active promotion and exhibition of the clinical services work including presentation and posters.
 - Continue to develop comprehensive evidence based policies and training packages for the support of patients and families.
 - Active participation in hospital wide educational programmes.
 - Act as a mentor to student ANPs and nursing staff undertaking extended roles.
 - Dissemination of expertise and knowledge through presentation and lectureship, outside of Trust.
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- To constantly endeavour to identify and utilise opportunities to educate patients and their carers on aspects of health promotion across the spectrum of cardiac health issues.

Audit and Research

- Continue to update and re-assess policies and procedures related to patient care, utilising an evidence based practice approach, disseminating information Trust wide.
- In collaboration with BSUH cardiac research department, develop, participate in and encourage research pertaining to area of specialism, and assist in changing practice related to evidence based research findings.

- Continually update own knowledge on research activities in cardiac within the Trust, regionally, nationally and internationally.
- Maintain a professional resource role within ongoing clinical trials.
- Lead on the ongoing development of integrated care pathways.
- Contribute to and maintain clinical data bases for the effective audit of practice and its outcomes
- Work with the Lead Consultant and senior nursing teams in conjunction with the clinical effectiveness department in audit data collection and analysis and the publication and dissemination of results.
- To participate in and advance the audit and research process on the unit including the identification of research questions, data collection and analysis as well as the implementation and dissemination of findings.
- Critically analyse methodology and results of research and apply to future clinical practice where appropriate
- In agreement with the specialist team, identify areas for and actively participate in audit, including evaluation of Quality of Life and impact of the nurse-led service.

Personal and Professional Development

- Maintain own professional development and identify ongoing learning needs in accordance with annual performance review and regular clinical supervision, thereby creating a personal development plan.

- The post holder is accountable for their own practice and should take every reasonable opportunity to sustain and improve their knowledge and professional competence
- Continue to network and forge professional links in both the nationally and internationally.
- Ensure you and your team's mandatory training is completed.
- Work at all times within the NMC Code of Professional Conduct.
- Maintain current professional body registration.
- Maintain own knowledge of new developments within the cardiac field and ensure own compliance with re-validation requirements by attending relevant study days, courses and conferences.
- Attend relevant education and training sessions as and when appropriate.
- Attend relevant educational activities, conferences and training programs to maintain an appropriate level of clinical expertise in line with the professional code of conduct. Evaluate personal performance based on attainment of short and long term goals.
- Participate in personal annual appraisal reviews.

Other Role-Specific Duties

- Carry out any other reasonable duties commensurate with the role and delegated or requested by the manager or supervisor, as the needs of the service require.
 - The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the Department and the Organisation.
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FLEXIBILITY STATEMENT

This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. This job description will be reviewed periodically to take into

account changes and developments in service requirements.

COMPETENCE

The post holder is required to participate in the Trust appraisal process and work towards meeting identified development needs.

The post holder is required to demonstrate on-going continuous professional development.

At no time should clinical staff work outside their defined level of competence. If the post holder has concerns regarding this they should immediately discuss this with their Manager, Supervisor or Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

PROFESSIONAL REGISTRATION

All staff who are members of a professional body has a responsibility to ensure they are both familiar with and adhere to standards of professional practice and conduct. Members of Staff are responsible for ensuring the continuity of their professional registration and providing renewal details promptly to their line manager.

EQUALITY AND DIVERSITY

All staff members have a responsibility to treat all colleagues, patients and clients with respect, and to ensure that the work environment is secure, mutually supportive and free from harassment and discrimination on any grounds, notably around: age, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion and belief and sexual orientation. All staff members have a duty to report any incident which contravenes this to their line manager.

INFECTION CONTROL

All post holders have a personal obligation to act to reduce Healthcare Associated Infections (HCAs) and must attend mandatory training in infection prevention and control. Post holders must comply with the Trust's Infection Control Policies as they apply to their duties, including the Hand Decontamination Policy, Dress Code and Personal Protective Equipment Policy.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Post holders have both a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

SMOKING POLICY

It is the Trust's policy to promote health. Smoking is therefore prohibited within the Trust's grounds, buildings and vehicles.

RISK MANAGEMENT/HEALTH & SAFETY

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Trust. All staff have a responsibility to access occupational health or other staff support services in times of need and advice.

COMMUNICATION

Employees must adhere to the Trust's Policy and Procedure for Raising Issues of Concern regarding patient matters, health and safety, corruption and negligence.

CONFIDENTIALITY

As an employee of this Trust you may gain privileged knowledge of a confidential nature relating to diagnosis and treatment of patients, personal matters concerning staff or patients, commercial confidences of third parties, and the Trust's business affairs. Such information should not be divulged or passed to any unauthorised persons. All staff must abide by the requirements of the Trust's Code of Conduct for Employees in Respect of Confidentiality. Failure to comply with this requirement may constitute gross misconduct under the Trust's Disciplinary Policy which may lead to summary dismissal.
