

## Job Details

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Job Title:	Advanced Clinical Practitioner - Community
Hours of Work:	Various, Fixed Term and Permanent available
Band:	8a
Department:	Community React Team
Division:	Community
Base:	Claire House

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## Reporting Arrangements

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Managerially Accountable to:	Assistant Director or Operations and Quality
Professionally Accountable to:	Nurse Consultant
Responsible for:	Junior staff within the Community React team

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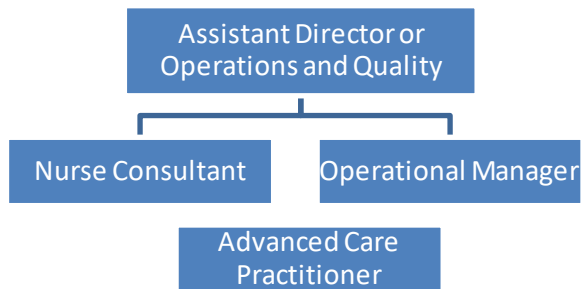
## Job Purpose

The role of the Advanced Practitioner is to work across professional boundaries, undertaking a variety of clinical duties, within the context of the clinical team and to work as part of the community response team and work with the principles of the Integrated Community Services. The Advanced Practitioner is required to work as an autonomous clinical professional. Within the multi-disciplinary team, the Advanced Practitioner will support the provision of high quality patient centred health care. To identify, assess, diagnose and treat adults with acute illness / complex needs and long term conditions to promote a patient centred approach to care.

The post holder will be proactive in pioneering the role in response to lessons learned both in the educational programme and from work-based learning in clinical practice. The post is intended improve outcomes for patients by improving services by delivering care closer to home, reducing avoidable admissions to hospital. The Advanced Practitioner will be expected to exercise critical judgment to satisfy the expectations and demands of the role.

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## Organisation Chart



## Duties and Responsibilities

### Key results from the job holder

- The post holder will be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care
- The post holder will be responsible for providing face to face consultations for patients in the community setting
- The post holder will provide clinical leadership and support for members of the multidisciplinary team
- The post holder will be able to take a comprehensive patient history, carry out physical examinations and use expert knowledge and clinical judgement to identify the potential diagnosis

### Planning and Organisational Duties

- Work within the Trust's Policies and Procedures and the parameters set down in agreed local clinical protocols and guidelines and national guidelines such as those published by NICE.
- Organise the clinical management of individual patients, utilising clinical knowledge and advanced skills to assess, diagnose, plan, implement and initiate changes where required. This will include monitoring and evaluating the responses to treatment through analysis and interpretation of clinical tests and investigations and the discharge of the patient.
- Apply appropriate advanced clinical and technological skills in response to the changing needs of care and the dynamic state of healthcare services.
- Facilitate the development of clinical practice through research and education of the multidisciplinary team, by integrating theory with practice.
- Evaluate care through quality assurance initiative and assessment of clinical outcomes.
- Be an expert clinical resource for other health care practitioners.
- Take every opportunity to promote the health of patients and initiate health education strategies as necessary.

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- Participate in risk management and risk assessment working closely with other members of the clinical team.
  - Continually develop own professional practice as indicated by the changing needs of services / patients
  - Participate in the development of the quality and audit strategy, which includes standard setting and development of audit tools.
  - Participate in developing and updating clinical protocols in care in responses to advances in clinical practice.

## **Communications and Key Working Relationships**

- Accept, make and receive referrals to and from other health care professionals.
- Communicate patients' conditions, verbally and in writing, to other members of the healthcare team and contribute to decision-making processes in patient management.
- Communicate on an on-going basis with the GP, Community Medical Lead, Senior Registrar / Consultant responsible for the patient - updating him / her on changes / progress.
- Participate in virtual ward rounds, perform case presentation and contribute to the decision making process in patient management.

## **Responsibility for Finance**

- Ensuring the effective use of all financial resources in providing and delivering the service.
- Identifying and implementing cost improvement programmes within the service

## **Responsibility for Human Resources**

- Involvement in staff engagement and patient feedback.
- Participate in personal development review.
- Undertake clinical audit and audit the evaluation of practice of self and others.

## **Responsibility for Health & Safety**

- Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

## **Responsibility for Teaching**

- Facilitate research-based practice, assist in disseminating research findings and support changes in care.

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- Take part in/ lead research projects, as appropriate, in order to enhance knowledge of the role and / or patient outcomes.
  - Support and facilitate other staff who are undertaking research / audit projects.
  - Provides clinical leadership, acts as a resource and facilitate professional development amongst the multidisciplinary team both within and outside the organisation.
  - Promote best practice, utilising local and regional benchmarking groups for the generation and promotion of standards, nursing and clinical guidelines.
  - Contribute to clinical governance arrangements by providing expert input and securing quality improvement, including influencing other disciplines, to help deliver quality services.
  - Contribute to the Induction programme of staff as required.
  - Contribute to the development, supervision and training of other clinical staff.
  - Support healthcare practitioners, students and others, as required, to achieve appropriate levels of competence in practice.
  - Participate and provide clinical supervision for self and others.

## **Work Circumstances & on-call**

- The service covers 7 days a week between 08.00 -22.00

## **Responsibilities**

- Ensure clinical practice reflects all current NMC documents including: (a) Code of Professional Conduct (b) Standards for record keeping (c) Administration of Medicines
- Respond to clinical situations, utilising clinical judgment and decision making to initiate appropriate interventions and treatment for patients.
- Following successful completion of non-medical prescribing module, initiate drug therapy / medication within the parameters of agreed clinical guidelines and in accordance with present legislation supply and prescribing of medicines.
- Monitoring and evaluate clinical outcomes of patient centred care involving the patient and their carers wherever possible.
- Apply theoretical concepts obtained through the MSc and implement in conjunction with the wider team.
- Utilise quality and research data to develop best practice.
- Assist in evaluating the outcomes of clinical practice, taking into account guidance provided through benchmarking and clinical governance.

## **Standard Duties & Responsibilities**

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local

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Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the Data Protection Act 1998 and Information Governance – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

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This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

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## Person Specification & Scoring Sheet

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<b>Job Title</b>	Advanced Clinical Practitioner	<b>Band</b>	8a
<b>Candidate</b>			

**Top Tip for candidates!** Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Score</b>
<b>Qualifications</b>	<p>Current registration on professional NMC register</p> <p>Non-Medical Prescribing Course</p> <p>Clinical skills module</p> <p>MSc in Advanced Practice or working towards, or robust portfolio evidencing credential for ANP as per NMC credentialing guidelines</p>	<p>Teaching / assessing qualification</p> <p>Mentorship course</p>	
	Candidates: Please be aware that you will be asked to present your original qualifications at interview.		
<b>Experience</b>	<p>Significant clinical experience where a degree of autonomous working has been required.</p> <p>Demonstrable experience and involvement in clinical audit methods and quality initiatives related to clinical team activities.</p> <p>Experience of undertaking expanded roles within the speciality</p> <p>Evidence of working on own initiative, managing time effectively and prioritising appropriately.</p> <p>Experience of supporting students and other clinical staff within the clinical areas.</p> <p>Experience of critically analysing published research and applying theory to practice</p>	<p>Ability to work across organisational boundaries</p>	
<b>Skills</b>	Excellent interpersonal, written and		

	<p>verbal communication.</p> <p>Able to motivate and lead others.</p> <p>Influential and persuasive.</p> <p>Excellent team working skills.</p> <p>Advanced clinical skills relevant to the speciality</p>		
<b>Knowledge</b>	<p>Evidence of recent CPD activities</p> <p>Computer literate in IT systems and programs, Word, Excel and PowerPoint.</p> <p>Willing to continue to professional develop and support the development of others</p> <p>Evidence of contributing to research and audit activities related to own clinical practice.</p> <p>Able to present information and teach to a wide range of personnel using audio visual equipment.</p> <p>Good understanding of Health and Safety at Work Act and clinical governance and risk management frameworks.</p> <p>Knowledge of Health Promotion and relevant educational issues</p>		
<b>Additional</b>	<p>Demonstrate enthusiasm, Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.</p> <p>Flexible in working hours to meet the needs of the service</p> <p>Access to transport for work purposes</p>		
<b>WWL Behaviours</b>	When we are:		



	<p><b>4ward Thinking</b> We seek out new and creative way of working to make a positive difference.</p> <p><b>Working together</b> We actively seek opportunities to work in partnership with others</p> <p><b>Accountable</b> We take personal responsibility for ourselves and our actions</p> <p><b>Respectful</b> We recognise that everyone counts and makes a valuable contribution</p> <p><b>Demonstrate Compassion</b> We take time to show kindness and care to others</p>	
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<b>Total Score:</b>	
<b>Out of total possible score:</b>	

<b>Comments</b>	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<b>Scoring Key:</b>	
<ol style="list-style-type: none"> <li>1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria</li> <li>2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria</li> <li>3. Showed more positive than negative evidence of meeting the essential criteria</li> <li>4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria</li> <li>5. Showed multiple clear evidence of meeting all of the essential and desirable criteria</li> </ol>	
<b>Signature:</b>	<b>Date:</b>
<b>Print name:</b>	<b>Position:</b>