

We care
We respect
We listen



Stockport
NHS Foundation Trust

A photograph of three NHS staff members walking together, overlaid with a blue tint. They are wearing blue NHS uniforms. The woman on the left is smiling, the woman in the middle is laughing, and the woman on the right is looking towards the other two.

Stockport NHS Foundation Trust
**Job description and person
specification**
Advanced Clinical Practitioner

Making a difference every day

www.stockport.nhs.uk

We care
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We listen



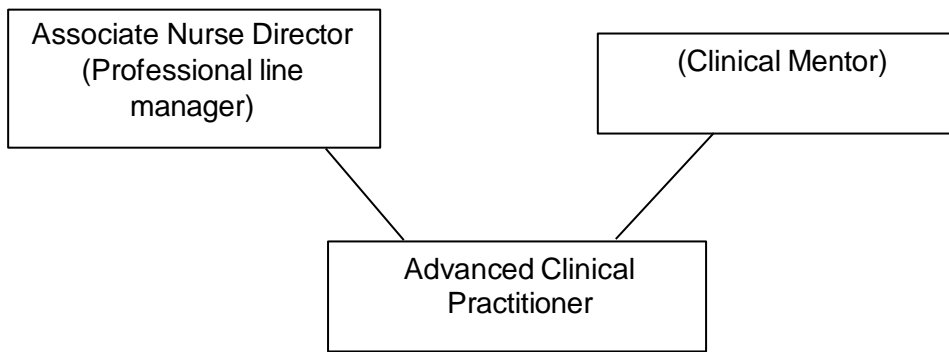
Stockport
NHS Foundation Trust

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|---|--|--|--|
| Job Title: Advanced Clinical Practitioner (Cardiology) | | AfC Reference No: | |
| Business Group: Medicine and Clinical Support | | Band: 8a | |
| Staff Group <i>Please indicate ✓ This section must be completed</i> | <ul style="list-style-type: none"> • <i>Administrative Services</i> • <i>Allied Health Professionals</i> • <i>Health Science Services</i> | <ul style="list-style-type: none"> • <u>Nursing and Midwifery</u> ✓ • <i>Support Services</i> | |
| Hours or Programmed Activities: 37.5 per week to cover day shifts, evenings, weekend and night shifts | Base: Medicine and Clinical Support Business Group | | |
| Accountable to: Associate Nursing Director | | | |
| Responsible for: Cardiac Specialist Nurses | | | |
| Professionally Accountable to: Divisional Nursing Director, Medicine and Urgent Care | | | |
| <p>Job Summary: Job Summary – refers to Band 8a role</p> <p>We are seeking a committed, energetic and compassionate Advanced Clinical Practitioner (ACP) to work with our team to deliver the highest quality care to our patients in Cardiology. The successful applicants will have a broad experience in all aspects of clinical cardiology and contribute to a comprehensive cardiology service delivered within Medicine and clinical support Business group. Here the cardiologists actively manage many of these patients in collaboration with medical colleagues and there are well developed pathways of modern cardiac care. The department is fully supported by an experienced technical service offering a complete range of cardiac investigations</p> <p>The post-holder will use advanced assessment, examination and diagnostic skills to ensure the safe referral or discharge of adults with a full range of acute presentations. The Advanced Clinical Practitioner role exemplifies the ability to manage complete clinical care in partnership with patients/carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance patient experience and improve outcomes of our patients.</p> <p>The post holder will work in clinical practice, with dedicated time allocated for CPD, clinical teaching and clinical pathway development.</p> <p>The post-holder will have successfully completed the two-year Masters in Advanced Practice</p> | | | |

(Health & Social Care) or equivalent Clinical Masters qualification and be working at an advanced level of practice. The Advanced Practitioner will be working within an agreed scope of practice under the direct and indirect supervision of an Acute Medicine and Cardiology Consultant team.

(Where the term “patient” is used it refers to any patient of aged 16 plus accessing unscheduled care)

Organisation Chart



JOB DESCRIPTION

Main Duties and Responsibilities

The main duties and responsibilities relate to the independent assessment and management of patients who present within, cardiology. A scope of practice will be agreed and reviewed annually as the knowledge, skills and competence of the Advanced Practitioner develops.

- To appropriately assess, examine, investigate, diagnose and treat patients with undifferentiated and undiagnosed problems
- Devise appropriate clinical management plans
- Instigate pharmacological and non-pharmacological intervention
- Communicate effectively with a wide range of people in a manner consistent with their level of understanding, culture and background
- Working in a collaborative manner with all other members of the multidisciplinary team, fostering an environment that is supportive of professional respect and equality.
- Contributing to the identification of training and development needs within the business group delivering multi-professional education and training as required.
- Strive to improve clinical quality and maintain professional standards within the Medicine and Clinical Support Business Group
- Work with Consultant (Nursing and Medical) colleagues to develop evidenced-based clinical pathways, protocols and guidelines with a view to continuously improving quality and managing clinical risk more effectively.
- To obtain regular clinical supervision and feedback from Consultant mentor, maintain a portfolio of evidence that reflects the maintenance and on-going development of clinical skills
- Regularly audit own clinical practice identifying areas for training and development.
- Identify own development needs, take responsibility for own personal development and maintain a PDP, presented at annual appraisal.

Communications

- Actively promote a clinical environment that is conducive to quality patient care and high standards of service delivery.
- Ensure appropriate, accurate, accountable, defensible documentation is maintained at all times within agreed standards.
- Act as a resource on key clinical and professional issues for staff within the Medicine and Clinical Support Business Group. Prescribe medication where required following non-medical prescribing training in line with current legislation.

Responsibility for Patient Care

- Work with colleagues as an independent Advanced Practitioner to provide a high standard of care to patients
- Work in partnership with other Advanced Practitioners, the Consultant team and Heads of Nursing to demonstrate, promote and develop advanced nursing practice within the Business Group
- Continue to develop skills, knowledge and practice in the context of service needs.
- Work with members of speciality teams to ensure timely consultation and/or review
- Liaise with patients and relatives on all aspects of care delivery.
- Review patients with the clinical area as requested from hospital trigger systems
- Complete patient electronic discharge summaries for patients discharged when appropriate.
- Participate in the continuing education of multi-professional team members in the Business Group

Planning and organising

- Assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
- Take a comprehensive health history.
- Provide advanced clinical assessment and examination.
- Investigate presenting problems appropriately.
- Interpret laboratory and radiological investigations.
- Utilise highly developed problem-solving and clinical decision-making skills to make appropriate differential diagnosis.
- Undertake advanced clinical procedures (see separate list).
- Develop a comprehensive plan of care to safely discharge a patient.
- Deliver health education and health promotion to patients and families.
- Refer patients appropriately to specialities and teams in and outside of the hospital
- Respond to requests to see and assess patients when there is a clinical concern.

Responsibilities for Physical and / or Financial Resources

- To be aware of pressures related to patient flow within the trust and be able to contribute to the achievement of performance targets.
- Contribute to innovative ways of improving efficiency
- Be responsible for equipment used in carrying out clinical duties, adhere to departmental policies including competence to use equipment and ensure the safe use of equipment by others.

Responsibility for Policy and Service Development and Implementation

- Work with the policies and procedures of the Trust.
- Participate in the development of the 'advanced nursing role' at a local and national level.

Responsibilities for Human Resources and Leadership

- To act as an expert resource for other staff.
- To train and develop other members of the team, including junior medical staff.
- Provide clinical supervision for designated practitioners
- Identify, address and report poor performance issues.
- Act as a role model providing mentorship and/or clinical supervision to other staff/learning.
- Support the development of Advanced Practitioners in training.

Responsibilities for Teaching and Training

- Contribute to developing the workplace as a learning environment.
- Generate and share clinical knowledge and expertise with all members of the team to drive and inform changes in practice.

Responsibilities for data and information resources

- To follow all the Trusts Information Governance policies and procedures

Research, Development and Audit

- Identify clinical questions and contribute to research and audit to improve the quality of care and maintain standards.
- Develop and implement strategies to promote evidence-based practice within the clinical area.
- Act as a role model, providing support, leadership, supervision and teaching.

Physical Skills and Effort

- Effectively manage competing demands in a stressful work environment
- Demonstrate a wide range of clinical skills appropriate to emergency care patients
- Support bereaved relatives and colleagues who have been involved in traumatic events

Clinical Skills (this list is not exhaustive)

Demonstrate competence in the following:

- Clinical assessment of health needs.
- History taking and written/oral presentation.
- Critical thinking
- Performing and interpreting ECG's.
- Advanced Cardiac Life Support management.

General Duties for all employees

Hand Hygiene

To assist the Trust in reducing healthcare acquired infections (HCAI's) all staff should be familiar with all the Trust's Infection Prevention policies which are appropriate to their role. You are required to attend mandatory training in Infection Prevention and be compliant with all measures known to be effective in reducing HCAI's"

Safeguarding

All Stockport Foundation Trust employees are required to act in such a way that at all times safeguards and promotes the health and well-being of children, young people and vulnerable adults. Familiarisation with and adherence to the policies and procedures relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns and they must therefore be aware of child and adult safeguarding procedures and who to contact within the Trust for further help and guidance. It is an essential requirement of all employees as is participation in mandatory safeguarding training in accordance with the employees roles and responsibilities.

Prevention

To actively work with patients/clients/service users to identify appropriate opportunities in Making Every Contact Count for preventative interventions which may reduce the risk of future harm to health and wellbeing and to provide brief advice and refer or signpost to sources of further information and support which may include advice on lifestyle behaviour and social care needs as well as safety and management of long term conditions.

Data Protection, Confidentiality and Information Governance

The post holder must abide by all relevant Trust and departmental policies including information governance, confidentiality and data protection and, undertake the annual data security awareness mandatory training. The post holder is reminded that any breach of the Trust's information governance and security policies and procedures, including data protection legislation, will result in disciplinary action.

Data Protection Legislation – the post holder is required to process all personal data relating to patients and staff, whether in paper, electronic or other media, in accordance with the Data Protection Act 2018 and the General Data Protection Regulations (GDPR), ensuring the security and confidentiality of data at all times.

The post holder must not for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Health & Safety

Under the Health and Safety at Work Act 1974, the Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. Equally the post holder is required to work within the Trust Health & Safety Policy and fulfil a proactive role towards the management and control of risk. This entails the identification, assessment and the immediate reporting, using the Trust Incident Reporting System, any incident, accident, hazard or near miss involving patients, service users, carers, staff, contractors or members of the public.

The Post holder has a personal responsibility to adhere to a statutory and departmental duty of care for their own personal safety and that of others who may be affected by their acts or omissions at work

Harassment & Bullying

As a member of staff you have a personal responsibility to ensure you do not discriminate, harass or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination, harassment or bullying by others.

Dignity & Respect

All employees have a duty to promote a harmonious working environment in which all persons are treated with dignity and respect, whilst fulfilling our legal obligations under equality legislation and associated codes of practice.

The Trust takes the right of the patient/service user to be treated with dignity and respect seriously. We will treat every patient/service user and carer as a valued individual, with respect for his/ her dignity and privacy. Our aim is to give each patient/service user the care we would want for our families and ourselves.

Quality Improvement

Our mission is to make a difference every day helping people to live their best lives. We have a trust wide approach to quality improvement and we expect everyone to contribute to improving our services by always learning and continually improving our services. For all staff, it is about learning from what has worked well as well as what has not, being open to change and improvement and working in smarter and more focused ways to improve our services. The Trust encourages and provides opportunities for staff at all levels to engage in the Trust's approach to quality through quality improvement projects, clinical audit, innovation and quality assurance.

No Smoking Policy

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Disciplinary Policy & Procedure.

To undertake any other duties which is deemed appropriate to the band when requested by Senior Staff.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the postholder

Date:

Manager's Signature: _____

Postholder's Signature: _____

PERSON SPECIFICATION

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Post: Advanced Clinical Practitioner (Cardiology)

Band: 8a

| Requirements | Assessment Method – Application Form (AF) / Test (T) / Interview (I) / References (R) | | | | |
|---|---|--|---|---|--|
| | Essential (E) / Desirable (D) | AF | T | I | R |
| <p><u>Education & Qualifications</u></p> <ul style="list-style-type: none"> Registered Health Care Professional Mentor qualification Higher/Post registration education specific to field - MSc Clinical Nursing or MSc Health and Social Care Advanced Life Support Qualification | <p>E</p> <p>E</p> <p>E</p> <p>E</p> | <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> | | | |
| <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Demonstrate knowledge of evidence-based practice. Demonstrate knowledge of Advanced Practice. Demonstrate familiarity with research and understanding of research methodology. Demonstrate comprehensive knowledge of acute assessment Demonstrate knowledge of change management. High level of clinical knowledge relating to Acute Medicine Knowledge of clinical policies and procedures Knowledge of the current clinical pathways | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> | <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> | <p>✓</p> <p></p> <p></p> <p>✓</p> <p></p> <p></p> <p></p> | <p></p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p></p> <p></p> | <p></p> <p></p> <p></p> <p>✓</p> <p></p> <p></p> <p></p> |

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| <u>Experience</u> <ul style="list-style-type: none"> • Minimum of 5yrs post registration experience • Evidence of Professional development in relation to personal development and decision making • Risk management and clinical governance experience • Clinical Audit • Research | E | ✓ | | | | |
| | E | ✓ | | | | |
| | D | ✓ | ✓ | | ✓ | |
| | E | ✓ | ✓ | | | |
| | D | ✓ | ✓ | | | |
| <u>Skills & Abilities</u> <ul style="list-style-type: none"> • Highly developed analytical and judgemental skills. • IT literate. • Motivation, team building. • Excellent communication skills. • Planning and organisational ability. • Self reliant | E | ✓ | ✓ | ✓ | ✓ | |
| | E | | | | ✓ | |
| | E | | | | ✓ | |
| | E | | | | ✓ | |
| | E | | | | ✓ | |
| | D | ✓ | ✓ | ✓ | ✓ | |
| <u>Work Related Circumstances</u> <ul style="list-style-type: none"> • Occupational Health Clearance • Flexibility • Physical effort e.g. lifting • Handling unpleasant substances | E | ✓ | | ✓ | | |
| | E | | | ✓ | | |
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