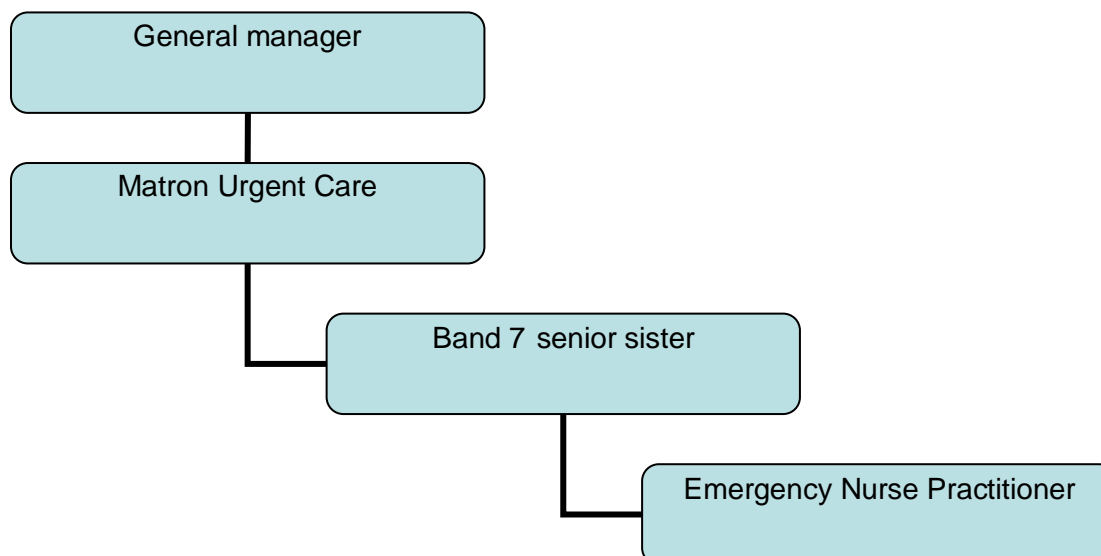


JOB DESCRIPTION

JOB TITLE	Emergency Nurse Practitioner
PAY BAND	Band 6
DIRECTORATE / DIVISION	Acute and integrated Care
DEPARTMENT	Emergency Department
BASE	Macclesfield District General Hospital
RESPONSIBLE TO	Senior Sister for Emergency Department
ACCOUNTABLE TO	Matron for Urgent care

Organisational Chart –



Job Summary -

The Emergency Nurse Practitioner will assess, diagnose, treat, advise and refer or discharge patients, within pre-determined guidelines, without reference to a medical practitioner. Utilising clinical audit, research, supervision of practice and teaching, they will monitor and improve standards of care by efficient and effective use of resources.

The post holder will:

- Work collaboratively with other members of the multi-disciplinary team or independently to meet the needs of patients and their families/carers.
- Be expert in all areas of nursing care from patient's admission to discharge.
- provide daily clinical and managerial leadership to nursing and support staff in the delivery of evidence based patient centred care

Key Duties/Responsibilities –

Clinical

- The practitioner will work independently and will assess, diagnose, treat, advise and refer or discharge patients, within pre-determined guidelines, without reference to a medical practitioner
- Work collaboratively with all members of the multi-disciplinary team to ensure the best outcome for patients.
- Assess, plan, implement and evaluate nursing care programmes from admission to discharge
- Undertake nursing interventions consistent with evidence based practice, transferring and applying knowledge and skills to meet patient's needs
- Evaluate the effectiveness of any nursing interventions and make modifications as appropriate to the situation.
- Make changes to the care of their patients where appropriate based on new information relating to investigation results using knowledge and judgement
- Recognise and respond appropriately to emergency situations.
- Obtain informed consent and discuss the implications of the whole assessment process
- Discuss and agree short, medium or long term goals and develop plans with the patient, family carer and health care team.
- Utilise highly developed physical skills where accuracy is important e.g. in preparing and giving IV injections, assembling surgical equipment, maintaining infusions, suturing, plaster casting, ECG recording.

- Refer patients to other practitioners when needs and risks are beyond one's own scope of practice or require longer term support.
- To liaise with the multidisciplinary team, co-ordinating and participating in case discussions as required.
- To support patients/carers encouraging them to promote their own health and wellbeing and to express their interests and concerns.
- To provide support and care for the patient and his/her family respecting their need for privacy and dignity.
- To maintain accurate and legible patients notes in accordance with Trust and National professional policies and guidelines.

Management and Leadership

- Act as a positive change agent, identifying and initiating changes as required to enhance service provision.
- Ensure compliance with the Trust's Health and Safety guidelines, in order to provide a safe environment for staff, patients and their families.
- Highlight resource issues in the use of equipment and ward resources and aim to minimise or reduce expenditure through new clinical practice and audit
- Be responsible for the safe and effective maintenance of equipment within the area of responsibility
- Ensure trust policies relating to cash and valuable of patients is adhered to by the clinical teams within the department
- Act as a role model and support professional development of all students and junior staff
- Act as a mentor and assessor to assigned learners and to teach and support them through their competency assessments as required
- Lead a team whilst assuming responsibility and control of ward/unit management in the absence of the Shift Leader.
- Identify, report and address poor performance issues
- Diffuse challenging behaviour, ensuring that the situation is managed in a sensitive way.

Professional Development

- Demonstrate a commitment to life-long learning.
- Maintain a critical awareness of current research.
- Ensure that professional objectives that are set during performance review are met within the agreed time-scale.
- Participate in clinical audit and evaluations.
- Take responsibility for ensuring own statutory and mandatory training compliance.
- Ensure registration with NMC is maintained.

GENERIC CLAUSES FOR ALL JOB DESCRIPTIONS

To maintain a broad understanding of the work of the Service Line and Department, the Trust as a whole and actively contribute your ideas for the improvement of service provision.

To ensure own actions contribute to the maintenance of a quality service provision.

To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.

To participate in Trust's Performance and Development Review and to undertake any identified training and development related to the post.

To undertake statutory and mandatory training as deemed appropriate by the Trust.

To develop and maintain effective working relationships with colleagues.

To adhere to all Trust policies and procedures.

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL accidents must be reported to your manager and in line with the general philosophy of the Trust; you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines.

Infection Control:

All staff have a duty to comply with all relevant ECNHST guidelines and policies in relation to Infection, Prevention and Control. You have a duty to ensure that you minimise the risk of infection, infectious diseases and particularly Hospital Acquired Infection. This responsibility includes minimising the risk by highlighting any concerns you may have to the appropriate person as identified in the policies and guidelines.

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual / electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Human Rights:

The Trust will ensure that job applicants and prospective and current employees are treated solely on the basis of their merits, abilities and potential without any unjustified discrimination on grounds of age, gender, gender reassignment, sexual orientation, disability, marital or civil partnership status or family circumstances, race, colour, nationality, ethnic origin, religion or belief, trade union activity & social and economic status.

Values based Recruitment

The post-holder has a responsibility to ensure that their own actions and behaviours fully support the Trust's core values.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

SAFEGUARDING Adults and Children

East Cheshire NHS Trust has a responsibility and is committed to, safeguarding and promoting the welfare of children, young adults and adults at risk with care or support needs and expects all staff and volunteers to honor this commitment to minimise risk of harm in accordance with current legislation, statutory guidance and Trust policies and procedures. This means that staff must understand their own responsibility and recognise the requirement to engage with staff training and supervision, as well as promoting multi-agency working to safeguard our patients.

Disclosure and Barring Service (DBS):

"REHABILITATION OF OFFENDERS ACT: This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a disclosure and barring check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions".

The Trust requires an Enhanced Disclosure through the Disclosure and Barring Service for this post to ensure suitability for employment.

THE TRUST OPERATES A NO SMOKING POLICY

PERSON SPECIFICATION

JOB TITLE		Emergency Nurse Nurse Practitioner		
PAY BAND		Band 6		
	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT	
QUALIFICATION	<ul style="list-style-type: none"> ◆ Registered Adult/children's Nurse/Practitioner ◆ BSc in Nursing or related subject (or studying towards) ◆ Evidence of post registration education ◆ Evidence of advanced clinical competence including range of extended skills ◆ Completion of a minor injuries course 	<ul style="list-style-type: none"> ◆ Further Management related qualification/training 		
EXPERIENCE / KNOWLEDGE	<ul style="list-style-type: none"> ◆ Broad knowledge of Emergency Care ◆ Clinical Governance ◆ Consistent record of ability to work outside traditional professional boundaries ◆ Staff management ◆ Trust/NHS procedures ◆ IPR/objective setting ◆ Proven record in change management skills ◆ Understanding of audit and benchmarking 	<ul style="list-style-type: none"> ◆ Working groups & committees ◆ Formal teaching ◆ Designing training programmes 		
LEADERSHIP QUALITIES / SKILLS	<ul style="list-style-type: none"> ◆ Analytical thinking ◆ Good organisation/management skills ◆ Good communication and listening skills ◆ Flexible adaptable style of management ◆ Facilitative working style ◆ Positive approach to problem solving ◆ Ability to secure the support of others ◆ Motivation to develop modern, quality services ◆ Forward thinking 			

	<ul style="list-style-type: none"> ◆ Ability to make appropriate decisions at all levels ◆ Credible with colleagues – internal and external ◆ Ability to lead and develop individuals and teams ◆ Ability to develop/sustain appropriate professional relationships/networks to influence care systems <p>Experience of evaluating clinical practice</p>		
PERSONAL QUALITIES	<ul style="list-style-type: none"> ◆ Strong professional identity ◆ Team player ◆ Supportive of colleagues ◆ Self motivated ◆ Advocate of multidisciplinary team working 		
OTHER	<ul style="list-style-type: none"> ◆ Occupational Health clearance ◆ DBS clearance 		

Signature of Postholder: **Date:**

Print Name:

Signature of Manager: **Date:**

Print Name: