



# Band 6 Frailty Practitioner

(Emergency and integrated Care)

## JOB DESCRIPTION







# TABLE OF CONTENTS

Welcome..... 4

Job summary..... 5

Trust Values ..... 5

Job Summary ..... 5

Person specification ..... 9



# Welcome



Chelsea and Westminster Hospital NHS Foundation Trust is proud to be one of the top performing and safest trusts in England.

We have two main acute hospital sites—Chelsea and Westminster Hospital and West Middlesex University Hospital, plus our award-winning clinics across North West London and beyond.

- We employ over 7,000 staff and 500 volunteers
- We treat someone in A&E every 90 seconds
- We deliver a baby every 50 minutes
- We operate on a patient every 16 minutes
- We do 50 imaging procedures each hour
- We serve a diverse population of 1.5 million from the beginning to the end of life

## Our values

Our PROUD values demonstrate to staff, patients and the public the standards of care and experience they should expect from our services:

- **P**utting patients first
- **R**esponsive to patients and staff
- **O**pen and honest
- **U**nfailingly kind
- **D**etermined to develop

## Job summary

<b>Job title</b>	Frailty Practitioner
<b>Band</b>	6
<b>Division</b>	Emergency and Integrated Care
<b>Responsible to</b>	B7 Frailty Practitioner
<b>Accountable to</b>	Divisional Director of Nursing
<b>Type of contract</b>	Permanent
<b>Hours per week</b>	37.5 hours per week
<b>Location</b>	West Middlesex Hospital

### Trust Values

The Trust has launched its values to patients and members of the public to demonstrate the standard of care and experience they should expect from any of our services.

These values form the mnemonic PROUD:

**P**utting patients first

**R**esponsive to, and supportive of, patients and staff

**O**pen, welcoming and honest

**U**nfailingly kind, treating everyone with respect, compassion and dignity

**D**etermined to develop our skills and continuously improve the quality of care



**proud  
to care**

### Job Summary

The Frailty Practitioner provides knowledge in all aspects of acute frailty services. This will involve the management of frailty patients through the acute frailty service pathway including within the Emergency

Department and Same Day Emergency Care service. The post-holder is expected to deliver high-quality, evidence based care in a variety of care settings, working as part of the multidisciplinary team.

The role includes (but is not limited to):

- Working as part of the acute frailty service
- Active participation in multi-disciplinary care including screening for frailty, the comprehensive geriatric assessment [CGA], Same Day Emergency Care [SDEC] and virtual ward services.
- Keeping accurate records of patient contact
- Providing skilled assessment, planning, delivery and evaluation of frailty conditions within defined guidelines and protocols
- Providing specialist care to patients who have frailty throughout the Trust
- Providing structured education to patients
- Ordering, performing and interpreting relevant clinical test and investigations
- Providing expert frailty advice and guidance to medical, nursing and other MDT colleagues.
- Setting and monitoring standards of frailty care and treatment
- Participating in audit and research activity
- Disseminating good practice and acting as a role model to junior staff
- Providing skilled professional leadership
- Recognise SPC (specialist palliative care team) as a key relationship and consider Advance Care Planning and use of the UCP (urgent care plan, London care record Cerner etc) as patient centred, admission avoidance tool

#### **Key working relationships**

- Patients, carers and relatives
- Acute Frailty Service including Advanced Clinical Practitioners and Geriatrician Consultants
- Lead Nurse and Therapist for Frailty & Older Adults
- Ward nursing teams
- Ward therapy teams
- Divisional leadership team
- Medical teams
- Emergency Department team
- Acute Assessment Unit / Acute medical unit teams
- Specialist Palliative Care Team
- Community teams

#### **Roles and responsibilities**

##### **Clinical/ direct patient care**

- Work both autonomously and as part of the wider MDT in the management of a caseload of patients across the Acute Frailty Service including within the Emergency Department and Same Day Emergency Care [SDEC] service.
- Maintain effective communication with patients, carers and professionals to ensure optimal service delivery.
- Provide knowledge of frailty and work within an agreed job plan to meet service delivery needs.
- Engage effectively in the screening and assessment of frailty conditions including falls and delirium.
- Be able to respond urgently and undertake a rapid assessment safely and effectively to prevent hospital admission, facilitate timely discharge or prevent clinical deterioration.

- Undertake an MDT led comprehensive geriatric assessment including ordering, performing and interpreting relevant clinical examinations under the supervision of senior clinician, as well as providing advice and education to patients and the wider multi-disciplinary team.
- Maintain awareness of own professional limitations, act within own scope of practice and agreed guidelines and protocols. Make use of professional judgement when managing complex or unpredictable situations.
- Provide health promotion and advice to frail patients to reduce the risk of deterioration and related complications.
- Plan and conduct appropriate follow up of frail patients to ensure safe and effective acute frailty service delivery.
- To make onward referrals to other services and/or agencies for individuals with ongoing needs.
- Maintain accurate, concise and contemporaneous records of patient care.
- Communicate in a clear and effective manner with patients, carers and colleagues including internal and external stake holders.
- Empower patients to make decisions regarding their care and advocate for them within the wider MDT.
- To effectively assess and manage risk autonomously, supporting other team members with their decision making.

#### **Leadership and Collaborative Practice**

- Work pro-actively as part of a team to provide a visible presence and act as representative of the Acute Frailty Service in all clinical areas covered.
- Provide specialist frailty advice, guidance and support to the wider hospital MDT to enable best practice in care and treatment of people who have frailty.
- Communicate effectively and work collaboratively with colleagues, patients and families to seek their views and to develop and improve the acute frailty service.
- Evaluate and reflect on own practice and competencies to meet the evolving needs of the patient group and service.
- Develop professional networks and work collaboratively across professional and organisational boundaries to develop, integrate and coordinate the acute frailty service.
- Participate in the development of Trust, regional and national frailty policy and guidance and objectives.

#### **Improving Quality and Developing Practice**

- Engage in the evaluation and audit of own practice and acute frailty service outcomes. Utilise findings to develop and improve the service.
- Develop knowledge and understanding of contemporary epidemiological, demographic, social, political and professional factors relevant to frailty and associated complications
- Utilise relevant evidence base in everyday practice.
- Disseminate and share knowledge and developments with others to improve quality of frailty care.
- Facilitate and enable service change to reflect the best possible model for service delivery.
- Ensure the appropriate and effective use of resources to ensure both cost effectiveness and quality in all aspects of frailty care provision.
- Participate in business and service development related to the acute frailty service.

**Improving Quality and Developing Practice**

- Participate in review of own practice and practice of all members of the MDT through case review and clinical supervision.
- Develop and provide patient education and information which is appropriate and responsive to individual needs.
- Engage in the evaluation knowledge and develop specialist frailty practice, identifying learning opportunities and continuing development through appraisal and personal development planning.
- Support and act as a mentor to colleagues in their learning and application of theory to practice through assessment, teaching and clinical supervision.
- Contribute actively to the education, training and development programmes for frailty in both internal and external organisations.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and his/her manager.

All duties must be carried out under supervision or within Trust policy and procedure. You must never undertake any duties that are outside your area of skill or knowledge level. If you are unsure you must seek clarification from a more senior member of staff.



## Person specification

<b>Job title</b>	Frailty Practitioner
<b>Band</b>	6
<b>Division</b>	Emergency and Integrated Care

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

**E** = essential

**D** = desirable

### Trust values

Putting patients first	<b>E</b>
Responsive to, and supportive of, patients and staff	<b>E</b>
Open, welcoming and honest	<b>E</b>
Unfailingly kind, treating everyone with respect, compassion and dignity	<b>E</b>
Determined to develop our skills and continuously improve the quality of care	<b>E</b>

### Education and qualifications

Undergraduate degree in nursing / Allied Health professionals	<b>E</b>
Registered with NMC / HCPC	<b>E</b>
Evidence of continuing professional development with specialty	<b>E</b>
Teaching or Mentoring qualification	<b>D</b>
Postgraduate degree (or working towards)	<b>D</b>

### Experience

Experience of working with frail patients in both an inpatient and outpatient/community environment	<b>E</b>
Experience of managing own caseload.	<b>E</b>
Experience of undertaking comprehensive holistic assessments.	<b>D</b>
Experience in managing falls or delirium.	<b>D</b>
Experience in managing complex patients.	<b>E</b>
Experience of managing staff and students.	<b>E</b>
Experience of teaching in both formal and informal settings	<b>E</b>
Able to work as part of the MDT	<b>E</b>
Experience of Audit / Research	<b>D</b>
Experience of service improvement	<b>D</b>

### Skills and knowledge

Knowledge of frailty syndromes and risk factors for frailty, falls and delirium.	<b>E</b>
Knowledge of hospital discharge pathways and community services.	<b>E</b>
Excellent written and verbal communication and interpersonal skills	<b>E</b>
Ability to manage and facilitate change	<b>E</b>
Able to use common computer programmes	<b>E</b>
Able to manage own time and prioritise demands	

Understand and implement Trust and national policy.	E
Able to problem solve and manage risks positively.	E
Identify and met own learning needs.	E
Evaluate own work and service quality.	E
Able to communicate with and influence senior medical staff.	D
Advance level of clinical reasoning and judgement	D
Able to integrate research and evidence into practice	D

## Personal qualities

Kind and respectful to patients, relatives, carers and colleagues	E
Self-motivated and able to influence and empower others to deliver safe, patient- focused care in specialist practice	E
Act as a role model	E
Innovative and flexible	E
Able to work under pressure.	E

## Notes







**Chelsea and Westminster Hospital**  
NHS Foundation Trust

369 Fulham Road  
London  
SW10 9NH

**Main Switchboard**  
+44 (0)20 3315 8000

**Website**  
[www.chelwest.nhs.uk](http://www.chelwest.nhs.uk)



[fb.com/chelwest](https://fb.com/chelwest)  
[fb.com/westmidhospital](https://fb.com/westmidhospital)



[@chelwestft](https://twitter.com/chelwestft)  
[@westmidhospital](https://twitter.com/westmidhospital)



[@chelwestft](https://www.instagram.com/chelwestft)

