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| **Title** | **Advanced Clinical Pracitioner** |
| **Location** | **GP Practice** |
| **Hours** | **Full Time** |
| **Salary** | **£50,000 - £60,000 (Dependant upon Experience)** |
| **Responsible To** | **Practice Clinical Lead / Medical Director** |

**Overview**

Rochdale Health Alliance (RHA) was established in 2016, by [**GP practices**](https://rochdalehealthalliance.co.uk/primary-care-networks/)from across the Rochdale Borough We are dedicated to contracting and delivering high quality health services to the community of Heywood Middleton and Rochdale (HMR) on behalf of GP Practice members. Our ethos is to improve patient outcomes and experience whilst keeping Primary Care at the forefront of the NHS reforms.

**Job Summary:**

* To be responsible for independently leading and managing practice, using an advanced level of professional accountability, autonomy and judgement for highly complex decision-making across a broad range of situations/conditions.
* To work autonomously, but as part of the Practice Team, using advanced knowledge and skills, underpinned by theory and experience, to holistically assess the identified patient caseload, using a range of methods across a broad range of, often complex, patient conditions.
* To plan and manage complete episodes of care, working in partnership with others, delegating and referring as appropriate, to optimise health outcomes and resource use, as well as providing direct support to patients and carers.
* To promote the proposal and implementation of service and policy development and redesign, impacting beyond own area and other disciplines, informed by current best practice and evidence-base, in accordance with values-based care.

**Context and freedom to act:**

The post holder is expected to be able to:

* + - * Hold sole responsibility for a range of duties, relevant to post.
* Works unsupervised, clinically examining and assessing patients and initiating any appropriate action.
* Make independent, autonomous clinical decisions relating to patient condition and treatment / care. May require minimal support and will be expected to obtain support from GPs to make decisions, which may be outside their scope of clinical knowledge.
* Exercise significant discretion in the delivery of this role, being guided by policies and procedures and implementing appropriate action in order to achieve expected results. Proposes and implements appropriate changes to policy / service provision as consequence of interpretation of local and/or national guidance/research findings.

**Core Duties and Responsibilities**

**Advanced clinical practice / direct patient care**

* Takes responsibility for providing care and treatment in line with current evidence base, at an advanced clinical practice level, demonstrating the ability to make critical judgements and problem-solving, regarding patient pathways, on a daily basis, for a distinct caseload of patients.
* Initiates and carries out highly complex patient assessment, analyses and interprets results, using highly developed advanced knowledge and skills that includes comprehensive patient history and health assessment, physical examination, clinical measurements using advanced clinical skills, detailed medicines history, undertaking and interpreting range of tests / investigations.
* Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice and national and practice protocols, and within scope of practice
* Discusses and agrees assessment outcomes with patients, carers and other health professionals, to enable them to make informed decisions regarding treatment and care, and initiates appropriate, timely consultation and/or referral, when more expert input is required
* Rapidly and continuously evaluates patient’s changing condition and response to therapeutic interventions and modifies plan of care for optimal patient outcome

**Communication and relationships**

* Establishes and maintains excellent communication, with individuals/ groups, providing and receiving highly complex, sensitive and/or contentious information and exploring complex issues across a wide range of care options and decisions
* Uses highly developed communication skills to provide guidance, advice and support to the patient/carer regarding management of their health/illness condition and its impact on patient’s/carer’s life
* Communicates complex, very sensitive, sometimes distressing information to patient/carer using empathy and reassurance; identifies and overcome barriers to understanding as appropriate
* Provides verbal and written information to patient, to enable them to give informed consent for treatment and obtains written consent for specified procedures, using highly developed specialist knowledge
* Establishes supportive partnerships with patients/carers and communicates with them, sometimes in highly distressing or emotional circumstances, which may involve imparting bad news
* In all aspects of work, challenges and demonstrates an ability to work autonomously across organisational and professional boundaries
* Establishes and maintains local and regional network of contacts sharing good practice, innovative ideas, promotes developments.

**Leadership – personal and people development**

* Acts as a visible advanced practice role model by demonstrating high standards of care having both advisory and clinical input into care and treatment.
* Acts in such a way as to be a credible, effective leader, demonstrating values-based clinical leadership, on a daily basis.
* Take responsibility for own learning and performance including participating in clinical supervision and acting as a positive role model
* Support staff development to maximise potential
* Encourage others to make realistic self-assessment of their application of knowledge and skills, challenging any complacency or actions that are not in the interest of the public and/or users of services
* Critically evaluate and review innovations and developments that are relevant to the area of work
* Enlist support and influence stakeholders and decision-makers to bring about new developments in the provision of services
* Contribute to the development of local guidelines, protocols and standards
* Maintain effective communication with those responsible for the overall commissioning and procurement process
* Maintain active involvement in the planning and processes of practice-based commissioning or similar initiatives
* Promote the role of the advanced nurse practitioner in general practice

**Education /Professional**

* Actively engages in continuous professional development in line with advanced clinical practice role and service development, maintains a suitable CPD record and ensures adheres to revalidation requirements
* Develops and delivers relevant specialist teaching for all disciplines and levels of staff, patient and carer groups within Trust, in relation to own area of expertise. This will include development of links with other organisations.
* Uses high-level communication skills and contributes to wider development of those working in their area of practice by disseminating best practice, regionally, nationally and internationally.
* Generates and applies new knowledge to own and others’ practice.

**Evaluation and research**

* Initiates, facilitates and leads change at individual, team, Practice levels, in order to improve practice and health outcomes, consistent with national and international standards.
* Continually evaluates and audits practice at individual and systems levels, selecting and applying valid and reliable approaches and methods, appropriate to needs and context, and acts on findings.
* Frequently critically appraises and synthesises outcomes of relevant research and evaluations and applies them to improve practice.
* Regularly involved in the initiation and implementation of research and clinical audit activities in own area and takes action, based on results of these activities, to ensure patient care is optimised

**Delivering a quality service**

* Recognise and work within own competence and professional code of conduct as regulated by your registered body i.e. NMC/GPhC/HCPC
* 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
* Deliver care according to NSF, NICE guidelines and evidence-based care
* Assess effectiveness of care delivery through self and peer review, benchmarking and formal evaluation
* Initiate and participate in the maintenance of quality governance systems and processes across the organisation and its activities
* Utilise the audit cycle as a means of evaluating the quality of the work of self and the team, implementing improvements where required
* In partnership with other clinical teams, collaborate on improving the quality of health care responding to local and national policies and initiatives as appropriate
* Evaluate patients’ response to health care provision and the effectiveness of care
* Support and participate in shared learning across the practice and wider organisation
* Use a structured framework (e.g. root-cause analysis) to manage, review and identify learning from patient complaints, clinical incidents and near-miss events
* 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

**Team working**

* Understand own role and scope and identify how this may develop over time
* Work as an effective and responsible team member, supporting others and exploring the mechanisms to develop new ways of working
* Delegate clearly and appropriately, adopting the principles of safe practice and assessment of competence
* Create clear referral mechanisms to meet patient need
* Prioritise own workload and ensure effective time-management strategies are embedded within the culture of the team
* Work effectively with others to clearly define values, direction and policies impacting upon care delivery
* Discuss, highlight and work with the team to create opportunities to improve patient care
* Manage and lead on the delivery of specifically identified services or projects as agreed with the practice management team
* 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 appropriate supervision of safe storage, rotation and disposal of vaccines and drugs. Oversee the monitoring, stock control and documentation of controlled drug usage according to legal requirements where appropriate
* Apply infection-control measures within the practice according to local and national guidelines
* Advocate for policies that reduce environmental health risks, are culturally sensitive and increase access to health care for all
* Interpret national strategies and policies into local implementation strategies that are aligned to the values and culture of general practice.

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| **Person Specification**

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| **Education, Qualifications & Training** | Essential (E) | Desirable (D) |
| Professional registration with NMC HCPC or GPhC | **E** |  |
| Teaching / mentorship qualification |  | **D** |
| MSc in Advanced Clinical Practice (or equivalent)  | **E** |  |
| Independent Prescribing  | **E** |  |

 **Experience and Knowledge**

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| Significant Post Registration experience | **E** |  |
| Clinical Leadership | **E** |  |
| Primary Care experience | **E** |  |
| Participating in a multi-professional team | **E** |  |
| Mentor, appraiser or supervisor |  | **D** |
| Health Needs Assessment |  | **D** |
| Audit | **E** |  |
| Research | **E** |  |

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**­­­Skills and Attributes**

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| Ability to Manage a defined caseload of patients |  | D |
| Excellent communication and interpersonal skills | E |  |
| Negotiation & Conflict Management | E |  |
| Autonomous Practitioner | E |  |
| Manages change effectively | E |  |
| Ability to undertake risk assessments | E |  |

**Aptitude and Personal Qualities**

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| Articulate, confident, decisive | E |  |
| Motivated, ambitious, uses initiative | E |  |
| Dedicated and flexible | E |  |
| Able to cope with competitive demands in stressful situations | E |  |

**Values, Drivers and Motivators**

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| Integrity and Respect | E |  |
| Care and Compassion | E |  |

E = Essential

D = Desirable