**Job Description**

Job Title: Advanced Paediatric Nurse Practitioner (APNP)- Primary Care Streaming

Accountable to: Director of Nursing, Deputy Director of Nursing

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| **Job Summary** |
| **About you**   * You will be an experienced APNP who is able to deliver quality individualised care to children and young people with a high level of autonomy underpinned by the four pillars of Clinical practice, leadership and management, education and research. * You will hold a master’s in advanced clinical practice, credentialling qualification (or equivalent) and non-medical prescribing qualification. Along with extensive paediatric expertise, you will be confident in undertaking comprehensive face to face assessments and communicating robust management plans following clinical review and examination. * Within your professional boundaries you will assess, diagnose and prescribe where appropriate, providing advice and care for children and young people presenting with undiagnosed and undifferentiated illnesses. * You will practice autonomously whilst demonstrating a child and young person-centered approach to meet PC24 patient health care needs. The position will require the ability to establish and maintain excellent professional working relationships with hospital, primary care and wider stakeholder colleagues |
| **Key Responsibilities** |

# Clinical Practice

* Assess, plan, implement and evaluate treatment/interventions and care for children and young people referred from the Emergency Department at Alder Hey Children’s Hospital
* Clinically examine and assess children and young people’s needs from a physiological and psychological perspective, and plan clinical care accordingly.
* Proactively compile management treatment plans and communicate effectively to parents/carers
* To refer children and young people appropriately to other healthcare professionals as required
* Prescribe and review medication for therapeutic effectiveness, appropriate to needs and in accordance with evidence-based practice and national/local protocols and within scope of practice.
* Work with children and young people to support compliance with and adherence to prescribed treatments.
* Prioritise health problems and intervene appropriately to assist patients in complex, urgent or emergency situations, including initiation of effective emergency care.
* Work within scope of professional practice and recognising your limitations and when to seek advice and support from peers.
* Work supportively alongside clinical and hospital colleagues in ensuring the highest standards of care for all children and young adults
* Maintain accurate and contemporaneous records.

# Communication

* Utilise and demonstrate high level communication skills and knowledge.
* Act as an advocate for children and young people and communicate effectively with a wide range of Health Care Professionals on their behalf.
* Apply the principles of consent to ensure patients are fully informed and consent to treatment.
* Communicate effectively with patients, carers and all members of the multi-disciplinary team
* Liaise with other services and organisations regarding services provided and current practises to develop best evidence-based practice.

# Delivering a quality service

* Work within own competence and standards for professional practice as defined by the NMC.
* Produce accurate, contemporaneous and complete records consistent with legislation and policy.
* Prioritise, organise and manage own workload in a manner that maintains and promotes quality.
* Deliver care according to NICE guidelines and evidence-based practice.
* Assess effectiveness of care delivery through self and peer review, benchmarking and evaluation.
* Utilise the audit cycle to evaluate the quality of work of self and the team, implementing improvements where required.
* Evaluate patients’ response to health care provision and the effectiveness of care.
* Identify, assess, manage and escalate risks, support and participate in shared learning within PC24 following incidents and or examples of good practice.
* Contribute in the application of frameworks to support lessons learnt e.g. (e.g. root-cause analysis) to manage, review and identify learning from patient complaints, clinical incidents and near-miss events.
* Be fully up to date in the safeguarding of vulnerable adults and children legislation.
* Engage in the process of regular Clinical Supervision.

# Leadership – personal and people development

* Take responsibility for own learning and performance.
* Act as a positive role model.
* Support staff development to maximise individual potential.
* Enlist support and influence stakeholders and decision-makers to bring about new developments.
* Contribute to planning and implementing changes within the area of care and responsibility.
* Contribute to the development of local guidelines, protocols and standards.
* Promote the role of APNP across all service delivery areas.

# Team working

* Demonstrate commitment to developing the APNP role within the team
* 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.
* Prioritise own workload, ensure effective time-management strategies are embedded in the team.
* Work collaboratively to clearly define values, direction and policies impacting upon care delivery.
* Work collaboratively with the team to create opportunities to continually improve patient care.
* Agree plans and outcomes by which to measure success.

# Management of risk

* Manage and assess risk, ensuring adequate measures are in place to protect staff and patients.
* Monitor work areas and practices to ensure they are safe, free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines.
* Apply infection-control measures within practice according to local and national guidelines.

**Safeguarding**

* Safeguarding is everyone’s responsibility, and all employees are required to act in such a way that always safeguards the health and well-being of children and vulnerable adults.
* Employees must be aware of the organisational procedure and raising concerns about the welfare of anyone and whom they must contact.
* To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse, or individuals at risk, and those who may not have capacity to give or withhold, informed consent to treatment at the time they need it (as per the Mental Capacity Act 2005) and to report and act on any concerns you may have appropriately.
* Ensure that you consider safeguarding factors when taking history and examining adult and paediatric patients.
* Ensure you have professional curiosity during consultation and examination of your patients.
* Any immediate adult or paediatric safeguarding concerns must be acted upon without delay and discussion with appropriate professionals to safeguard the patient.
* Concise documentation must be recorded in patient notes and any actions / referrals made to other professionals.

# Managing information

* Use technology and appropriate software as an aid to management in planning, implementation and monitoring of care, presenting and communicating information.
* Manage information searches using the internet and local library databases.
* Understand responsibility of self and others regarding the Freedom of Information Act 2000.

# Learning and development

* Understand own role and scope and identify how this will develop over time.
* Undertake mentorship for new staff, assessing competence against set standards.
* Actively engage in clinical supervision, self-reflection and learning through the audit process.
* Engage with yearly appraisal.
* Regularly reflect on your practice and keep an up-to-date professional learning portfolio
* Assess own learning needs and undertake learning as appropriate.
* Provide an educational role to patients, carers, families and colleagues in an environment that facilitates learning.

**APNP- Paediatric Primary Care Streaming**

**Personal specification**

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| Education And Training | Essential | Desirable | Assessment  Method |
| RSCN/RN | Y |  | Certificate |
| MSc in Advanced Clinical Practice (or equivalent level of practice evidenced through a recognised credentialing process( | Y |  | Certificate |
| Non-Medical independent Prescriber – V300 | Y |  | Certificate |
| Clinical Examination and Diagnostics Level 7 | Y |  | Certificate |
| Extensive senior paediatric experience within the emergency care/urgent care /acute hospital setting/primary care | Y |  |  |
| Safeguarding Adults Level 3 | Y |  | Certificate |
| Safeguarding Children Level 3 | Y |  | Certificate |
| Long term conditions qualification | Y |  | Certificate |
| Mentor/teaching qualification | Y |  | Certificate |
| Trained clinical supervisor |  | Y | Certificate |
| Knowledge Skills & Experience | **Essential** | **Desirable** | **Assessment Method** |
| Clinical Leadership Skills | Y |  | A/I |
| Experience of working in paediatrics within acute/out of hours/emergency care/primary care environment | y |  | A/I |
| Advanced Level Clinical Practice Examination and Diagnostic Skills | Y |  | Certificate |
| Proven communication skills both written and verbal | Y |  | A/I |
| Proven communication of difficult messages to patients and families | Y |  | A/I |
| Negotiation and conflict management skills | Y |  | A/I |
| Change management skills | Y |  | A/I |
| Understanding and application of healthcare governance | Y |  | A/I |
| Prioritisation and organizational skills | Y |  | A/I |
| Up to date knowledge and skill in identification and safeguarding of vulnerable adults and children. | Y |  | A/I |
| Participating in clinical audit and audit skills | Y |  | A/I |
| Accountability of own role and other roles in all settings | Y |  | A/I |
| Management of children and young people with long term conditions | Y |  | A/I |
| Management of children and young people with complex needs | Y |  | A/I |
| Up to date knowledge of Infection Prevention and Control | Y |  | A/I |
| Clinical Governance issues in acute/community services | Y |  | A/I |
| Local and National health Policy | Y |  | A/I |
| Wider health economy | Y |  | A/I |
| Ability to manage children and young people at the point of presentation | Y |  | A/I |
| Regular paediatric Prescribing Activity | Y |  | A/I |
| Up to date personal prescribing formulary | Y |  | A/I |
| Developing evidence-based protocols | Y |  | A/I |
| Conducting clinical investigations | Y |  | A/I |
| Aptitude And Other Relevant Criteria | **Essential** | **Desirable** |  |
| Team Focused | Y |  | A/I |
| Supportive of colleagues | Y |  | A/I |
| Adaptability to change, influence and negotiate | Y |  | A/I |
| Innovative and receptive to new ways of working | Y |  | A/I |
| Flexibility | Y |  | A/I |
| Enthusiastic and motivated with the ability to motivate the team. | Y |  | A/I |
| High level of personal and professional credibility | Y |  | A/I |

**Primary Care:24**

4-6 Enterprise Way Wavertree Technology Park Liverpool L13 1FB

0151 254 2553

[communications@primarycare24.nhs.uk](mailto:communications@primarycare24.nhs.uk)

**primarycare24.org.uk**