

# RECRUITMENT INFORMATION PACK

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Renal Specialist Frailty Practitioner



## Job particulars

<b>Job Title</b>	<b>Renal Specialist Frailty Practitioner</b>
<b>Pay Band</b>	Band 7
<b>Location</b>	Barts Health NHS Trust – Renal Services based at Royal London Hospital
<b>Reports to</b>	Renal Matron
<b>Responsible to</b>	Senior Nurse Renal

## Job purpose

The post holder will deliver person centred care, frailty screening and comprehensive assessment for renal patients with or at risk of progressive and degenerative frailty. The role of the Specialist Frailty Practitioner will require someone who understands frailty and comprehensive assessments e.g. comprehensive geriatric assessment.

The post holder will be required to work within renal to ensure a seamless service is delivered through screening patients and referrals. This will include patients who have chosen supportive care and those who are on dialysis and frail or considering withdrawal. Providing an assessment of patients' care needs, and help develop, implement and evaluate care to provide clinical support to patients and their families/carers.

This post will require staff engagement and development, providing support, advice, and formal and informal teaching regarding frailty and supportive care.

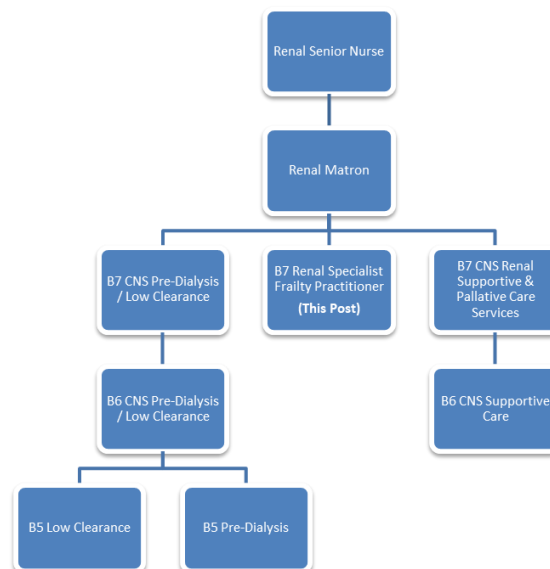
## Key working relationships

Professional relationships with key partners, employees and boards.

Internal	External
Consultants, Clinical Lead, Senior Nurse, Matron,	Patient's relatives/carers
Renal Nursing specialties -AKCC, transplant, Supportive Care	Community therapy teams
All members of the nursing team including specialist nurses, pharmacy, psycho-social	Hospices and Palliative Care Team
All Renal, Diabetes and Nutrition Consultants and junior medical team	Emergency services, GP, District nurses
All multi-disciplinary team members - Human Resources, Governance	Stakeholders, LKN (London Kidney Network), Older adults Mental Health team
Ward administrator / Clerk Advanced kidney care teams	Social prescribing and external partners e.g. KCUK, Dementia UK



## Structure chart



## Main duties, responsibilities, and results areas

- The Renal Frailty Nurse will take referrals from clinicians and nurses in AKCC (Advanced Kidney Care Clinic) and throughout the renal unit, and carry out screening, specialist assessments and advanced care planning.
- Assess, plan, implement, and evaluate care for patients with frailty needs and make changes as necessary.
- Plan and work with MDT and nursing colleagues to help facilitating safe and timely discharges and preventing avoidable admissions.
- Support the coordination of renal patients within the hospital back into the community.
- Ensures documentation is accurate and up to date, utilising the electronic health record.
- Promote excellent integrated, multidisciplinary and multi-agency working. Liaise with and refer appropriately to other teams and services.
- To establish clear lines of communication with primary healthcare teams and outside agencies in order to promote optimum service provision.
- Builds relationships across professional organisational boundaries, using influencing and negotiating skills to break down barriers and manage the patient journey.
- The post holder will be required to lead and demonstrate an enquiring approach to patient care, is proactive with engagement and involvement with staff and project development.
- Identify and help patients, relatives and staff to reduce any risks associated with health and wellbeing.
- Act as the patient's advocate raising concerns about health and social care when required.



- Ensure patients' views are taken into account in the decision-making process
- Ability to lead and participates in collaborative decision making within the inter-disciplinary team.
- Participate in meeting the health education and promotes the needs of patients and carers.
- Skilled in communicating utilising a variety of strategies to communicate effectively with patients and those involved in their care.
- The post holder must also communicate with other staff within the Trust, with external organisations and with the public.
- Keep accurate and complete records of activities and communications consistent with legislation, policies, and procedures.
- Demonstrate knowledge and understanding of research, audit, and quality initiatives and how this can influence practice.
- Establish links with AKCC team and dialysis units to assist in maintaining supportive care register and aware of deterioration of patients and action plan.
- Take an active lead of quality improvement initiatives with the aim of improving and promoting further developments of the service, taking into account family and staff feedback.
- Support the Lead Nurse in investigating and responding to incidents, complaints, and other significant events via the Trust's governance process.
- Demonstrate knowledge and skills related to evidence-based practice
- Monitor the quality of own works and alerts others to quality issues
- The post holder must, at all times carry out duties and responsibilities with regard to the Trust's Equal Opportunity policy.
- Skilled in communicating with a range of people on a daily basis some of who may have communication barriers.
- Develop communication and collaborative working with local palliative care services in secondary and primary care and other community services, thus facilitating high quality individualised patient care and access to specialised services as required.

### **Personal and People Development**

- Develop oneself, leadership development programmes and contribute to the development of others
- Provides clear sense of purpose by being open, consistent and encouraging and guiding others so as to get the best of team members in order to get best results.
- Demonstrates specialist skills, knowledge and expertise in clinical practice. Supervises others.
- Exercises professional accountability and responsibility in changing environments across professional boundaries.
- Support the team and other staff dealing with complex cases, providing advice, support and guidance as required.
- Encourages reflective practice and actively participates for self or others. (Clinical supervision/Action Learning)



- With the support of Senior Nurse and through the Trust's appraisal process and development of personal development plan identifies their educational and professional development needs.
- Participates in the Trusts surveys and audits.
- Lead the development of knowledge, ideas and work practice.

### **Management and Leadership**

- To manage own time to ensure balance between clinical and administrative activities.
- Work collaboratively with the clinical leads for the service and contributes to the identification of service objectives, annual report and annual work plan for the service.
- Identify areas for service improvement and gain permission to proceed by presenting supporting evidence.
- Demonstrates knowledge and understanding of research and development.
- Actively participate in quality assurance and improvement strategies and audit, in compliance to the renal service.
- Contributing to the maintenance of accurate patient records and providing information to other services as appropriate.

### **Health, Safety and Security**

- The post holder is required to familiarise him/herself with and comply with the Trust's policies and procedures. Promote monitor and maintain best practice in health safety and security.
- The post holder must at all times respect patient confidentiality and in particular the confidentiality of electronically stored personal data in line with the requirements of the Data Protection Act (1998)
- The post holder must be aware of individual responsibilities under the Health & Safety at Work Act and identify and report as necessary any untoward accident, incident or potentially hazardous environment
- Keeps accurate records of training undertaken by staff and ensures the Trust's computerised system is utilised. (Renalware 2.0, Care Records System CRS)

### **Governance, Research and Quality**

- Contribute to improving quality assurance and improvement is up to date and database reflects clinical work, ability to share learning across service.
- Assisting in the development of Renal advanced care policies, procedures and clinical protocols within the Trust.
- Undertaking or participating in research projects, audit and quality initiatives, present at audit day and renal board for personal development.
- Participates in the development of evidence-based practice and ensures that clinical practice is based on the latest available clinical evidence to provide optimum patient care.





- Ensures high standards are achieved in line with NICE, Renal association, Frailty Network Society and other related clinical practice guidelines.
- Evaluates the quality of own and others work and raises quality issues and related risks with the relevant people.
- Supports the introduction and maintenance of quality systems and processes in own work area.
- Ensures documentation is accurate and up to date and monitors and promotes high standards of nursing documentation within the team.
- Makes informed decisions in the provision of care to the patient group by using knowledge of resource management information.

### **Equality and Diversity**

- Support equality and value diversity. Awareness of WeBelong Inclusion strategy.
- The post holder must at all times carry out duties and responsibilities with regard to the Trust's Equal Opportunity policy
- Identifies and takes action when own or others' behaviour undermines equality and diversity
- Take account of own behaviour and its effect on others

### **Information Collection and Analysis**

- Gather, analyse and report a limited range of data and information.
- Demonstrates knowledge and understanding of research and development and how this influences nursing practice
- Input patient data in the correct form and manner whether this be primary or secondary information onto the supporting computer system
- Maintain the integrity of information using agreed methods and procedures

### **Education & Professional Development**

- Demonstrates specialist skills, knowledge and expertise in advanced care planning and supportive care.
- Promoting evidence-based practice in the context of care of patients with renal and advanced care needs.
- Acting as an educational resource for all professional groups within the trust.
- Identifying training needs and implementing appropriate education programmes for patients, carers and staff. where necessary, this should be in conjunction with the Trusts Education/Training Department.
- Fulfilling mandatory requirements.
- Influence and improves the development of knowledge, ideas and work practices.
- Evaluate effectiveness of learning activities and agrees how learning and development may be improved.



- Ensuring own education and training needs are met and to be responsible for ongoing development, education and maintenance to ensure a standardised approach.
- Provide formal and informal teaching relating to frailty and supportive care to patients, families/carers, staff and colleagues across multidisciplinary team.

### Service Improvement

- Recognise the impact that change can have on staff and be able to manage this appropriately.
- Instigating and manages change within a complex environment, able to evaluate the impact of change and any impact on the patient care pathway.
- Ensure the team contribute appropriately to meet national and local targets and indicators for patient safety, quality, patient experience and effectiveness.

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances within the service.

## Working conditions

Criteria	Description
<b>Physical</b>	Moving and handling of patients and equipment will be carried out in line with Trust policies and training. The post holder will be required to initiate clinical protocols and procedures in order to progress patient pathway. Emergency situations such as cardiac arrest will incur short periods of increased effort in delivery of resuscitation. In cases of clinical deterioration it will be necessary for the post holder to initiate interventions.
<b>Emotional</b>	Occasional distressing or emotional circumstances; imparts difficult news; works with patients with emotional needs; frequently dealing with complex family dynamics
<b>Working Conditions</b>	Frequent challenging conditions; occasional highly unpleasant conditions. Deal with body fluids, odours, verbal aggression, fleas/infestations; occasional physical aggression
<b>Mental</b>	Frequent concentration on patient assessment and treatment; interruptions from other staff; work pattern often unpredictable



## Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). [www.nhsemployers.org/](http://www.nhsemployers.org/). This supports us to develop a sustainable workforce and bring the very best out in people.

## Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)

## Person specification

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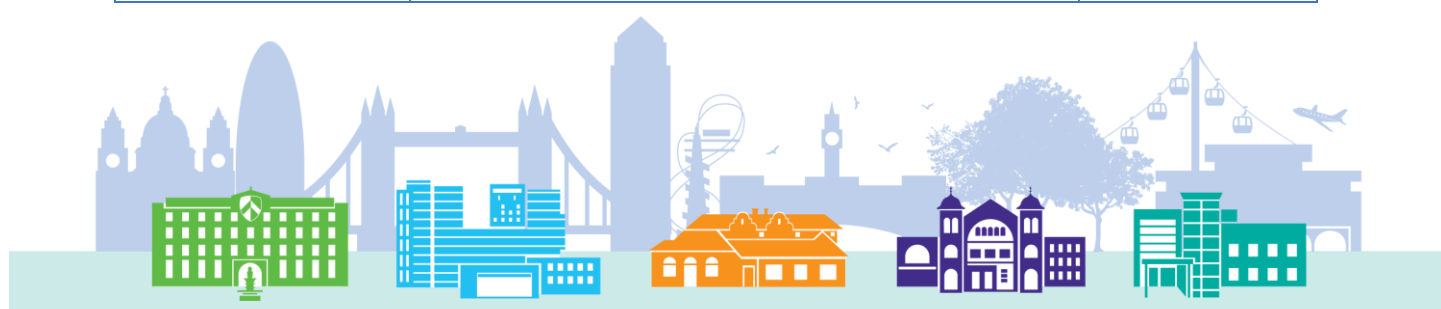
- Be specific and clear – don't not use internal jargon
- Use inclusive and supportive language
- Use words that have a clear meaning and are easy to understand
- Do not state how many years of experience the candidate should have in profession as this is age discrimination.]

Domain	Essential Criteria	Desirable Criteria
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Nurse NMC Level 1 or Level 15 or Chartered Health Practitioner</li> <li>Evidence of continuing education and clinical and professional development</li> <li>Degree (BSc) or equivalent in health related subject</li> </ul>	E  E  D
<b>Experience</b>	<ul style="list-style-type: none"> <li>At least three years relevant post-registration clinical practice experience</li> <li>Knowledge and experience of caring for people with advanced kidney disease and/or frailty and/or at end of life.</li> <li>Knowledge of relevant national and local policies including NICE and The Renal Registry, and their impact on this role.</li> </ul>	E  E  D
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of current and emerging NHS strategy, policy relating to advanced care planning and frailty care initiatives</li> </ul>	E





	<ul style="list-style-type: none"> <li>Engages proactively in order to achieve objectives</li> <li>Confidence to be able to make decisions</li> </ul>	<p>E</p> <p>E</p>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Ability to provide nursing leadership and advice within the service and motivate staff</li> <li>Motivation to work creatively and at times autonomously to work positively with practitioners from other disciplines and agencies.</li> <li>Ability to carry out essential and appropriate nursing care and procedures</li> <li>Ability to work independently and as part of a team</li> <li>Ability to work within set timeframes working to priorities and deadlines</li> <li>Demonstrates evidence of developing innovative practice and quality improvement / change projects</li> <li>Able to recognise own limits and work within those limits of competence</li> <li>Manage and implement service developments using service improvement methodologies</li> <li>Ability to use and maintain resources efficiently and effectively and encourage others to do so</li> <li>Ability to work as part of a multi-disciplinary team</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p>
<b>Other</b>	<ul style="list-style-type: none"> <li>Personal and people development</li> <li>Ability to demonstrate enthusiasm towards teaching and sharing knowledge</li> <li>Understanding of own Knowledge and Skills and ability to identify learning needs and interests of nursing team</li> <li>Ability to self-reflect, carry out tasks of own job and identify what s/he needs to learn to able to improve current job performance</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>



	<ul style="list-style-type: none"> <li>• Ability to take an active role in agreed learning activities and keeps a record of them</li> <li>• Ability to offer constructive suggestions for service improvement and or development</li> <li>• Communication-Ability to work as part of a multi-disciplinary team and provide leadership to the team</li> <li>• The ability to communicate with patients in an empathetic manner regarding their treatment and procedures.</li> <li>• Ability to communicate effectively, both written and verbal</li> <li>• Ability to treat everyone with dignity and respect</li> <li>• Ability to identify and take action when own or other's undermines equality and diversity</li> <li>• Ability to work flexible hours to meet service requirements</li> <li>• Acts in a way that is consistent with legislation, policies and procedures and abide by the Trust Health and Safety policies</li> <li>• Ability to support others in maintaining health, safety and security</li> <li>• Ability to identify and assess the potential risks involved in work activities and processes for self and others</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>
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