

JOB DESCRIPTION

Post Title: Heart Failure Senior Specialist Nurse Practitioner

Department/Service: Cardiac medicine

Band: 7

Hours: 15 hours per week

Accountable to: Clinically: Heart Failure Lead Nurse
Professionally: Matron/Senior Nurse for Service

Responsible to: Matron cardiac medicine

JOB PROFILE

A highly experienced, knowledgeable and educated member of the team who is able to work at the level of enhanced practice, applying heart failure specialist knowledge and skills, making decisions to treat a defined caseload of patient's health and care needs. The role will encompass aspects of education, research and management across the pillars of professional practice, but is firmly grounded in direct clinical care provision or work, with patients', their families and populations.

'Enhanced Practice' is a level of practice evident in the healthcare workforce, delivered by experienced, registered professionals who practice with autonomy and independently, undertaking complex work and managing day-to-day risk on behalf of, or with, patients. (NHSE, 2022). The role may (when required) be working towards the level of 'advanced practice' as the service, role and practitioner develops.

The Senior Specialist Nurse Practitioner role has key areas outlined in this band 7 job description. The role is focused on autonomous enhanced level practice.

Practitioners will be able to;

- Use their knowledge and clinical judgement to decide whether to refer heart failure patients for investigations and make diagnoses within own scope of practice.
- Decide on and carry out treatment, which may include the prescribing of medicines within scope of professional practice and regulation requirements or referring patients to an appropriate specialist.
- To demonstrate expertise within the field of heart failure whilst identifying and assessing individuals, families and populations holistically using a range of different methods, including some advanced capabilities such as physical assessment and history taking, ordering and interpreting diagnostic tests or health needs assessments within the heart failure service and scope of practice
- Ensure the provision of continuity of care.
- Work autonomously within a wider multi-professional health care team.

- Assess and evaluate, with patients and /or carers, the effectiveness of the treatments and care provided, and make changes as needed, seeking clinical support and supervision when required, within scope of practice.
- Work across professional, organisational and system boundaries, and proactively develop and sustain new partnerships and networks to influence and improve health, outcomes and healthcare delivery systems within speciality.

Specific responsibilities:

- The Post holder will liaise across organisational boundaries with the health care teams in primary care, secondary care and tertiary care to establish systems of care that support the referral and management of patients with heart failure with respect to service development, referral and access to services throughout the patient pathway.
- To demonstrate expertise within the heart failure field whilst identifying and assessing patients admitted with a diagnosis of heart failure – with the knowledge and skills to undertake physical assessment, including expediting confirmation of diagnosis with echocardiography as necessary and prescribing appropriate therapy.
- Working in collaboration with community heart failure nurse specialists, ensure that referrals for the optimum management of their heart failure are made to relevant members of the multi-disciplinary team and that guidance regarding appropriate on-going management is sent to the General Practitioner (GP).
- Raise the profile of the needs of patients with heart failure by demonstrating effective communication skills and enthusiasm whilst talking about this innovative role at local and national events.
- Provide support to lead nurse for heart failure, Cardiac Medicine Matron, senior nurse colleagues/ managers in operational matters as required.
- The Post holder will participate in nurse-led heart failure clinics in accordance with the developing needs of the service.
- The Post holder will ensure the development and implementation of protocols and guidance and provide assurance of the provision of evidence-based care.
- The Post holder will promote service evaluation and development by coordinating and participating in the national heart failure clinical audit, in addition to seeking and monitoring patient experience of the service.

KEY RESULT AREAS:

Clinical Practice:

The practitioner will:

- Be self-directed and work at an enhanced level of practice autonomously, with specialist knowledge and capabilities, as well as within a multi-disciplinary team.
- Work clinically to optimise health and wellbeing, demonstrate independent decision-making related to scope of practice and patient group, to include history taking and physical assessment of patients.
- Work at an enhanced level drawing on a diverse range of knowledge in decision making to determine evidence-based therapeutic interventions, which may (or may not) include prescribing medication.
- Plan, prioritise and manage episodes of care, working in partnership with others, delegating, escalating and/or referring as appropriate to optimise health outcomes and resource use, providing direct support to patients and clients.
- **For registered professionals authorised to prescribe:** In roles requiring therapeutic medications and treatments, and after approval from the Trust's respective Non-Medical Prescribing Lead, the practitioner will prescribe

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medications safely and effectively in line with their scope of practice, utilising local or organisational guidelines, national guidelines, and adhering to the Royal Pharmaceutical Society (RPS) Prescribing Standards, and those of their professional regulatory body (e.g. NMC)

- Use professional judgement in managing complete and unpredictable care events.
- Draw upon an appropriate range of multi-agency and inter-professional resources in their practice, seeking supervision in clinical practice when required.
- Appropriately define boundaries in practice scope.
- Promote a high standard of specialist nursing by initiating and co-ordinating the assessment, planning, delivery and evaluation of the needs of patients/families through evidence-based practice following agreed policies, protocols and guidelines within scope.
- Practice a high standard of communication including highly sensitive and information to develop and sustain partnership working with individuals, groups, communities and agencies. Utilise evidence-based information through a variety of communication media.
- Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and contribute to clinical activity/data collection as required.

Leadership/Management:

The practitioner will;

- Collaborate with the multiprofessional team to develop a shared vision of the service.
- Act as a role model and resource in specialist clinical evidence-based practice.
- Work collaboratively with colleagues to develop effective documentation, pathways, protocols and guidelines for care. Demonstrate a commitment to share expertise and disseminate information.
- Participate in implementing national standards and frameworks at a local level.
- Network locally, regionally, nationally and internationally and seek opportunities to develop the specialist nurse practitioner role, or work towards the advanced level of practice.
- Provide workplace evidence in the delivery of service / e-rosters as required.
- Have an understanding of budgetary constraints and may be required to manage budgets.
- Use effective change management skills to initiate and implement service and practice development, making the best use of resources to improve practice and health outcomes.
- Participate in the selection, interviewing, appraisal and professional development of team members as required. Therefore, contributing to team and service development to continuously improve patient care.
- Maintain involvement and active input in multidisciplinary meetings and appropriate local bodies / forums to contribute to practice and service development.

Education/Training:

The practitioner will;

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- Develop and maintain personal theoretical knowledge, to high standards of clinical competence and professional development, through ongoing self-education and attendance at relevant courses of study.
- Develop and maintain a peer network of support, information and learning with other nurse specialists at a local and National level.
- Maintain own professional portfolio to demonstrate capabilities in practice for patient assurance, revalidation and appraisal purposes.
- Contribute to the development of specialist nursing knowledge and skills to enhance and extend the practice of other nurses and health care professionals within the service and beyond.
- Identify and address the educational needs of patients, families, carers and staff involved in the delivery of this service.
- Contribute to the teaching and support of students from the multi professional team within relevant educational programmes.
- Provide an appropriate learning environment, including mentorship, coaching and preceptorship.
- Organise and contribute to relevant educational programmes and in house study days.
- Develop and maintain a peer network of support, information and learning with other nurse specialists at a local and National level.

Improving quality and developing practice:

The practitioner will;

- Coordinate and participate in ongoing service review and evaluation, including monitoring of patient experience.
- Participate in research / audit /QI as and when required to generate new evidence in area of speciality.
- Evaluate clinical practice in relation to its evidence base and clinical effectiveness.
- Identify areas of risk and poor quality, and address these through appropriate supervision, governance structures and forums.
- Participate and actively seek peer review and patient feedback in practice.
- Have responsibility to ensure annual appraisal, agree objectives which reflect local and national service needs and develop personal development plans.
- Develop personal and professional knowledge through critical self appraisal, clinical supervision and networking with other health care professionals locally, nationally and internationally.
- Advocate and contribute to a working environment that promotes continuous learning and development, evidence-based practice and succession planning, as well as identifying learning opportunities at local and national levels.
- Have a high level of communication skills to enable the participation in the dissemination of practice through conferences and professional publications.
- Ensure statutory and mandatory training updates, as well as role /speciality updates are completed, and necessary records maintained.

Trust Statements

Personal Duties as a Senior Specialist Nurse Practitioner:

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*This **practitioner** carries responsibility in relation to the following:*

- Manual dexterity - the role will require a degree of moving and handling, which may include physical efforts such as handling, lifting, standing
- Depending on the practitioner's service and working environment, the role may include exposure to unavoidable hazards, e.g., body fluids; risk assessments and minimisation plans should be performed on commencement of the role
- Ensuring the safe keeping of OUHFT's material assets and equipment

General Conditions

Risk Management

The management of risk is the responsibility of everyone and will be achieved within a progressive, honest and open environment. Staff will be provided with the necessary education, training and support to enable them to meet this responsibility. Staff should be familiar with the

- Major Incident Policy
- Fire Policy
- Information governance

and should make themselves familiar with the 'local response' plan and **their** role within that response.

Responsibilities for Health and Safety

The post holder is responsible for ensuring that all duties and responsibilities of this post are carried out in compliance with the Health & Safety at Work Act 1974, Statutory Regulations and Trust Policies and Procedures. This will be supported by the provision of training and specialist advice where required.

Infection Control

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA. All staff employed by OUH have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Occupational Health.

Child Protection

The post holder will endeavour at all times to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding children and vulnerable adults throughout the organisation. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

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Information Governance

All staff must complete annual information governance training. If you have a Trust email account this can be completed on-line, otherwise you must attend a classroom session. For further details, go to the Information Governance intranet site.

Data Quality

Data quality is a vital element of every member of staff's job role. Oxford University Hospitals recognises the importance of information in the provision of patient care and in reporting on its performance. Data quality is therefore crucial in ensuring complete, timely and accurate information is available in support of patient care, clinical governance, performance management, service planning, and financial and resource planning and performance. All staff should ensure that they have read and understood the Trust's Data Quality Policy.

Disclosure and Barring Service

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure and Barring Service Disclosure check.

Job Description Adaptations

This job description is neither definitive nor exhaustive and is not intended to be fully comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current Oxford University Hospitals NHS Foundation Trust policies, procedures & guidelines.

PERSON SPECIFICATION

Senior Specialist Nurse Practitioner Band 7 (Enhanced Practice, working towards Advanced Level Practice)

	Essential	Desirable	Assessed By
Education/ Qualifications	<p>Registered nurse (part 1, 8, 12 or 15 of register depending on area of practice)</p> <p>First level degree (HEI level 5 or 6) in nursing, midwifery or equivalent</p> <p>Completed or completing Master's level (HEI level 7) qualification.</p> <p>Demonstrable post graduate level working. Relevant specialist post basic programme in area of service</p> <p>Teaching / Assessment / Mentoring qualification</p> <p>Registered Non-medical prescriber.</p>	<p>Completed or completing Master's level (HEI level 7) qualification.</p> <p>Registered Non-medical prescriber.</p>	<p>Registration documents</p> <p>Application form</p> <p>CV</p> <p>Profile/Portfolio</p> <p>Interview</p> <p>HEI module or programme transcripts/</p> <p>professional portfolio of evidence</p>
Knowledge	<p>Demonstrates up to date knowledge and expertise in the speciality.</p> <p>Knowledge of the key professional issues and NMC guidelines relating to professional practice.</p> <p>Evidence of being able to work across organisational boundaries.</p> <p>Experience of applying research evidence to clinical practice within the specialist field</p> <p>Knowledge of medications within the service field</p> <p>Knowledge of clinical fields relevant to service</p>		<p>Application form</p> <p>CV</p> <p>Interview</p> <p>Profile</p>

Skills / Abilities	<p>Evidence of continuing professional development in service and other relevant adjacent clinical fields</p> <p>Previous experience of formal/informal teaching of patients and staff.</p> <p>Demonstrates a clear vision of the role and service.</p> <p>Ability to initiate, sustain and evaluate change.</p> <p>Decision making skills.</p> <p>Demonstrates skilled written and verbal communication skills.</p> <p>Presentation skills</p> <p>IT skills</p> <p>Prescribing ability and experience in service including medications used primarily in secondary or tertiary care.</p>	<p>ECDL</p> <p>Prescribing ability and experience in service including medications used primarily in secondary or tertiary care.</p>	<p>Interview references</p>
Experience	<p>Demonstrates clinical experience in relevant area of clinical practice</p> <p>Evidence of ability to work collaboratively</p> <p>Previous experience in audit and evaluation</p> <p>Experience of acting as a clinical supervisor, appraiser and mentor to others</p>	<p>Leadership role</p> <p>Multidisciplinary working</p>	<p>Interview Application form</p>
Personal qualities	<p>Ability to work flexibly to meet the needs of the service in conjunction with other members of the team.</p> <p>Willingness to work towards the level of advanced practice.</p>		<p>Interview References</p>
Other	<p>Demonstrates understanding of relevant national strategy / policy and how this relates to the service.</p> <p>Commitment to maintain own fitness for practice through maintaining a personal profile of competencies (portfolio)</p> <p>Understanding of appropriate health and safety legislation</p> <p>Understanding of equal opportunities</p> <p>Ability to travel between hospital sites as required</p>		<p>Interview Application Form Portfolio</p>

JOB TITLE: Nurse Practitioner

PAYBAND: 7

Department: Nursing and Midwifery **Date:**

Knowledge and Skills Framework Outline

NHS KSF DIMENSION	Needed for post?	Level for post			
		1	2	3	4
Core Dimension					
1. Communication	√				√
2. Personal and People Development	√				√
3. Health, Safety & Development	√			√	
4. Service Improvement	√				√
5. Quality	√				√
6. Equality & Diversity	√			√	
Specific Dimensions					
HWB1 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	√				√
HWB3 Protection of health and wellbeing					
HWB4 Enablement to address health and wellbeing needs					
HWB5 Provision of care to meet health and wellbeing needs	√				√
HWB6 Assessment and treatment planning	√			√	
HWB7 Interventions and treatments	√			√	
HWB8 Biomedical investigation and intervention					

HWB9 Equipment and devices to meet health and wellbeing needs						
HWB10 Products to meet health and wellbeing needs						
EF1 Systems, vehicles and equipment						
EF2 Environments and buildings						
EF3 Transport and logistics						
IK1 Information and processing						
IK2 Information collection and analysis	√			√		
IK3 Knowledge and Information resources	√			√		
G1 Learning and development	√			√		
G2 Development and innovation						
G3 Procurement and commissioning						
G4 Financial Management						
G5 Services and project management						
G6 People Management						
G7 Capacity and capability						
G8 Public relations and marketing						