

AFC Reference:	COMM/0079
Job Title:	Senior Nurse Practitioner
Band:	6
Hours:	37.5 Per Week
Division/Service:	Liverpool Community Division (ICRAS)
Accountable to:	Head of Service
Responsible to :	ICRAS Team Lead

### Job Outcomes:

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

### Job Purpose:

The post holder is responsible for the delivery of clinical care to a defined population. Supported by senior practitioners, they will deliver care within the boundaries of their role. They will work effectively and collaboratively within the team to meet the needs of patients, support the delivery of policy and procedures and provide clinical leadership.

Ensure the delivery of the quality strategy within the designated area incorporating establishment of systems and processes.

**Organisational structure:**

- ICRAS Team Lead
- Band 6 Senior Care Practitioners
- Band 5 Care Practitioners
- Band 3 Health Practitioner Assistants

The Team consists of a whole MDT including:

- GP's
- Advanced Nurse Practitioner's
- Occupational Therapists
- Physiotherapists
- Social Workers

**Principal Responsibilities:**

1. Provide autonomous decision making as a practitioner adjunct to the shared decision-making responsibility of a member of the multidisciplinary team.
2. Maintain the clinical governance framework to support the quality objectives of the unit, reflecting on care standards using clinical incident reviews, national benchmarking and taking responsibility in implementing the results of this practice.
3. Align role to deliver care according to national service frameworks and tackling and preventing health inequalities.
4. Support the multi-agency team on the ground with emphasis on a sound communication network.
5. Encourage and facilitate junior practitioners to participate in the delivery of various health care programmes and models of practice.
6. Facilitate the development of the skills and knowledge of the junior practitioners and health practitioner assistants through clinical supervision and perform their personal development reviews.
7. Ensure that the organisation of the ward over the shift period supports the efficient and effective delivery of care e.g. that the environment is clean, safe and supports privacy, dignity and confidentiality to patients.
8. Observe, assess and evaluate what is influencing the workload i.e. level of patient demand, supply of staff and what level of hands on care is required and plan for the following shift duration.
9. Contact bank service and arrange bank staff
10. Manage unproductive time and operational duties i.e. check work time cards of nursing staff within the team when required.

**Community and Mental Health Services**

11. Control the patient admission/case load, liaising with primary and secondary care sectors, in accordance with the admission policy of intermediate care.
12. 12. Deputise in the absence of the team lead operational responsibility for the team when needed.
13. Support the team lead in conducting the personal development reviews for the band 5 and 3 nurse practitioners.
14. Act as the unit co-ordinator in the absence of team lead out of hours i.e. evenings and week ends
15. Participate in own PDR with team lead to establish objectives, reporting arrangements, supervision and ongoing development
16. Demonstrates own role to new starters and students from a variety of different disciplines.
17. Participation in mandatory training events
18. Work with groups to improve patient participation and involvement
19. Provide high quality, evidence-based care, integrating the multi-agency approach in the delivery of services to meet patients' needs.
20. Perform duties that would currently be done by a junior medical officer, including a comprehensive history and focused physical assessment of patients, taking decisions to discharge patients and/or refer to a specialist service.
21. Carry out emergency procedures i.e. resuscitation, defibrillation and anaphylaxis.
22. Carry out minor invasive procedures i.e. venepuncture, cannulation.
23. Manage intravenous infusions
24. Where necessary refer patients for tests, including x ray (under a patient directive) Doppler, and ultrasound to confirm a deep vein thrombosis.
25. Interpret results of a range of blood tests including full blood count, urea, electrolytes and troponin levels and initiate treatment.
26. Be proactive in following agreed national and local protocols and pathways to manage specific diseases e.g. diabetes framework, hypertension assessment tool, multiples need of the frail/elderly such as an ambulatory injury/fall and place on a fall's pathway.
27. Take the decision to discharge patients and/or refer for a specialist opinion using SAFER bundle.
28. Manage an effective discharge according to DOH and Trust process, pathways and practice guidelines.
29. Refer patients to mainstream services on discharge e.g.: GP, pharmacist, NHS Direct, as an alternative strategy to the hospital emergency service.
30. Adhere to Trust policy for reporting sickness/absence and with emphasis on managing risk and infection control.
31. Sustain an effective communication network by interacting with multi-agency professionals, clients' relatives and carers, disabled and bereaved and facilitate multidisciplinary case conferences,
32. Undertake additional education and training to undertake patient management
33. Work and reflect the principles laid down by the code of professional conduct and scope of practice of the NMC.

34. Participate in caseload reviews, clinical audit, pressure monitoring and critical incident analysis when required

**Infection Control:**

All staff has both duty and responsibility to avoid and prevent the spread of infection because of any actions or activities they are carrying out during their duties.

The post holder must: -

- Take all reasonable care to minimise the risk to service users, colleagues and members of the public (including themselves), of healthcare-associated infections.
- Co-operate with the Trust in ensuring that all statutory and mandatory requirements are complied with – in particular, compliance with the Health and Social Care Act 2008: Code of Practice for the prevention and control of healthcare-associated infections.

Be knowledgeable of and compliant with, the Trust's infection control policies and procedures, which include attendance at mandatory training.

## **Generic Responsibilities for all staff:**

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient / service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>• First level registered general nurse</li> <li>• Current NMC registration</li> <li>• Evidence of study at degree level</li> </ul>	<ul style="list-style-type: none"> <li>• Post Registration qualification</li> <li>• Leadership Qualification</li> <li>• Mentorship qualification</li> </ul>
<b>KNOWLEDGE /EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Demonstrable experience at senior nurse level</li> <li>• Experience in relevant speciality</li> <li>• Experience of on – going professional development</li> <li>• Knowledge of health service and initiatives</li> <li>• Influencing skills</li> <li>• Good IT skills</li> <li>• Excellent interpersonal skills</li> <li>• Demonstrate leadership and motivational skills</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading and managing change</li> </ul>
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Accountability</li> <li>• Respectfulness</li> <li>• Enthusiasm</li> <li>• Support</li> <li>• Responsive to service users</li> <li>• Engaging leadership style</li> <li>• Strong customer service belief</li> <li>• Transparency and honesty</li> <li>• Discreet</li> </ul>	
<b>SKILLS:</b>	<ul style="list-style-type: none"> <li>• Ability to prioritise workload pro-actively</li> <li>• Committed to raising standards in clinical areas</li> <li>• Capable of working on own initiative</li> <li>• Able to involve and listen to others</li> </ul>	