

**SENIOR NEONATAL NURSE PRACTITIONER
JOB DESCRIPTION**

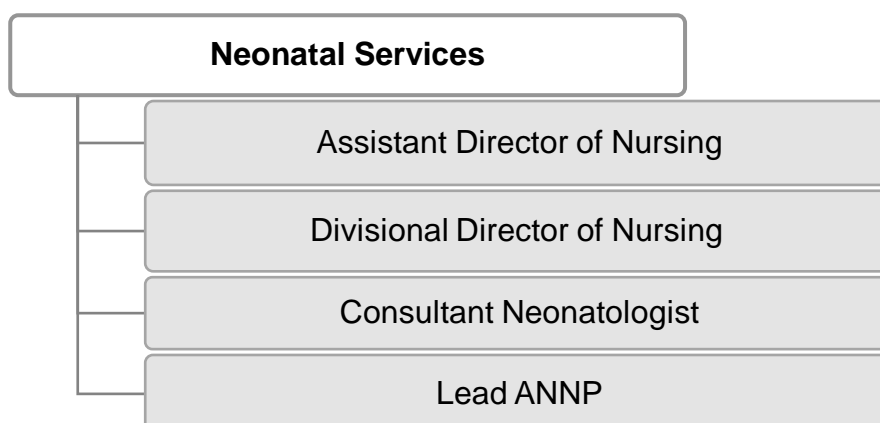
Job Title:	Senior Advanced Neonatal Nurse Practitioner
AfC Band:	8b
Directorate/Service:	Neonatal Directorate, Perinatal Division
Accountable To:	Assistant Director of Nursing
Responsible To:	Divisional Director of Nursing
Base Location:	Northern Care Alliance, The Royal Oldham Hospital, Neonatal Unit
On-Call Requirement:	No
AfC Job Code:	Add Job Code

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

The Senior ANNP will contribute to the delivery of a responsive, high quality neonatal service working as part of the Tier 2 medical rota. Within their role they are expected to take on leadership skills as well as contributing to quality improvement projects, research, audit, and service development.

They will use their advanced skills and knowledge to assess, plan implement and evaluate care for a range of neonates. They will perform neonatal invasive procedures in the care of infants, request and review a variety of investigations to initiate, alter or update medical management plans.

The post holder will be responsible to maintain and enhance professional standards of care across the spectrum of Neonatology and contribute to the professional development of the wider ANNP and neonatal nursing team, as well as ensuring their own development is maintained.

Within the Senior ANNP role there will be line management responsibility for the ANNP team based at Oldham.

Facilities and Service Provision

Opportunities are available in the Neonatal Intensive Care Unit at The Royal Oldham Hospital for ANNP who have the skills to be on Tier 2 neonatal medical rota (second on call) in a tertiary neonatal Intensive care unit.

The post holders will be based on the Neonatal Unit at The Royal Oldham Hospital. This is a large Neonatal Intensive Care Unit with 9 Intensive Care cots, 9 High Dependency cots and 19 Special Care cots providing the full spectrum of medical neonatal care. The new state of the art Unit is located in the purpose built Women and Children's Building. The Unit is led by a dedicated team of experienced consultant neonatologists.

The post-holder will work as part of a full shift tier 1 in 1:10 rota, together with other junior middle-grade medical trainees, senior clinical fellows, and the Senior Advanced Neonatal Nurse Practitioner. The post holders will work exclusively within the Neonatal Unit and there are no General Paediatric responsibilities.

The Neonatal Unit

The Unit is co-located with Maternity Services in the new building. There are around 5000 deliveries per annum and the number of admissions to the Neonatal Unit is projected to rise to around 600-650 with an increasing proportion being intensive care.

Obstetric Services

The Royal Oldham Hospital offers a full range of specialties including obstetrics and gynaecology and there are regular perinatal morbidity and mortality meetings with obstetric colleagues.

The Consultant Neonatologists work closely with Obstetric colleagues to develop strong specialist obstetric / foetal medicine services and the antenatal management of high risk pregnancies.

Support Facilities

Full laboratory, Radiology & Pharmacy services are available. There is also support from the Paediatric Dieticians, Physiotherapists, Occupational Therapists & Speech Therapists. New support roles will also be included as part of the NICU service development.

There are 3 dedicated tiers of cover. The post holder will work on the Tier 2 rota together with other middle-grade paediatric trainees, senior clinical fellows, and the senior Advanced Neonatal Nurse Practitioner. There is dedicated and separate Tier 1 rota for other ANNPs and junior paediatric trainees and junior clinical fellows. The Tier 3 rota is covered by a dedicated team of Neonatal Consultants.

The post holder will be responsible, under the supervision of the neonatal consultants, for the day-to-day care of elective and emergency patients. You will be expected to play a full part in the Tier two rota.

The post holder will work and liaise with the colleagues across the multidisciplinary teams to ensure an appropriate, professional and timely provision of care to patients.

During your post, you will be assigned to an educational supervisor and will have regular appraisal to help build your own portfolio. Time will also be allotted to attend local teaching as appropriate and there is non-clinical time built into the rota for continual professional development. You will be encouraged and expected to participate with other team members in audit and on-going research in the department. Where appropriate you will also be given study leave and you will be able to apply for departmental funds for attendance at courses and professional development.

The appointment is subject to pre-employment medical screening, criminal record checks and other formalities.

For further information and informal discussions, candidates are invited to make contact with:

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Key Role and Responsibilities

Main Tasks and Overview of Responsibilities

Clinical

- Provide advanced knowledge and skills to address the needs of the neonatal population.
- Lead the development of initiatives and strategies using a high degree of personal autonomy.
- Ensure patient safety, dignity, confidentiality, and quality are maintained at all times.
- Maintain an exemplary level of safeguarding and child protection for all infants and families within the unit.
- Responds to neonatal emergency situations within agreed protocols, employing clinical judgement and decision-making. Initiates appropriate intervention and treatment of sick neonates.
- Works within the policies and procedures of the Northern Care Alliance and the agreed clinical protocols and neonatal guidelines.
- Provide expert professional advice to other professionals, MDT, patients, and carers.

- Develop a personal job plan that reflects 80% direct patient contact.
- Assesses the needs of the infant admitting to or discharging from the neonatal unit as appropriate, consult with referring/accepting unit, transport team and parents to ensure safe environment is maintained.
- Conduct assessment of patients referred to them, via the ordering/undertaking and interpretation of diagnostic tests.
- Make highly skilled critical judgements to inform clinical decision-making, recommendations, and prescription of treatment.
- Apply analysis and comparison of options to provide optimum care.
- Communication of complex information on managing a range of neonatal conditions including risks and benefits (mortality, complications) provide details of alternative options.
- Prescribe medications appropriate to role and including PGD's in line with local Non-Medical Prescribing policy.
- Ensures clinical practice reflects all current NMC documentation including, Code of Professional Conduct, Scope of Professional Practice and Standards for Record Keeping.
- Works within the policies and procedures of the Northern Care Alliance and the agreed clinical protocols and neonatal guidelines.
- Provide support for patients and carers to ensure that advice and information is accessible to them and to promote empowerment and informed choice.
- Support staff within the trust to provide care appropriate to patient need and support staff to develop required skills and knowledge.
- Development of local policy and procedures to support national guidance.

Professional leadership and management

- To have responsibility for the day-to-day management of the Advanced Neonatal Nurse Practitioner Team at Oldham Hospital, including trainee ANNPs.
- Demonstrates effective clinical leadership across both nursing and medical boundaries to provide holistic care for the neonatal population.

- Identifies any risk management issues relating to the ward and pro-actively reviews cases to identify best practice and, in conjunction with the Neonatologists and Neonatal matron, makes sure that, where necessary, an action plan eradicating risks is drawn up and implemented.
- The postholder will utilise their advanced knowledge base and clinical competence, to support multi-professional teams, ensuring a high standard of clinical care, in accordance with the Nursing and Midwifery Council and local guidelines.
- Work with the rota master responsible for medical staffing in co-ordinating rota patterns.
- Evaluates the environment in which care is given and makes recommendations for change and develops strategies in response to the changing needs of the NICU.
- Ensures cost effective use of resources.
- Acts as a role model to colleagues, identifying and utilising health education opportunities, forming collaborative working partnerships with other health and social care providers.
- Work in a manner that supports being an ambassador for the Trust.
- Apply advanced leadership skills to disseminate and implement advanced practice framework throughout the department and the NCA.
- Participate in the development of the organisations mission, vision and values and promote a culture of excellence.
- Develop mechanisms for involving and empowering colleagues, promoting the role of advanced practice within the department and the NCA.
- Implement and monitor standards of nursing practice and promote continuous improvement.
- Generate and implement evidence-based practice, which will best suit the needs of patients, through thinking laterally about practice.
- Provide leadership for ANNP's and neonatal nurses in all aspects of development including educational, clinical skills, audit and research, publications, and service development.

- Provide information and analysis of this information to support service development.
- Participate in the development and delivery of business plans, making effective use of resources to meet budgetary constraints.

Education, training, and development

- Contributes to the evaluation of the impact of the ANNP role and identifies areas for change.
- Participates in the development and ongoing provision of continuing professional development programmes.
- Is pro-active in developing own professional practice, demonstrating evidence of autonomy, clinical judgement, and decision-making skills by participation in personal development reviews, CPDs and maintenance of a professional portfolio.
- Develops evidence-based teaching packages in response to learning needs of the individual, team, and organisation.
- Works in partnership with Salford University to provide teaching and training on courses applicable to neonatology and/or advanced practice.
- Provides regular teaching sessions for nursing, midwifery, and medical staff (including mandatory training).
- Participates in the orientation programme for medical and nursing staff.
- Participates in and provides clinical supervision for self and others.
- Organises/participates in study days/seminars organised within and outside the Trust.
- Participates in the Trust appraisal system.
- Participates in reflective practice, to guide your own professional development.
- Promote a work environment that is conducive to lifelong learning.

Research, audit, and service development

- Take a lead in identifying, planning, initiating, and undertaking audit projects related to their role, implementing findings to practice.
- Participates in the process of identifying gaps in the evidence base and/or practice that require resolution through research or investigation.
- Facilitates research-based practice, assists in disseminating research findings and supports changes in neonatal care.
- Be aware of developments in practice at a national and international level and implement changes that reflect benchmarked best practice.
- Involvement with research projects, the focus of which should aim to evaluate current and develop new ways of thinking in relation to clinical nursing practice.
- Supports and facilitates staff who are undertaking research/audit projects.
- Promote and maintain a culture of continuous improvement.
- Participates in the process of identifying gaps in the evidence base and/or practice that require resolution through research or investigation.
- Develop, implement, and evaluate strategies to advance knowledge and practice.
- Supports and participates in unit-based quality assurance activities.
- Develops frameworks for sharing best practice/networking within the Trust and Greater Manchester Neonatal Network.

Professionalism and communication

- Participates in medical rounds, performs case presentations, and contributes to the decision-making processes in patient management. Liaises, reports, and documents the clinical, nursing, family and psychosocial needs of the baby in collaboration with the MDT.
- Adhere to all requirements with regard to patient confidentiality, working within the NMC Code of Conduct and Trust policy.
- Makes and receives referrals to and from collaborative care teams, ensuring appropriate history taking or provision are met.

- Updates parents and documents discussions, on their infant's progress and management plan, encouraging their input into the planning and delivery of care to their infant.
- Counsel, prepare and document discussions with parents in the antenatal period, regarding the neonatal management and prognosis, in keeping with latest BAPM guidelines.
- Communicate sensitively with grieving/bereaved parents, ensuring their wishes, emotional and religious needs are met.
- Communicates on an ongoing basis with the Consultant Neonatologists updating him/her on changes and progress.
- Manages situations involving highly contentious, sensitive, or complex information, communicates and documents management of these situations.
- Communicates with people from diverse backgrounds, in a professional manner, acknowledging their level of understanding, culture and preferred choice of communication. To be able to utilise the range of communication resources available within the Trust to ensure equality is maintained for all.
- Promote, develop, implement, and evaluate strategies to advance ANNP knowledge and practice, within the scope of NMC and Trust guidance.
- Maintain a close working relationship with senior managers, Consultant Medical staff within the Neonatal Services as well as in Obstetrics to maintain and extend the profile of the profession.
- Be active within the ACP forum at Northern Care Alliance.

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment, and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't.
- fostering good relations between people who share a relevant protected characteristic and those who don't.
- understanding the impact of policies, services, and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers, and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training, and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.