

JOB DESCRIPTION

JOB TITLE:	Senior Nurse - Nurse Practitioner
ORGANISATION:	The Practice Services plc
REPORTS TO:	Operations Manager for non clinical matters and Regional Nurse Lead for clinical matters
MANAGES:	tbc
LOCATION:	Rushey Mead Surgery, Leicester

MAIN RESPONSIBILITIES

The post holder will work as a senior nurse based at Rushey Mead surgery predominantly but will need to provide some cross cover working across all other sites within the hub as necessary and provide nurse leadership to all nurses within the wider team.

To act as an autonomous practitioner to provide nursing care for the presenting patient from initial history taking, clinical assessment, diagnosis, treatment and evaluation of care. They will demonstrate safe, clinical decision-making and expert care, including assessment and diagnostic skills for all patients whilst working within their professional boundaries. The post holder will assist in the development and delivery of policies and procedures and providing nurse leadership and management as required.

Key responsibilities

Clinical practice

- Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis.
- Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly.
- Diagnose and manage both acute and chronic conditions, integrating both drug and non-drug-based treatment methods into a management plan
- Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice.
- Encourage patients and support compliance with and adherence to prescribed treatments. Provide relevant information and advice on medication, side-effects and interactions.
- Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care.
- Support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care.
- Support and manage health needs of women presenting for family planning, cervical cytology or sexual health consultation
- Assess, identify and refer patients presenting with mental health needs in accordance with the NSF for Mental Health

- Implement and participate in vaccination and immunisation programmes for both adults and children
- Advise, support and administer vaccinations for patients travelling abroad, where appropriate.
- Meet the needs of patients presenting for opportunistic wound care
- Undertake minor surgery as appropriate to competence

Communication

- Communicate sensitively with patients to ensure they are fully informed and consent to treatment.
- Communicate with and support patients who are receiving 'bad news'
- Communicate effectively with patients and carers, recognising the need for alternative methods of communication, anticipate barriers to communication and take action to improve communication.
- Maintain effective communication within the practice environment and with external stakeholders
- Act as an advocate for patients and colleagues.

Delivering a quality service

- To adhere to the UKCC Codes of Professional Conduct and Scope of Professional Practice, including PREP.
- Produce accurate, contemporaneous and complete records of patient consultation, consistent with legislation, policies and procedures.
- Prioritise, organise and manage own workload in a manner that maintains and promotes quality.
- Evaluate patients' response to health care provision and the effectiveness of care
- Support and participate in shared learning across the practice and wider organisation
- Assess the impact of policy implementation on care delivery
- Understand and apply legal issues that support the identification of vulnerable and abused children and adults, and be aware of statutory child/vulnerable patients health procedures and local guidance

Leadership – personal and people development

- Provide nurse leadership to all nurses in the wider team as defined within the hub and use effective management experience to achieve this.
- Take responsibility for own learning and performance including participating in clinical supervision and acting as a positive role model
- Support staff development in order to maximise potential
- Critically evaluate and review innovations and developments that are relevant to the area of work
- Take a lead role in planning and implementing changes within the area of care and responsibility
- Work with practice management to ensure sufficient staff of appropriate ability, quality and skill-mix are available to meet current and future service delivery.
- Contribute to the development of local guidelines, protocols and standards
- Maintain effective communication with those responsible for the overall commissioning and procurement process
- Create clear referral mechanisms to meet patient need
- Agree plans and outcomes by which to measure success

Management of risk

- Manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients
- Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines
- Ensure safe, effective storage, supply, administration and disposal of drugs and vaccines in accordance with Patient Group Directives, or prescribe if qualified to do so.
- Apply infection-control measures within the practice according to local and national guidelines

Managing information

- Use clinical IT system as an aid to management in planning, implementation and monitoring of care, presenting and communicating information
- Understand responsibility of self and others to the practice and primary care trust regarding the Freedom and Information Act
- Collate, analyse and present clinical data and information to the team
- Communicate essential financial restraints with the team and discuss with them ideas for effective and efficient working within these constraints

Equality and diversity

- Enable a culture of equality and diversity in a non-discriminatory way
- Act as a role model in the observance of equality and diversity good practice

Person specification for Nurse Practitioner / Senior Practice Nurse

Criteria	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> Advanced clinical practice skills Management of patients with long-term conditions Management of patients with complex needs Clinical examination skills Accountability of own role and other roles in a nurse-led service Local and national health policy Wider health economy Clinical governance issues in primary care Patient group directions and associated policy 	<ul style="list-style-type: none"> Knowledge of public health issues Able to identify determinants on health in the area
Skills	<ul style="list-style-type: none"> Clinical leadership skills Communication skills, both written and verbal Communication of difficult messages to patients and families Negotiation and conflict management skills Teaching and mentorship clinical setting Resource management 	
Experience	<ul style="list-style-type: none"> Minimum 5 years post registration experience At least 2 years recent primary and community nursing experience Nurse-led management of minor illness, minor ailments and injuries Nurse-led triage Compiling protocols and clinical guidelines Leadership in quality initiatives such as clinical benchmarking Nurse prescribing 	
Qualifications	<ul style="list-style-type: none"> Registered first level nurse MSc or equivalent Relevant nursing/health degree Mentor/teaching qualification Clinical supervision training and experience Extended/independent nurse Nurse prescribing 	<ul style="list-style-type: none"> Community nursing specialist qualification

- Evidence of minor illness qualification

Other

- Self-directed practitioner
- Highly motivated
- Flexibility
- Enthusiasm
- Team player
- Ability to work across boundaries
- Willing to travel