

JOB DESCRIPTION

Job Title	: Senior Neonatal Advanced Clinical Practitioner
Department	: Neonatal Unit
Division	: Child Health
Band / Grade	: 8b
Responsible to	: Matrons
Accountable to	: Lead ACP/ Medical Consultant / Clinical Director / Lead Nurse/ Head of Nursing
Number of Direct reports	: 2
Budgetary Responsibility	: None
Location	: NICU Denmark Hill

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;
 Kind. We show compassion and understanding and bring a positive attitude to our work
 Respectful. We promote equality, are inclusive and honest, speaking up when needed
 Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



The post holder must be an RN (1) and is therefore bound by the NMC Code of Professional Conduct for Nurses, Midwives and Health Visitors

Job Summary

This role will cross the clinical boundaries between nursing and medical care using advanced clinical knowledge and skills to work independently with support provided by a clinical supervisor. The post holder will contribute to the development of a high quality Neonatal service, whilst supporting the nursing team in providing excellent care to sick neonates. The post holder will exercise independent judgement to provide patient-centred clinical care. This will encompass the skills of advanced clinical assessment, examination, diagnosis and treatment within an agreed scope of practice throughout the directorate. The post holder will support new ways of working that emphasises a more efficient and patient focused service, and will ensure the safe treatment, referral and discharge of patients with undifferentiated and undiagnosed presentations in their area. Be Responsible for leading the on-going development of clinical practice and standards of care within the service, including the development of policies, procedures, protocols and guidelines in collaboration with multidisciplinary colleagues. The post holder will deliver an 80% clinical component to their role and 20% related to education and research and development. Be an ambassador for excellent neonatal, infant and family care, promoting good networking with the key tertiary centres and all other neonatal units.

Key Working Relationships

Divisional Nursing, AHP & Medical Teams
Chief Nurse & Senior AHP & Nursing Team
General & Operations Managers
Clinical Directors, Consultants & Medical Teams
Clinical Governance Team, PALS, PPI
External partners – HEI's, Other healthcare providers
Local, regional & national Neonatal networks, Neonatal Transport team

Main Duties and Responsibilities

Clinical

1. Work as a senior Neonatal advanced practitioner within the specialty, managing a caseload of patients delivering individualised direct patient care.
2. Direct responsibility for attending high-risk/emergency deliveries, leading basic and advanced resuscitation procedures, assessment, examination, investigation and diagnosis of patients within their area of work.
3. Autonomously manage Neonatal patients, resulting in the safe management and appropriate referral or discharge of patients with undifferentiated and undiagnosed presentations.
4. Receive referrals via a variety of sources, including direct patient referral. Manage own caseload and clinical priorities according to agreed protocols and working practices.
5. Participate in multidisciplinary clinics, ward rounds, patient reviews and multidisciplinary team meetings and provide complex case presentations
6. Undertake a variety of clinical skills procedures such as endotracheal intubation, umbilical venous catheterisation for circulatory support, and the prescribing of resuscitation drugs and fluids as required and provide treatment/ advice as per speciality and scope of practice. Using agreed protocols of clinical practice and professional guidelines.
7. Within scope of practice and clinical competence request and / or undertake diagnostic procedures and clinical investigations related to plans of care
8. Utilise scope of practice to undertake Non-Medical Prescribing role and provide advice on medicine management issues associated with the patient specialty group. Work within Trust policy for Medicines Management
9. Utilise advanced knowledge and skills relating to the speciality to provide specialist advice to other members of the multidisciplinary team on the basis of patient assessment.
10. Provide a seamless, high quality service from referral through to assessment, diagnosis, treatment and review, referring to other specialists as required. Provide guidance to staff, patients and their families and carers on pathway navigation
11. Lead in the development and updating of referral guidelines and policies for the service.
12. Use highly developed communication skills to effectively communicate with colleagues, patients and their relatives/carers, making reports and liaising as required with medical staff and other members of the multidisciplinary team both verbally and in writing.
13. Use professional judgement to act as an advocate for patients to ensure a patient focused approach to the delivery of care. Support and enable patients and carers to make informed decisions relating to their treatment and management. Escalate any concerns via the nursing / professional structures as required
14. Work towards safe and timely discharge and/ or transfer of care of patients from or between hospitals and services and healthcare professionals, ensuring barriers to discharge / transfer are identified and acted upon appropriately.
15. Respond to calls from the postnatal, transitional care and labour ward on the request of a midwife to assess the condition of a baby and provide specialist advice, to be clinically able to undertake and direct high quality research based clinical nursing care.
16. Report and raise concerns related to Safeguarding, accessing advice and support as required. Be conversant with Trust policies for safeguarding including the assessment of mental Capacity, and consideration of Deprivation of Liberty Safeguards (DOLS) and the application of the principles of Prevent (counter terrorism awareness)

17. Ensure effective and accurate verbal or written handover of patients between healthcare professionals
18. Ensure that high standards of all documentation are maintained, with accurate, complete and up-to-date information regarding patient care are kept in accordance with Trust standards.
18. Plan and perform highly skilled and intricate diagnostic and therapeutic procedures adhering to agreed protocols and guidelines and under aseptic conditions where appropriate.
19. Monitor the quality and standard of care provided by all members of the team and all staff in clinical areas. Identifying any skills or training gaps and escalating to the appropriate Senior Nurse or Matron.
21. Undertake training to develop further advanced clinical practice roles required by the service in order to provide a high standard of patient care.
1. 22. Practice within the scope of professional registration (i.e. NMC, HCPC)

Professional Leadership & Management

1. Provide highly visible and accessible professional leadership and demonstrate expert knowledge and standards of clinical practice.
2. Lead and develop a defined area of Advanced Clinical practice within the designated area of practice promoting interdisciplinary team and collaborative working practices.
3. Meet regularly with team members as a team and on an individual basis as required to support their personal and professional development.
4. Promote team working, build rapport and collaborative working practices with multidisciplinary team. Liaise with inter-hospital departments and personnel across organisational and professional groups. Ensuring effective communication and interpersonal skills with other disciplines and organisations.
5. Act as a clinical role model demonstrating high standards of advanced clinical practice and provide support or advice to other staff when necessary
6. Lead and support the development of the role according to changing patient's needs, service requirements and evidence base practice.
7. Lead and actively participate in service/ departmental projects, quality initiatives and statutory accreditation processes. This will include the setting and monitoring of clinical standards of care.
8. Ensure that all resources are managed in an efficient and cost-effective manner to achieve maximum effect for patients and staff.
9. Adhere to all relevant Trust policies and procedures and to ensure that they are correctly implemented.
10. Lead in the implementation of multidisciplinary service objectives that reflect Trust strategies for patient care.
10. Demonstrate effective leadership skills, supporting the senior management team (Nurse/AHP Consultant/ Lead ACP/ Matron/ Lead Nurse/ Clinical Director) in service development and lead as delegated on the implementation of any of these changes.
11. Undertakes annual appraisal for nursing staff as requested by the Neonatal Lead Nurse. Ensuring that they have a Personal Development Plan, and to assist with the appraisal of other staff in liaison with the Neonatal Lead Nurse.
12. Monitor standards and maintain high quality care. Report any clinical incidents via the Trust electronic reporting system and escalate issues promptly and appropriately
13. Utilise the highest level of interpersonal and communication skills when dealing with complex, sensitive or emergency situations.
14. Maintain an awareness of professional and ethical issues to ensure care is delivered in a professional timely and courteous manner by all members of the team, respecting the different spiritual and cultural backgrounds of colleagues, patients and relatives.
15. Escalate any concerns or complaints promptly

16. 17. Participate in the recruitment and selection of staff.
18. Responsibility for completing or delegating the preparation and daily review of staff duty rota's, ensuring that the team provides most effective service provision.
19. Accountable for own practice, acting at all times within the Professional Code of Professional Conduct (NMC, HCPC)
20. Model excellence in nursing and medical clinical practice
21. Maintain a working knowledge of local and national professional policy and strategy.

Education & Training

1. Act as an expert educational resource for clinical staff, patients, and carers by providing formal and informal education. Promote and develop a positive, lifelong learning environment throughout the Trust.
2. Provide supervision, advice, support and training for junior medical staff and less experienced ANNPs in the organisation and delivery of clinical medical care
3. Develop programmes of learning and facilitate delivery for neonatal nurses in enhanced and advanced practice and further developments for care delivery.
4. Lead and actively participate in the delivery of educational programmes for all grades of nursing, medical and allied health professional staff.
5. Provide support and guidance to all levels of ward staff in their clinical role.
6. Contribute to the orientation programme of the junior doctors and senior nurses allocated to the unit, and visitors to the unit by other members of the multi professional team
7. Participate in provision and identification of in-service training need for all team staff.
8. Participate in education and practice development on a Trust wide basis liaising with Trust wide educational leads to ensure overall Trust educational objectives are delivered
9. Recognise the limits of own professional practice and competence, undertake further training and academic qualifications as required to maintain own specialist knowledge
10. Take responsibility for ensuring personal and completion of any statutory or mandatory training as required for. Informing line manager if there is any deviance from training attendance
11. Adapt clinical knowledge and skills to different clinical settings.
12. Participate in the annual appraisal process, delegating duties to team members as appropriate to ensure all staff within the team have personal development plans which support revalidation
13. Maintain close links with local HEI's and participate in in the development and delivery of new and established advanced practice programmes.

Research & Audit

1. Participate and where required lead or assist in research projects as required, disseminating and ensuring utilisation of research results to change practice.
2. Utilise research findings in the delivery of advanced clinical patient care, developing new ways of working.
3. Be aware of research /trials being undertaken within the specialist field of practice
4. Participate and where required lead audit projects as required by the specialty, involving collating, analysing and reporting on results of the audit process.
5. Provide support, encouragement and advice to nursing staff undertaking audit and research.
6. Assist in the testing and evaluation of new equipment within the clinical area.
7. Collate, analyse and present reports on varying aspects of the speciality activity as required by directorate or divisional team

8. Ensure the results of audit and research conducted by the team are disseminated at local, regional and national level.
9. To share best practice; through publications and attendance/presentation opportunities at conference level.

Quality & Safety

- Support the maintenance of KPI's NHSLA compliance, CQC compliance and local and national clinical governance initiatives in close collaboration with the directorate senior nursing, medical and management and in collaboration with clinical governance teams.
- Maintain improvements in patient safety by supporting implementation of patient safety initiatives, prompt and appropriate response to complaints resolution and escalation where appropriate
- Ensure patient safety by escalating any risks with staffing or service provision to directorate management team
- Report any issues with quality and safety immediately to Matron or Clinical Director
- May be deployed to work in any part of the Trust should the need arise to ensure patient safety is maintained.

This job description is not exhaustive and is seen as a guideline for the post. The post holder may be required to undertake other duties to achieve the Trust objectives which are commensurate with the grading of the post.

Review of the role

This job description will be subject to review and amendment, in consultation with the post holder, to meet the changing needs of the service and the organisation

People Management and Performance

- Lead, coach and manage the performance of the team in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.
- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliant with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is kept to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Trust together with all relevant statutory and professional obligations.
- To live and role model the King's Values of being a:
 - Kind
 - Respectful
 - Team
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- •This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Senior Neonatal Advanced Clinical Practitioner – Band 8b

	Essential	Desirable
Education and Qualifications		
Professional Registration (RN adult, RSCN, RN Child)	X	
Post Graduate Qualified in Speciality (QIS) IN Neonatal Nursing	X	
MSc Level qualification (Neonatal Pathway)	X	
Non-Medical Prescribing Course	X	
Neonatal Advanced Life Support qualification(s)	X	
Teaching and Mentoring qualification	X	
NLS Instructor/ working towards		X
ARNI Course provider		X
Recognised Leadership Qualification		X
Knowledge and Experience		
Extensive post registration experience at a senior level (Band 7 or above) in a tertiary level neonatal care unit	X	
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Previous experience working on Tier 1/2 medical rota as an ANNP	X	
Evidence of on-going CPD	X	
Evidence of teaching and presentations in a variety of environments	X	
Advanced Clinical Assessment skills	X	
Participation in service development and implementation of change	X	
Evidence of research & audit	X	
Publication in healthcare journals		X
Evidence of dissemination of knowledge in wider healthcare organisations	X	
Skills and Competencies		
Excellent communication skills Advanced skills in all aspect of Neonatal Care to allow medical registrar cover and rota	X	
Ability to perform in stressful and complex situation	X	
Sound clinical reasoning & decision making	X	
Flexible	X	
Ability to inspire and lead a team	X	
Can demonstrate an enthusiastic, approachable and friendly manner	X	
Able to communicate sensitive information to parents and families	X	

The post holder will be required to work shifts, on call, flexible hours.

However, whilst on the NICU the expectation would be approximately 30 hrs on medical rota and 7.5 hrs shared between management day and nurse education, research and rota.

- The post holder must be able to manage working in stressful environment, people manage, patient group manage, work closely with the junior, senior Dr's, consultants all nursing bands, MDT be skilled as listed above.
- Be able to undertake the following diagnostic and therapeutic procedures within the scope of local guidelines:
 - Venepuncture and capillary blood sampling
 - Percutaneous arterial sampling
 - Peripheral venous cannulation
 - Peripheral arterial cannulation
 - Umbilical arterial and venous cannulation
 - Insertion and removal of percutaneous central venous line.
 - Withdrawal of blood from in-dwelling arterial cannula
 - Insertion and removal of endotracheal tubes
 - Surfactant administration
 - Diagnostic investigation of the intra-pleural space when a pneumothorax is suspected.
 - Needle aspiration of the intra-pleural space when confirmed pneumothorax
 - Insertion and removal of chest drain
 - lumbar puncture
 - Supra-pubic aspiration of the bladder
 - Exchange transfusion
 - Cranial ultrasound scans