

JOB TITLE **Advanced Clinical Practitioner**

BAND **8a**

Job Summary

Working as an advanced, autonomous practitioner, implement highly specialist programmes of care, encompassing the skills of assessment, examination, diagnosis and treatment of patients, working across the 4 pillars of practice – Leadership & Management, Clinical, Education, Research and Development, as outlined in the Professional Framework for Enhanced, Advanced Nursing, and Consultant Clinical Practice in Wales or the Royal Pharmaceutical Society (RPS) advanced practice Framework. The post is intended to provide improved outcomes for patients by improving timeliness and consistency of care.

Exercise a high degree of personal professional autonomy and make critical judgments to satisfy the expectations and demands of the role. Be guided by health, organisational or broad occupational policies, establish the way in which these should be interpreted and advise relevant stakeholders accordingly. They will be expected work at an advanced clinical level within their level of competence and to work flexibly as part of the team.

Be a clinical expert and will ensure the provision of effective and efficient care.

Act as a practice leader, manage own workload and work across professional, organisational, agency and system boundaries to improve services and develop practice, participating in networks, locally, regionally and nationally. Assess and manage risk and proactively challenge others about risk.

Responsible to

Reporting:	Accountable:	Professionally:
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Responsibilities and Duties

- Clinical Practice**
1. Explore and analyse evidence, cases and situations in clinical practice, enabling a high level of judgement and decision

making.

2. Demonstrate self-direction and originality in tackling and solving problems and act autonomously in planning and implementing tasks at a professional level.
3. Assess, diagnose, treat/manage, evaluate, refer and discharge.
4. Carry out non-medical prescribing in line with legislation.
5. Develop therapeutic interventions.
6. Involve Patient/service user/ Public involvement in the development of the service by providing opportunity to feedback their experiences.
7. Manages complexity, use critical thinking and analytical skills to underpin sound judgement, and ethical decision making.
8. Develop advanced psychomotor skills.

Add any additional clinical practice elements **specific** to the role which are not captured above (please highlight to enable us to check any additions)

Leadership and Management

9. Direct, lead and motivate staff to ensure a high standard of professionalism, efficiency and effectiveness in service delivery, ensuring that activity is fully aligned to the plans and strategies of the Health Board.
10. Practice autonomously in planning and implementing tasks at a professional level.
11. Build and strengthen strong, influential multi-disciplinary and multi-agency partnership working with internal departments and external health, social care and other stakeholders.
12. Take an active role in local and national professional and multi-disciplinary working groups and networks.
13. Is a lead specialist in their field, with freedom to take action, based on own interpretation of board clinical/professional policies, advising the organisation on how these should be interpreted.
14. Has freedom to exercise judgement about actions, in turn accepting responsibility and being held to account for them.
15. Has freedom to initiate action within broad policies, seeking advice as necessary.
16. Interpret policies in relation to a defined caseload or locality in the community.
17. Identify opportunities for service improvement, develop cases for change, lead innovation and implement the change.
18. Participate in and facilitate meetings at a variety of locations within and outside of the Health Board.
19. Participate in recruitment and selection process
20. Line manage and be responsible for ensuring an effective system of performance management, including PADR/Appraisal for all direct reports and their staff.)

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Education

21. Present and facilitate workshops to staff at all levels as individual interventions or as part of formal development programmes.
22. Provide training, presentations and information to a range of groups comprising staff, senior staff and colleagues from partner organisations. This may include internal and external events and conferences.
23. Advise on the identification of development needs within specialist area and contribute to the achievement of delivery of appropriate development.
24. Provide appropriate support to others to improve their knowledge and understanding and shares own knowledge, skills and experience with others during induction and training sessions for staff. This includes coaching, mentoring and assessment.
25. Develop service user/carer education materials in line with Health Board policies.
26. Provide on-going education and development to staff and patients/clients/carers using sound principles of teaching and learning

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Research

27. Collate evidence to demonstrate the benefits and impact of the Advanced Practitioner role, and systems to evaluate overall added value in terms of cost, quality and effectiveness.
28. Present an annual impact assessment report through the agreed organisational governance structure.
29. Develop policies, protocols and guidelines using sound evidence base.
30. Demonstrate expertise in complex decision making in relation to the role. This includes determining what to include in the decision-making process, and making a decision based on judgment and critical thinking/problem solving.
31. Take a lead role in continuous Quality Improvement and Innovation, underpinned by a culture of learning.
32. Make regular contributions to articles and seeks opportunities for publication.
33. Be involved in research projects, audit and service evaluation within the Health Board and wider where required.
34. Implement research findings into practice – including use of, and development of, policies/protocols and guidelines,
35. Use advanced clinical practice and judgement skills to support decision making and problem solving.

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Communications

36. Use negotiation and influencing skills to communicate effectively and establish good working relations with a wide range of internal and external colleagues and stakeholders.
37. Use negotiation and influencing skills to communicate effectively. Make presentations at internal and external events and conferences

38. Act as the patients advocate, ensuring that patients and their families are fully informed and supported.
39. Mediate in the best interests of the patient in situations where there are challenging relationships and conflicts of interest.
40. Deal with complex issues both systematically and creatively, make sound judgements in the absence of complete data and communicate their conclusions clearly to specialist and non-specialist audiences

Finance and Resources

41. Assist the senior management team in implementing systems to effectively monitor and control the use of appropriate resources.
42. Manage and monitor budgets for services and resources within their area of responsibility.
43. Undertake other duties appropriate to the nature of the role, as may reasonably be required of you, commensurate with your grade or general level of responsibility.

PERSON SPECIFICATION

Qualifications and Knowledge (Assessment method: application form)

Essential

- Registered Health Care Professional (eg HCPC/NMC/GPhC)
- Relevant Master's Degree
- Advanced specialist knowledge of patient pathways
- Advanced theoretical knowledge and practical experience to carry out clinical consultation and/or examination relevant to practice
- Independent Prescribing qualification (if required for role)
- Evidence of maintaining an Advanced Clinical Practice portfolio

Desirable

- Management/leadership qualification or possess equivalent skills and experience
- In receipt or working towards Independent Authorisation of Blood Products (if relevant for role)

Experience (Assessment method: application form)

Essential

- Extensive post registration clinical in advanced practice within specialty area.
- Evidence of performing of Advanced Level of Practice
- Proven track record of working collaboratively with multi-disciplinary teams

Skills and Attributes (Assessment method: interview)

Essential

- Clinical skills competence for environment / setting
- Demonstrate / supervision experience

Other (Assessment method: application form and / or interview)

Essential

- Flexible approach to the needs of the service.
- Ability to travel between sites in a timely manner

Desirable

Welsh Speaker (*Level 1*)

Listening/Speaking: Pronounce Welsh words, place names, department names, etc. Greet and understand a greeting. Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...'. State simple requests and follow up with extra questions / requests in a limited way.

Reading/Understanding: Understand simple key words and sentences on familiar / predictable matters relating to own job area, e.g. on signs, in letters.

Writing: Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.