

JOB DESCRIPTION

General Information

JOB TITLE:	Thoracic Nurse Practitioner
GRADE:	Band 7
HOURS:	37.5 hours per week
RESPONSIBLE TO:	Thoracic Advanced Nurse Practitioner
ACCOUNTABLE TO:	Thoracic Advanced Nurse Practitioner
RESPONSIBLE FOR:	Specialist Nursing Practice

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, and neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

Organisational Values:

Our **values** help us to define and develop our culture, **what we do** and **how we do it**. It is important that you understand and reflect these values throughout your employment with the Trust. The post holder will:

- a. Put patients first**
- b. Take pride in what they do**
- c. Respect others**
- d. Strive to be the best**
- e. Act with integrity**

Our [values and behaviours framework](#) describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust careers pages and GTIntranet.

Job Summary

The Thoracic Nurse Practitioner is an experienced registered nurse with specialist skills to assess and treat patients and manage the clinical environment, in liaison with the management and consultant team. The nurse will act as an autonomous practitioner in forming clinical decisions and complex management plans in the diagnosis, assessment and treatment of patients. In conjunction with senior nursing and consultant staff formulate the development of clinical guidance for all aspects of clinical practice within the clinical speciality. The post holder will work closely with the interdisciplinary team and collaborate with colleagues to ensure that high quality patient care is maintained

Key Relationships

Clinical speciality staff, administration assistants and service delivery manager. Tertiary referral hospitals liaison and patients. Matron, Consultants and Junior Medical Staff, Allied Health Professionals.

Clinical Leadership and Management

- To work autonomously, managing a caseload of patients within the specialty whilst working as part of the multidisciplinary team, delivering individualised and personalised direct patient care
- Be responsible for assessing and recognising emergencies in the speciality. To interpret information and take appropriate action and to lead others to do the same.
- Act as an advocate for patients within the department, to ensure a patient orientated approach to the delivery of care and to meet standards within the NHS Plan and other relevant guidelines.

- Ensure that patients' receive high quality clinical care and a good patient experience, having regard for their customs, religious beliefs and doctrines.
- Recognise and avoid situations that may be detrimental to the health and wellbeing of the individuals.
- Co-ordinate the provision of specialist services to patients, both within hospital and/or in the community setting, effectively liaising with multidisciplinary colleagues
- Develop and run nurse led clinics where the post holder will co-ordinate the treatment in conjunction with medical staff, and provide treatment which may include minor surgical procedures for patients.
- Direct, support, encourage and advise clinical teams, by the provision of specialist knowledge and advice in the care of patients within the area.
- Participate in the promotion of patient centred care, and establish and maintain a supportive relationship with the patient and their family during the period of assessment, treatment and after care
- Support and enable patients and carers to make informed decisions relating to their treatment and management.
- Promote high quality clinical care, and assist in the development of the specialist service, through the use of evidence based practice and clinical standards
- Provide professional and clinical leadership and expertise in the speciality and to act as a resource for education and clinical expertise in the hospital setting.
- Demonstrate appropriate expert practice and highly specialist advice in the assessment, planning, implementation and evaluation of patient care. This includes history taking, physical examination and the requesting of agreed diagnostic procedures/clinical investigations.
- Responsible for correctly prescribing appropriate medication for both thoracic inpatients and outpatients.
- Promote and deliver high standards of care at all times, which utilises research-based evidence, and is audited and improved accordingly.
- Participate in the promotion of the specialist service through dissemination of specialist knowledge, both locally and nationally.
- Act as a role model, demonstrating high standards of care and providing clinical leadership in the specialist areas.
- Establish, develop and maintain effective working relationship between clinicians, practitioners and managers within the specialty, across the Trust and in the community
- Actively participate in local, national and international networking to maintain and develop expert level of knowledge in the speciality.
- Provide a seamless, high quality service from referral through to assessment, diagnosis, treatment and review.
- Develop and evaluate assessment tools that will ensure an appropriate level of nursing intervention so that patients who present with the most complex needs receive the most appropriate specialist care.

- Work in conjunction with a clinical consultant to lead a patient focused service.
- Act as patient advocate when appropriate, respecting patient confidentiality and privacy with respect for diverse cultural backgrounds and requirements.
- To be designated to take charge of the area in the absence of the person holding continuing responsibility.
- Negotiate and facilitate the management of change in practices to achieve best practice in services.
- Coordinate, lead and manage the activities of clinics on a day to day basis.
- Establish regular dialogue with local and tertiary referral centres showing good practice.
- Participate in professional nursing initiatives as an invited member to the SCTS.

Quality

- Lead on and participate in key developments relating to the specialty so that high quality patient focused services are promoted.
- Enhance the interface between staff, patients, community staff and visit.
- Attend and participate in multi-professional team meetings.
- Set, monitor and review standards of care on a regular basis and initiate corrective action plans
- Identify and intervene where circumstances contribute to an unsafe environment for patients and staff. To bring instances to the attention of the Ward Sister / Advanced TNP.
- Ensure compliance to the "18 week" pathway and other service developments.
- Provide a high standard of documentation according the trusts documentation policy and the NMC guidance on standards for good record keeping.

Education & developing others

- Enable patients/staff to learn by designing and coordinating the implementation of plans appropriate to their preferred approach to learning, motivation and developmental stage;
- Develop robust governance systems by contributing to the development and implementation of evidence-based protocols, documentation processes, standards, policies and clinical guidelines through interpreting and synthesising information from a variety of sources and promoting their use in practice;
- Work in collaboration with others to plan and deliver interventions to meet the learning and development needs of their own and other professions;
- Advocate and contribute to the development of an organisational culture that supports continuous learning and development, evidence-based practice and succession planning; and

- Embrace the current awareness of local regional, national and international perspectives in clinical speciality.
- Provide training and education opportunities with the team, within the trust, local and national areas.
- Assess own educational needs and take steps to keep up to date with clinical and nursing developments in line with requirements of the Nursing & Midwifery Council.
- Work closely with the Sister/Charge Nurse, and Practice Development Teams within the area, ensuring that relevant clinical based teaching programmes are in place for all staff
- Lead and participate in education and training programmes within the speciality service, and develop training packages as required.
- Motivate, develop, support and identify training needs for department staff.

Professional Accountability:

- To comply with all Trust policies and procedures
- To act in accordance with the NMC code of conduct and other Trust, professional and statutory guidance, policies and rules.
- Responsible for own professional development and clinical/managerial update.
- To undertake any other duties commensurate with the grade as directed by the Advanced TNP / Head of Nursing / Matron.

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or

patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Flexible Working

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

PERSON SPECIFICATION

Thoracic Nurse Practitioner – Band 7

Requirements

	ESSENTIAL	A/I/T*	DESIRABLE	A/I/T*
Qualifications/ Education	<p>BSC/1st degree (health related) or equivalent qualification/training and experience</p> <p>Evidence of professional/clinical knowledge in area supplemented by specialist clinical, managerial training and CPD.</p> <p>Advanced assessment skills course</p>	<p>A</p> <p>A</p> <p>A</p>	<p>A Masters level qualification/in progress or equivalent experience</p> <p>Certificated speciality courses</p> <p>Be an independent prescriber according to the Trusts Non medical prescribing policy</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>
Professional/ Statutory Registration	RN1 or RN2 on the NMC register. To hold the appropriate level for the area of speciality.	A		
Previous experience	<p>Broad clinical experience relevant to the post, including specialist skills and experience in speciality.</p> <p>Experience of teaching patients</p> <p>Demonstrate evidence of engaging stakeholders and influencing the development and improvement of practice, patient</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>	<p>Experience of running own clinics</p>	<p>A/I</p>

	care and service delivery.			
Skills/Knowledge/Ability	<p>Advanced theoretical and practical knowledge of speciality with a wide range of approaches to the management of patients, demonstrated by advanced clinical reasoning and be able to comprehensively assess patients for risk factors and early signs of illness</p> <p>Ability to lead within the nursing profession and multi-professional working; within an organisation and across organisation boundaries , being able to identify and implement systems to promote their contribution and demonstrate the impact of advanced level nursing to the healthcare team and the wider health and social care sector;</p> <p>Ability to draw on a diverse range of knowledge in their decision making to determine evidence-based therapeutic interventions (which will usually include prescribing medication and actively monitoring the effectiveness of therapeutic interventions);</p> <p>Excellent time management and organisational skills</p> <p>Ability to manage change and contain conflict ensuring resolution with positive outcomes, with use of negotiation skills</p>	<p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>A/I</p>	<p>Demonstrate strong leadership skills in contexts that are unfamiliar, complex, and unpredictable and provide consultancy services to their own and other professions on therapeutic interventions, practice and service development;</p> <p>Excellent written and verbal communication skills demonstrating the use of a variety of media/IT skills</p>	<p>A/I</p> <p>I</p>

	Ability to develop working relationships locally, regionally and nationally	A/I		
	Strong sense of commitment to openness, honesty and integrity in undertaking the role.	A/I		
	High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude;	A/I		
	Ability to critically appraise and synthesise the outcomes of relevant research evaluations and audits.	A/I		
Additional Information	Will be required to hold and respond to a bleep			

A=application I=interview T=Test/ assessment centre