

JOB TITLE **Advanced Clinical Practitioner**
BAND **Band 8b**

Job Summary

- Provide clinical assessment using advanced knowledge and clinical skills, to provide diagnoses both differentiated and undifferentiated patients, and develop management plans for optimal care.
- Carry out research related to area of practice provide and education/mentorship to a multi-professional audience within the University Health Board and University setting.
- Provide Advanced Clinical Practitioner (ACP) Strategic Service clinical leadership.
- Responsible for policy and service development
- Clinically accountable for clinical service delivery
- Manages and develops clinical staff; appraisal, CPD and performance

Responsible to

Reporting: Head of Service

Accountable: Head of Service / Consultant Psychiatrist

Professionally: Assistant Director of Nursing MHLN / Consultant Nurse

Responsibilities and Duties

On a daily basis, the Advanced Clinical Practitioner (ACP) will provide clinical assessment and direct the management of patients.

The post holder will access research/use information systems, lead, and carry out relevant research within practice as well as hold a broad knowledge around research methodology,

The post holder will demonstrate clear principles of teaching and learning, as well as supporting others to develop through expert teaching and mentorship skills.

The post holder will be responsible for strategic leadership of the ACP service delivery.

Planning and Design

Be autonomous in decision making, including judgments involving highly complex facts/situations that require the analysis, interpretation, and comparison of a range of options in relation to the care/management needs of the patients on a day-to-day basis within the clinical environment.

Managing complexity – making judgements involving highly complex facts or competing demands e.g., planned, and unplanned emergencies.

Plan and organise broad range of complex activities. Strategic lead of service and service development formulating strategic plans and developments

Able to manage unpredictable work patterns. Ability to concentrate to undertake analysis, report writing, chair and attend meetings and undertake patient/clinical assessments.

Improvement and Monitoring

Lead on the implementation of clinical governance and clinical effectiveness programmes through risk management, clinical audit, and effective practice development.

Be responsible for identifying need for change, leading innovation, and managing change including service development, developing a case for change, and negotiate and influence change.

Be responsible for development and implementation of policy, guidance, and protocols for work areas.

Take responsibility for policy and service development and interpretation and practical implementation of relevant policies and guidelines e.g. All Wales Advanced Practice Framework and portfolio guidelines.

Lead on research-based projects within specialist area as a major job responsibility. Be responsible in disseminating key findings locally and nationally.

Communications

Provide and receive highly complex, sensitive, or contentious information.

Communicates service-related information to senior clinicians/managers, staff, external agencies: requires negotiating, persuasive, motivational, reassurance skills; gives formal presentations.

Use advanced communication skills to talk to patients and families, establishing and maintaining therapeutic relationships and impart bad or sensitive news.

Impart diagnosis to patients and relatives, disclosing highly complex and sensitive clinical information in a format which can be understood and overcoming any barriers to understanding e.g., across all ages, patients with dementia, learning difficulties and Mental Health conditions. Alternative means are, sought to enable effective care and management. Demonstrate the ability to manage patients with challenging behaviour including application of appropriate management strategies.

Clinical

Be accountable for the development of, direct delivery and implementation of highly specialised programs of clinical care on a day-to-day basis across a broad arena of services.

Assessment, investigational management, and diagnosis, make decisions to admit and discharge – use of a wide range of work procedures and practices, which require advanced theoretical knowledge and practical experience.

Developing therapeutic interventions – advanced skills and autonomous judgement to prescribe drug treatments following interpretation of clinical findings (use of independent prescribing where appropriate to role to prescribe drug therapies or initiating non-drug therapies).

Carry out complex patient clinical reviews, and feedback complex clinical information relating to physical and mental health to enable decisions in care management to be agreed upon and/or changed which may involve differences of opinion

Must demonstrate developed specialist knowledge, underpinned by theory and experience.

Highly developed psycho-motor skills to support required procedures

Dexterity and accuracy required to carry out procedures relevant to area of practice e.g., venepuncture, cannulation, Lumbar Puncture, Arterial Blood gases, physiotherapy etc.

Finance and Budget

Be responsible for ensuring that travel expenses are signed and returned in a timely fashion to the payroll department.

To sign off roster for ACP team, which would include periodic signage for overtime.

Ensure the safe use of expensive equipment that you will be using e.g., Bladder Scan, Ophthalmoscope etc.

Delegated budget for the staffing.

Management, Leadership and/or Training

Clinical line manager for single function or department; Devise and deliver training and development programmes, major job responsibility
Manages own staff, including recruitment and professional development.

Practitioners will be required to contribute to multi professional education across the organisation, advising and providing appropriate training and education at clinical and strategic level.

Develop and deliver formal training and teaching to a multi-professional audience which would include Trainee ACPs, AHPs, medical doctors, in relation to physical examination, assessment, and diagnostics. To supervise the clinical practice of trainee, being the responsible clinician for patients reviewed by the trainee.

Responsible for policy interpretation, implementation, and development and service development.

Operates independently, manages clinical service.

Able to deal with highly distressing or emotional circumstances patient complaint or aggression, staff challenges)

Digital and Information

Require the use of IT systems relevant to the area of practice.

Highly developed IT and key board skills

Accurately maintains contemporaneous patient/client documentation following all assessment and management in accordance with Professional and organisation Guidelines.

Responsible for updating patient/client records

PERSON SPECIFICATION

Qualifications and Knowledge

Essential

Professional registration (NMC, HCPC)

Level 7 Education (master's degree) relevant to area of clinical practice.

Advanced specialist knowledge of patient pathways.

Advanced theoretical knowledge and practical experience to carry out clinical consultation and/or examination relevant to area of practice as an autonomous clinician

Independent Prescribing qualification (if required for role).
Where appropriate Non-Medical Authorisation of Blood Products
Management/Leadership qualification or possess equivalent skills and experience (essential).
Relevant teaching qualification
Evidence of maintain a live Advanced Clinical Practice Portfolio (essential)
Approved Clinician Status or a willingness and commitment to achieve this within an agreed timeframe

Experience

Extensive post registration clinical experience in advanced practice within speciality area.
Evidence of performing at Advanced Level of Practice.
Proven track record of working collaboratively with multi-disciplinary teams.
Experience and knowledge of research processes and being involved in research practice
Experience of teaching within a wide multi-professional audience, both in the clinical and University setting.
Experience of leading services and teams
Experience of change management
Experience of clinical policy and guideline development and implementation at local and national level
Experience of leading on and implementing research within clinical practice

Skills and Attributes

Clinical skills competence for environment/ setting.
Demonstrate leadership/ supervision experience.

Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh

Other

Satisfactory Standard/Enhanced DBS clearance including an/a Adults and Childrens Barred List check

Ability to travel in a timely manner throughout the organisation.

Able to work hours flexibly.