

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Advanced Neonatal Practitioner

Band: 8A

Directorate: Women Children and HIV Services

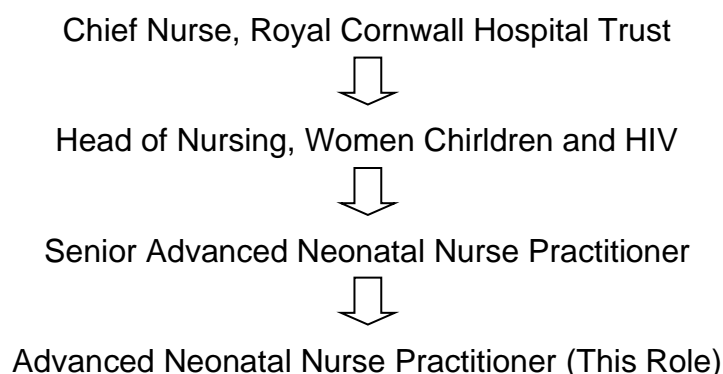
Location: Royal Cornwall Hospital, Truro

2. JOB PURPOSE

- This advanced role will provide the post holder with the opportunity to participate in the clinical management of patients requiring Neonatal Care at all levels, in a role traditionally undertaken by Junior Doctors.
- The role is developed using the national competency framework for Advance Neonatal Nurse Practitioners (RCN 2011) and entails the ability to perform advanced clinical skills according to Trust protocols.
- To provide effective and expert leadership, direct clinical care expertise, specialist advice and support to ensure the provision of a high quality neonatal service in collaboration with senior medical and nursing colleagues within the Women's and Children's Directorate
- To initiate and manage emergency resuscitation of the newborn in delivery suite and NNU.
- Participate in the safe transfer of the neonate as required.
- Initiate, provide and support the care of the terminally ill or dying baby and their family.
- Establish interchanging roles with junior medical staff on a regular, planned basis by working in partnership, to ensure the neonate receives appropriate care regardless of the unpredictability of the workload.
- To foster an environment which encourages staff development including providing specialist educational opportunities, for the multi-professional team and carers as well as being a specialised clinician, auditor and researcher.
- In partnership with the multi-disciplinary team, influence policies and protocols, and participate in guideline development, interpretation and implementation, ensuring adherence to these in order to deliver the highest possible level of patient care within available resources.
- Share responsibility for clinical governance issues for neonatal service care provision within the regional neonatal network.

- Initiate and regularly participate in relevant audit and research studies presenting findings through presentations and writing for publication.

3. ORGANISATION CHART



4. KNOWLEDGE, SKILLS & EXPERIENCE REQUIRED

- Registered Nurse (Child/Adult) or Registered Midwife with a post registration specialist neonatal qualification.
- Highly developed specialist neonatal knowledge including 4 years post registration experience within a neonatal intensive care environment.
- Relevant Master's level study or equivalent experience.
- Maintain competence to the level of the expert functioning in an independent role.
- Ability, to assess, diagnose and formulate treatment plans for sick infants (including the prescription of drugs following appropriate training) within defined parameters and following local guidelines and policies.
- Be proficient in highly developed diagnostic procedures and advanced practical skills including intubation, advanced resuscitation, exchange transfusion, surgical interventions including umbilical catheterisation, arterial line placement, chest drain insertion, central venous lines, lumbar puncture and other highly specialised skills requiring accurate manipulation of fine tools with a high degree of precision and concentration in a frequently unpredictable environment.
- Be able to develop practice in applying technology for measurement, monitoring and treatment.
- Be able to role model effective leadership and supervisory skills and function effectively, autonomously and in collaboration within the multi-disciplinary team
- Ability to contribute to the development of local and regional clinical guidelines informed by evidence and specialist experience in this area.

- Ability to undertake supervision both as a mentor and a mentee and identify own professional development needs, developing a professional portfolio within the appraisal framework.
- Ability to plan, supervise and facilitate multidisciplinary education for the complex management of the sick newborn including large group teaching/presentations/publication
- Ability to manage highly complex, contentious, or sensitive information in a manner appropriate to promote understanding and acceptance with families, To gain consent for procedures and clinical trials and to deal with bereaved families of critically ill neonates with empathy and sympathy
- Ability to liaise and communicate highly complex or sensitive information with the multi-disciplinary team including safeguarding children procedures
- Ability to liaise with colleagues and managers to ensure sufficient resources are available to meet clinical need and to manage those resources efficiently.

5. KEY RESULT AREAS

- Practice within a framework of agreed clinical protocols, guidelines and competencies working responsibly under own initiative making decisive and measured clinical decisions within RCH and on patient transfers
- Work in partnership with Consultant Neonatologist to develop medical and nursing management plans for a case load, delivering a holistic approach from admission to discharge.
- Use advanced knowledge and highly specialised clinical skills to carry out assessment of the health needs of infants in hospital, exercising high levels of judgement and clinical decision making under the direction of multidisciplinary neonatal clinical guidelines. This will include carrying out first day checks, requesting and interpreting laboratory and radiological investigations, initiating prescriptions, appropriate referral to specialists outside of neonatal services, organising and participating in transfers and participating in admission to and discharge from hospital decisions and processes.
- Perform, request, record and interpret laboratory and radiological investigations in accordance with IR(ME) regulations, including x-rays, ultrasound scans, and electrocardiographs.
- Planning and providing care to sick, unstable babies in the neonatal unit or during retrieval and transport episodes, using complex life support therapies. This will include occasional manual handling of equipment such as incubators or resuscitaires.
- To demonstrate and maintain advanced newborn life support resuscitation skills by acting as a member of the neonatal resuscitation team, taking a lead role as required
- Act as a clinical leader, change agent and specialist professional resource within neonatal services at RCHT in the development of protocols, policies, guidelines, implementation of national guidance and organisation of neonatal service delivery and improvements.

- Produce and promote evidence based practice to enhance patient care.
- Take a lead in promoting and managing change to improve practice in line with national standards in neonatal care.
- Work with the highest degree of personal and professional autonomy.
- Act as a role model and resource in practising evidence based, holistic, family centred care actively managing clinical risk and monitoring standards combining medical and nursing perspectives.
- Identify the training and development needs of multidisciplinary staff/learners in the service facilitating their development and achievement of competencies and participate in the planning, implementation and evaluation of education programmes.
- Initiate and regularly participate in relevant audit and carry out research studies presenting findings through presentations and writing for publication.
- Network and communicate at regional level to influence the quality of service provision and promote the role of the ANNP
- Take personal responsibility for training in, and use of, equipment and resources within the neonatal unit environment.

6. COMMUNICATIONS & WORKING RELATIONSHIPS

- Consultant Paediatricians
- Senior and Junior Medical Staff
- NNU Lead Nurse
- Nursing Staff NNU
- Clinical Matron, Child Health
- Multi-disciplinary Team, Neonatal Unit and Maternity Services

7. MOST CHALLENGING PART OF THE JOB

- Attend high risk deliveries and caring for critically ill neonates, prioritising work demands.
- Fulfilling the role of clinical expert and acting as a resource to colleagues.
- Make complex independent clinical decisions.
- Responding to unexpected patient activity, demand and changing clinical status of individual neonates.

- Maintaining and building effective communication with parents/carers and members of the multi-disciplinary team to ensure that appropriate information is shared.

Please note that the Trust is moving towards 7 day working. Staff will be fully consulted in any decisions.

8. OTHER

- The Post holder must comply with all RCHT Policies and Procedures.
- The Post holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.
- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post holder will undertake any other duties which may be required from time to time.
- It is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- The Post holder must comply with the National Standards for Better Health [Care Quality Commission].
- The Post holder must comply with all RCHT Risk Management & Health & Safety policies & procedures, including undertaking associated training as per the RCHT Mandatory Training policy. ***NB: A post-holder who has managerial accountability will have the added responsibility for the management and maintenance of the department/division/directorate risk register[s], ensuring that all appropriate risks are suitably identified, recorded via the appropriate routes, and acted upon. Specific duties are outlined in the Risk Management Policy to which you must comply with.***
- If it is thought that you have breached your code of professional conduct and/or the Managers Code of Professional Conduct, the matter will be investigated in line with the disciplinary policy as a matter of personal misconduct. Where there appears to be a case to answer a disciplinary hearing will take place. At any stage of the process the Trust may refer the matter to your professional registering body for their consideration under their own registration review procedures.
- This job description will be subject to regular review and amended to meet the changing needs of the Trust.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST HOLDER

9. JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of
Department Signature:

Date:

Title:

Please note:

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

The Royal Cornwall Hospitals Trust is a non-smoking organisation. Smoking will not be permitted on any of the sites by staff in trust uniform and/or wearing a trust identification badge in any location, in vehicles owned or leased by the Trust or in the homes (including gardens) of any patients visited at home.

Post Profile for the Post Of: Advanced Neonatal Nurse Practitioner – Band 8a

Attributes	Essential
Physical Effort	Frequent requirement to exert moderate physical effort for several long periods <ul style="list-style-type: none"> ▪ Movement of neonatal equipment including transport and other incubators, monitors, ventilators, resuscitaires. ▪ Movement of other equipment including teaching aids, computers, projectors, trolleys. ▪ Physical effort treating patients' ie regular examination of babies in cots, siting lines and other prolonged procedures, attending ward rounds. ▪ Responding to emergency calls e.g. flat babies. ▪ Regular inputting at keyboard i.e. writing competency training packs, downloading results, uploading presentations. ▪ Provision of nursing/medical care during transfer of neonates between national care centres. ▪ Driving to/from other venues e.g. universities, conference centres, neonatal units.
Mental Effort	Frequent requirement for prolonged concentration <ul style="list-style-type: none"> ▪ Ward rounds – Grand, teaching and handover ▪ Continual concentration on individual case management and specialist neonatal treatments. ▪ Development of training packages, writing and delivering teaching sessions. ▪ Educational & mentor support for nursing and medical students. ▪ Clinical support and teaching of nursing and medical staff. ▪ One to one work based teaching in the clinical area. ▪ Attending mortality and morbidity meetings/reviews. ▪ Responding to emergency calls. ▪ Consent from parents/guardian for procedures, vaccinations research.
Emotional Effort	Frequent exposure to highly distressing or highly emotional circumstances <ul style="list-style-type: none"> ▪ Care of the critically and terminally ill infant, distressed patients parents and families ▪ Reflection/debriefing sessions for multi-disciplinary team members both formal and informal. ▪ Breaking bad news. ▪ Counselling of parents in the antenatal period regarding postnatal outcome. ▪ Initiating communication with parents regarding minor/major abnormal findings/results. ▪ Responding to emergency calls
Working Conditions	Frequent exposure to unpleasant working conditions <ul style="list-style-type: none"> ▪ Direct contact with body fluids/ blood ▪ Radiation exposure ▪ Processing chemistry eg urinalysis ▪ Challenging behaviour eg angry/aggressive visitors ▪ Artificially hot environment ▪ Required flexibility to work beyond end of shift due to patient needs. ▪ Teaching in other educational establishments ie university, and other neonatal units. ▪ Responding to emergency calls ▪ Frequent exposure to sharps and hazardous substances.

**ADVANCED NEONATAL NURSE PRACTITIONER/NURSE CONSULTANT
NEONATAL INTENSIVE CARE UNIT (Band 8a)
PERSON SPECIFICATION**

ATTRIBUTES	ESSENTIAL	DESIRABLE
Attainments & Previous Experience	<ul style="list-style-type: none"> ▪ Registered nurse /midwife (adult/child) with specialist neonatal qualification ▪ Substantial post registration experience within a neonatal intensive care environment. ▪ Nursing qualification at degree level ▪ Evidence of study at Master's level ▪ Current Registration with NMC ▪ Evidence of continuous personal, professional and academic development ▪ Relevant up-to-date training in child protection, life support, manual handling skills etc. ▪ Proven leadership in specialist field ▪ Teaching/Mentorship qualification – demonstrable evidence of delivery of teaching and training relevant to specialty. ▪ Evidence of Child Protection Training ▪ Experience in the use of computers ▪ Can demonstrate competence in numeracy and literacy ▪ Evidence of successfully leading a team ▪ Ability to work independently and demonstrate a broad range of clinical skills in specialist area at an expert level. ▪ Can demonstrate understanding and incorporate customer care within the clinical setting ▪ Awareness and ability to work within a high technology environment ▪ Understanding of family centred principles of care 	<ul style="list-style-type: none"> ▪ Computer Literate (ECDL)
Skills & Abilities	<ul style="list-style-type: none"> ▪ Leadership skills ▪ Advanced interpersonal and communication skills, with the ability to demonstrate fluency, clarity and effectiveness at all levels ▪ Excellent clinical and practical skills, able to undertake a wide range of medical and nursing procedures. ▪ Evidence of sound decision making skills ▪ Effective influencing and facilitation skills with peer group & senior healthcare professionals ▪ Confident in teaching & mentoring skills ▪ Ability to prioritise and manage own workload, instruct & support others ▪ Excellent organisational skills ▪ Advocacy skills ▪ Ability to work autonomously and make clinical decisions based on expert knowledge and in highly complex situations whilst managing conflicting views. ▪ Ability to facilitate change within the clinical area ▪ Developing and delivering educational programmes 	

Personal Qualities, Disposition & motivation	<ul style="list-style-type: none"> ▪ Caring and supportive attitude ▪ Ability to undertake duties (OH clearance) ▪ Professional presentation ▪ Positive and assertive manner ▪ Demonstrates personal commitment and enthusiasm about the role. ▪ Works in a calm and organised manner and mixes in a well as part of a cohesive team ▪ Ability to cope with pressurised environment and able to use own initiative ▪ Ability to work independently ▪ Flexibility able to work rotational shifts ▪ Frequent requirement for prolonged concentration ▪ Ward rounds – Grand, teaching and handover ▪ Continual concentration on individual case management and specialist neonatal treatments. ▪ Complex clinical decision-making and prioritising in absence of senior medical staff. ▪ Complex prescription calculation and administration of drugs. ▪ Participate in the development of training packages, writing and delivering teaching sessions. ▪ Educational & mentor support for nursing and medical students. ▪ Clinical support and teaching of nursing and medical staff. ▪ One to one work based teaching in the clinical area. ▪ Attending mortality and morbidity meetings/reviews. ▪ Responding to emergency calls. ▪ Consent from parents/guardian for procedures, vaccinations, research. ▪ Maintenance of precise and accurate records. 	<ul style="list-style-type: none"> ▪ Ability to influence and motivate others ▪ Friendly and approachable demeanour ▪ Understands and able to apply use of counselling skills
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**NHS KNOWLEDGE AND SKILLS FRAMEWORK
FORM FOR DEVELOPING AN NHS KSF OUTLINE FOR A POST
(KSF2 Foundation gateway level)**

Title of Post: Advanced Neonatal Practitioner

NHS KSF DIMENSIONS	Needed for Post?	Level for post				
		1	2	3	4	<u>Areas of application</u>
CORE DIMENSIONS – relates to all NHS posts						
1 Communication					x	
	Y				x	
2 Personal and people development				x		
	Y				x	
3 Health, safety and security					x	
	Y			x		
4 Service improvement						
	Y					
5 Quality					x	
	Y				x	
6 Equality and diversity						
	Y				x	
SPECIFIC DIMENSIONS					x	
HEALTH AND WELLBEING					x	
HWB1				x		
Promotion of health and wellbeing and prevention of adverse effects to health and wellbeing						
HWB2						
Assessment and care planning to meet people's health and wellbeing needs						

NHS KSF DIMENSIONS	Needed for Post?	<u>Level for post</u>				
		1	2	3	4	<u>Areas of application</u>
INFORMATION AND KNOWLEDGE						
IK2 Information collection and analysis				x		
GENERAL						
G1 Learning and development					x	
G2 Development and innovation				x		
G6 People management				x		

AGENDA FOR CHANGE: THE NHS KNOWLEDGE AND SKILLS FRAMEWORK

NHS KSF DIMENSIONS	Needed for Post?	Foundation Gateway	Level for post			
			1	2	3	4
CORE DIMENSIONS – relates to all NHS posts						
1 Communication	Y					x
2 Personal and people development	Y				x	
3 Health, safety and security	Y					x
4 Service improvement	Y					x
5 Quality	Y					x
6 Equality and diversity	Y				x	
SPECIFIC DIMENSIONS						
HEALTH AND WELLBEING						
HWB1 Promotion of health and wellbeing and prevention of adverse effects to health and wellbeing						x
HWB2 Assessment and care planning to meet people's health and wellbeing needs						x
HWB3 Protection of health and wellbeing						x
HWB4 Enablement to address health and wellbeing needs					x	
HWB5 Provision of care to meet health and wellbeing needs						x
HWB6 Assessment and treatment planning					x	
HWB7 Interventions and treatments					x	
HWB8 Biomedical investigation and intervention			x			
HWB9 Equipment and devices to meet health and wellbeing needs				x		
HWB10 Products to meet health and wellbeing needs				x		

NHS KSF DIMENSIONS	Needed for Post?	Foundation Gateway	Level for post			
			1	2	3	4
ESTATES AND FACILITIES						
EF1 Systems, vehicles and equipment	n					
EF2 Environments and buildings	n					
EF3 Transport and logistics	n					
INFORMATION AND KNOWLEDGE						
IK1 Information processing					x	
IK2 Information collection and analysis				x		
IK3 Knowledge and information resources					x	
GENERAL						
G1 Learning and development						x
G2 Development and innovation				x		
G3 Procurement and commissioning	N					
G4 Financial Management	N					
G5 Services and project management			x			
G6 People management					x	
G7 Capacity and capability					x	
G8 Public relations and marketing	N					