

Job Description

Job Title	Advanced Nurse Practitioner (Prescriber)
Post ref no.	
Band	Band 7
Service area	First Response, Community Mental Health Service
Location/Base	Bradford and Airedale District
Accountable to	Team Leader / Clinical Manager

1. Job Purpose:

Advanced Nurse Practitioners (ANP) provide brief clinical risk and mental health assessment, formulation, short-term contingency planning and urgent prescribing for people presenting in mental health crisis. FRS is a 24/7 Crisis Assessment Service and ANPs are expected to work 12 hour shifts including Days and nights.

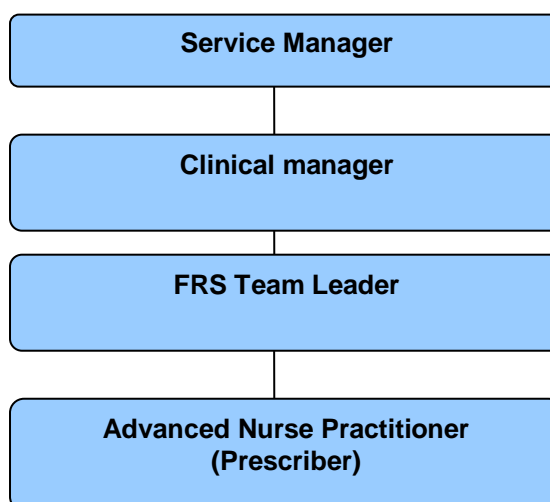
Working within the community, ANPs provide face-to-face assessments working closely with other mental health services and agencies, such as the police, ambulance and local authority, Voluntary Sector Services

Using a range of brief solution-focused interventions, ANPs empower patients, carers and their families in decision making and divert to a range of health and social care resources for support.

ANPs will take on the role and responsibilities of clinical shift lead on a regular basis ensuring that the shift is effectively clinically managed, that risks are triaged, and that resources are allocated to ensure that service users can access the MH support they need in a timely manner.

ANPs will support the Team Leader to complete tasks to ensure the day-to-day management of FRS – eg. Serious Incidents, Complaints investigations, Sickness Management etc.

2. Organisational Chart



3. Main duties:

- Provide evidence based clinical interventions, making autonomous clinical decisions about own professional practice.
- Responsibility for the development, planning and implementation of brief care and treatment interventions for individual patients within First Response.
- Provide assessment, planning and implementation of individual packages of care and treatment.
- Ensure that individual episodes of care are delivered in a timely, effective and integrated manner.
- Promote a recovery model that empowers patients, carers and relatives to be at the forefront of decision making and ownership of their packages of care and treatment.
- Undertake clinical risk assessments, based on latest empirical evidence and compliant with local policies and procedures.
- Prescribe medications within best practice guidance and according to NMC guidance, receiving and reviewing prescribing practice information with Prescribing Clinical lead.
- Review medication, optimise patient concordance and reduce polypharmacy.
- Act as the patients and relative's advocate.
- Enable patients and carers to manage disability, loss and change.
- Champion patients' rights, including dignity, equality, diversity, choice and respect.
- When undertaking all of the above ensure good documentation is provided and entered within the appropriate systems of record sharing

4. Working as part of a Team

- Promote a culture that incorporates Trust values, is recovery focused and there to assist patients, carers, families, referrers, and colleagues.
- Provide timely, accurate and appropriate organisation information to the colleagues and the Team Leader.
- Maintain professional relationships with all colleagues to ensure professional standards are met.
- Participate in the appraisal process.

5. Managing Self

- Participate in regular Line management, Reflective Practice, Group and Individual clinical supervision.
- Seek advice and support from senior colleagues/line manager whenever necessary.
- Participate in appraisal annually, developing and agreeing your development plan with your line manager using the Trust appraisal and KSF process.
- Responsible for identifying areas for own professional development.
- Keep up to date with latest clinical developments, NICE guidance and research evidence in the relevant area of clinical practice.
- Attend all mandatory training.
- Maintain registration as a qualified health professional.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy. • Comply with all Trust policies, procedures and protocols.
- Pay regard to materials and equipment.
- Maintain a professional appearance.

6. Staff Supervision and Support

- Monitor practice and development of First Responders, Tele coaches (Psychological Therapists) and Routine Triage workers, reporting to Tele coach Operational Lead and Team Manager.
- As required by the Team Manager, conduct appraisal, Line Manager and performance reviews.
- Assist in recruitment and induction of staff.
- Support Students allocated to the team.
- Provide clinical leadership for First Responders, Tele coaches and Routine Triage Workers.

7. Financial Responsibility

The post holder does not have financial responsibility for budgetary management. However, it is the individual post holder's responsibility to manage organisational resources efficiently and to suggest efficiency savings to line management as they arise. The post holder has the responsibility to maintain the safekeeping of the organisation's property and safeguard the property of patients and visitors.

8. Safeguarding

All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer

Our Values

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

Our Goals

Our services

- To provide seamless access to the best care
- To provide excellent quality services

Our community

- To provide our staff with the best places to work
- To support people to live to their fullest potential, to be as healthy as possible

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.
- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

Bradford District Care Foundation Trust is dedicated to environmental and social sustainability by delivering on the commitments within our Green Plan. All staff are actively encouraged and supported to participate in training and to identify and implement sustainable quality improvement across all service areas and activities

Version Control:

Change details	By whom	Date requested	Approved by	Agreed date

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Location/base: Bradford and Airedale District.			
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Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	RN 1st Level. - Mental Health Nurse Qualification. Current NMC Registration. Evidence of continuing professional development. Independent Nurse Prescriber. Undertaken/working towards accredited courses	Clinical supervision qualification. Post Graduate level education in psychological therapy. Undertaken modules that support an Advanced Nurse Practitioner qualification in mental health.	Application Form Interview Certificates

	<p>which enable potential Advanced Practitioner registration.</p> <p>Teaching (clinical practice) qualification/certificate or equivalent experience.</p>	Leadership qualification/training.	
EXPERIENCE	<p>Mental health care/treatment relevant to service.</p> <p>Working with people presenting in mental health crisis.</p> <p>Teaching, training and/or supervision of clinical staff.</p> <p>Nurse prescribing.</p> <p>Multi-agency working/working across service interfaces.</p> <p>Working within a multicultural framework.</p>	<p>Teaching, training and/or supervision of clinical staff.</p> <p>Clinical leadership.</p>	Application Form Interview
KNOWLEDGE	<p>Evidenced based clinical interventions relevant to the service.</p> <p>Relevant specialist clinical courses/training.</p> <p>Models of care and treatment relevant to working with people in mental health crisis.</p> <p>Evidence of continuing professional development.</p> <p>Clinical examination, history taking, pharmacology, pathophysiology etc.</p>	Familiar with SystmOne.	Test Presentation
SKILLS	Assessing, formulating and working with people presenting in heightened state of distress.	Brief psychological interventions/strategies for managing crisis.	Application form Interview

	<p>Communicating (oral and written) complex/highly technical and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Clinical risk assessment and contingency planning.</p> <p>Able to meet the service needs for mobility across the geographical area covered.</p>		
ATTITUDE/APPROACH	<p>There to assist patients, carers, families, referrers and colleagues.</p> <p>Works flexibly.</p> <p>Motivated, reliable and committed to team working.</p> <p>Values opinions of others.</p> <p>Innovative and pioneering approach to new ways of working.</p>		Application form Interview
PHYSICAL	<p>Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary)</p> <p>Willingness to undertake Hepatitis B immunisation/Hep B immune.</p>		Occupational Health Screening
GENERAL	<p>BDCFT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and</p>		Application Form Interview

	promote equity of access to healthcare and equality of opportunity at work at all times.		
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