

# University Hospitals of North Midlands NHS Trust

## Job Description and Person Specification

# PROUD TO CARE



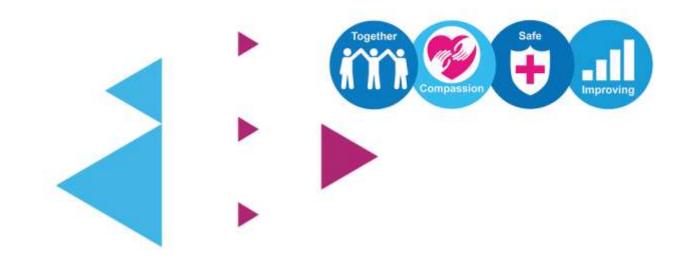
University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research.

The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are a specialist Major Trauma Centre for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone at the Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care. Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort.

Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at www. uhnmcharity.org.uk



### Values & Promises

We have four core values and promises that were co-created by our staff, patients and carers.



#### Together

- We are a Team I will be considerate, help others to achieve our goals and support others to make positive changes
- We are Appreciative I will acknowledge and thank people for their efforts and contributions
- We are Inclusive I will be open and honest, welcome people's views and opinions and involve people in decisions that affect them



#### Compassion

- We are Supportive I will be empathetic and reassuring. I will support and encourage people when they need it
- We are Respectful I will treat people fairly, with respect and dignity, protect their privacy and help them to feel comfortable
- We are Friendly I will be welcoming and approachable. I will make eye contact, say hello and introduce myself #hellomyname is



#### Safe

- We Communicate Well I will explain clearly, share relevant and timely information and keep people updated
- We are Organised I will plan ahead, manage my time well and be prompt in what I do
- We Speak Up I will contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values

#### Improving

- We Listen I will welcome people's views and ideas, invite people to ask questions and share their opinions and respond to what I hear
- We Learn I will share best practice, celebrate good performance and support others to use their skills, learn and grow
- We Take Responsibility I will have a positive attitude, act and encourage people to take the initiative and make improvements



**Division: Medicine** 

Job Title: Advanced Nurse Practitioner

Band: 8s

Location: Medical Receiving Unit at County Hospital

Hours: 37.5

Managerially accountable to:Matron Allison Taylor

Professionally accountable to: Matron Allison Taylor

#### Role Summary

- Provide direct expert professional clinical care through health assessment, initiation of treatment, formulation and alteration of treatment and monitoring of care programmes.
- Facilitate the development of clinical practice through research and education of the multidisciplinary team
- Evaluate care through quality assurance initiatives and assessment of clinical outcomes
- Be an expert resource for other healthcare practitioners
- Ensure that the highest standards of clinical care are delivered
- The post holder will ensure the maintenance of clinical excellence
- The post holder will provide specialist clinical leadership within this area of care and will lead and develop specialist education

#### **Person Specification for ANP**

		Criteria		
	Specification	Essential	Desirable	Evidence
Essential	Educated to degree level.	✓		Application
Qualifications	<ul> <li>Evidence of higher level study at Masters Level; Alternatively working knowledge and experience at an equivalent level</li> <li>Proficient in the use of</li> </ul>	~		and interview
	<ul> <li>Microsoft office: Word, Excel, access and Power-point</li> <li>Professional training delivery qualification or equivalent experience of delivering and facilitating in challenging</li> </ul>	~		
	<ul> <li>environments.</li> <li>Portfolio of certified/accredited professional development activity undertaken in relevant areas</li> </ul>	~		

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	<ul> <li>Experience and/or</li> </ul>		
	qualifications in the specific	✓	
	area Organisational		
	Development		
Knowledge,	Experience of working	✓	
Skills,	across boundaries to		
Training and	develop networks with key		
_	stakeholders		
Experience	<ul> <li>Experience of managing a</li> </ul>	✓	
	diverse team utilising the		
	full spectrum of HR		
	practices		
	<ul> <li>Ability to prioritise</li> </ul>	•	
	workload in response to		
	service need		
	Ability to work	✓	
	autonomously and be		
	accountable for own		
	actions		
	<ul> <li>Ability to motivate and</li> </ul>	✓	
	support others to achieve		
	goals		
	<ul> <li>Able to utilise initiative to</li> </ul>		
		✓	
	solve problems and		
	develop the service	✓	
	Ability to work as part of		
	the wider team	$\checkmark$	
	<ul> <li>Broad experience of</li> </ul>		
	project work and		
	managing projects in a		
	complex multi system		
	environment	✓	
	The ability to integrate		
	theory and practice		
	through the effective		
	development and delivery		
	of learning programmes		
	and events which take full		
	account of relevant		
	learning methodologies,		
	principles and paradigms		
		<b>*</b>	
	Experience of delivering     training programmas 8		
	training programmes &		
	presentations to various		
	levels of staff.	✓	
	Experience of facilitating		
	staff engagement		
	interventions with groups		
	of staff or teams	✓	
	<ul> <li>Good influencing and</li> </ul>		
	networking skills	✓	
	Excellent written and		
1 C	communication skills	✓	
	Ability to maintain		
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	confidentiality and deal		
	with situations in a		
	sensitive manner	<b>√</b>	
	<ul> <li>Ability to follow complex</li> </ul>		
	instructions and make the		
	complex simple	✓	
	Ability to contribute directly		
	to the production of		
	strategy and policy		
	documentation	✓	
	Ability to develop medium		
	and long term plans to		
	meet service need and		
	ensure sustainability	•	
	<ul> <li>Ability to apply evaluative</li> </ul>		
	and reflective techniques		
	to personal practice,		
	events and activities	✓	
	<ul> <li>Ability to understand,</li> </ul>		
	interpret and critically		
	analyse data and		
	information		
Personal			
	<ul> <li>Positive mindset in respect</li> </ul>		
Qualities	of supporting		
	organisational change;		
	learning, and continuous		
	improvement.		
	<ul> <li>Effective interpersonal and</li> </ul>	<b>√</b>	
	<ul> <li>intrapersonal skills</li> </ul>	✓	
	including high degree of		
	self-awareness and self-		
	regulation		
	<ul> <li>Takes responsibility and is</li> </ul>	✓	
	accountable for delivering		
	to their agree objectives		
	- ·	✓	
	<ul> <li>Consistently professional, collaborative and</li> </ul>		
	collaborative and		
	compassionate in their		
	approach.	✓	
	<ul> <li>Works with patients and</li> </ul>		
	people at the fore –		
	operates to a customer		
	service ethos		
	<ul> <li>Acts to support and enable</li> </ul>		
	effective teamwork		
	<ul> <li>Delivers work of consistent</li> </ul>		
	and predictable high		
	quality		
	<ul> <li>There is a frequent</li> </ul>	· · · · · · · · · · · · · · · · · · ·	
	requirement for prolonged		
	concentration when		
	facilitating	✓	
	<ul> <li>Emotional effort: the post</li> </ul>		
and the second se	<ul> <li>Emotional effort; the post holder will at times be</li> </ul>		

<ul> <li>exposed to distressing and emotional circumstances</li> <li>Ability to travel to and work across multiple sites</li> </ul>	√		
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