

Job Description, Person Specification & Supplementary Information Agreement Form

Post Title: **Advanced Nurse Practitioner, Acute Care (MH)**

The attached job description, person specification and supplementary information will be used as part of the Agenda for Change job matching/evaluation process.

We the undersigned agree the attached document is an accurate reflection of the duties of the post, and the person specification indicates the skills and knowledge, which is required of the post holders. The supplementary information provides accurate information of additional job related factors.

Name of Post Holder(s): (Attach List if appropriate)			
Department:			
Contact number:			
Signature:		Date:	

Line Manager's Name:			
Signature :		Date	
Contact number:			
General Manager / Service Director's Name:			
Signature		Date	
New Role Generic Core JD	YES		

If this post is a new role or vacancy with no member of staff currently in post there is no requirement to have it signed by a post holder.

Please e-mail a copy of the job description and agreement form to:

██████████, Head of Pay Modernisation, ██████████

Please also send a signed copy to:

██████████, Head of Pay Modernisation, Hywel Dda Health Board, Workforce & OD, Hafan Derwen, Parc Dewi Sant, Carmarthen, Carmarthenshire, SA31 3BB

If this is a re-banding please refer to the re-evaluation of pay band policy and submit with the necessary documentation.

JOB DESCRIPTION

JOB DETAILS

Job Title: Advanced Nurse Practitioner – Acute Care (Mental Health)

Pay Band: Band 8a

Directorate: Carmarthenshire County

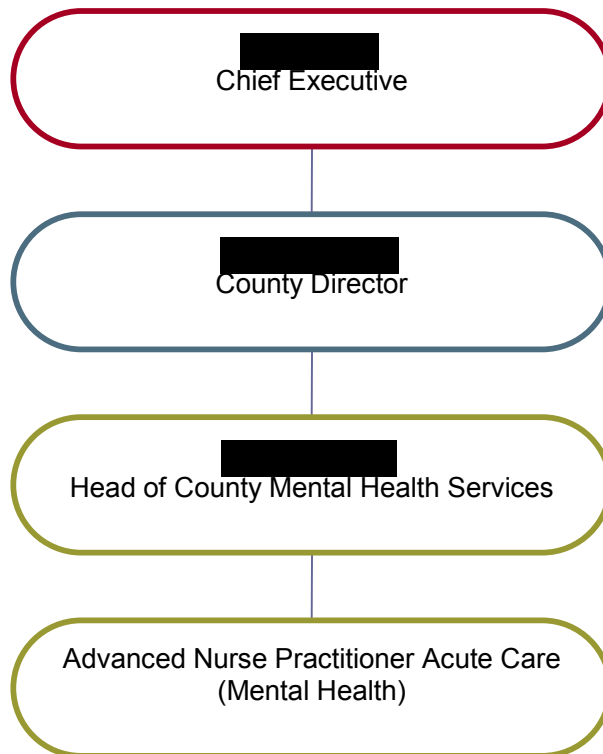
Department: Mental Health

ORGANISATIONAL ARRANGEMENTS

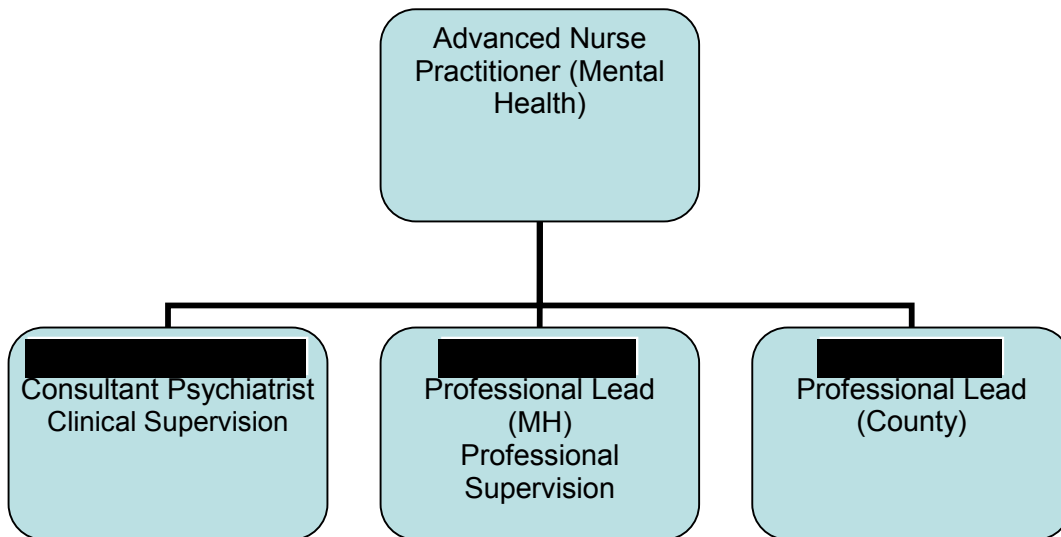
Accountable to: Head of County Mental Health Services

Responsible For:

Organisation chart:



Supervision Structure (Upside down)



The Definition of Advanced Practice for NHS Wales

“A role, requiring a registered practitioner to have acquired an expert knowledge base, complex decision-making skills and clinical competencies for expanded scope of practice, the characteristics of which are shaped by the context in which the individual practices. Demonstrable, relevant masters level education is recommended for entry level.”

Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales

JOB SUMMARY

To provide direct delivery of total episodes of clinical care. To work as an autonomous advanced practitioner within an interdependent, interrelated multi-disciplinary healthcare team. To contribute to leadership, performance and effective management of the service, acting in a senior role.

The post holder is an experienced mental health nurse and accredited Advanced Practitioner who, acting within their professional boundaries, will provide care for the presenting patient, from initial history taking, clinical assessment, diagnosis, treatment and evaluation of care. This will include making decisions around the detention and ongoing treatment of individuals under the Mental Health Act, acting as an Approved Clinician and carrying out the legal duties of the Responsible Clinician.

They will demonstrate safe, clinical decision-making and expert care, including assessment and diagnostic skills, for patients within mental health services. The post holder will demonstrate critical thinking in the clinical decision making process. They will work collaboratively with primary and secondary care teams to meet the needs of patients,

supporting delivery of policy and procedures and providing nurse leadership.

The post holder is identified as a clinical expert and is required to have a high clinical profile ensuring the provision of effective and efficient care. At this level the post holder is expected to work as a highly skilled senior practitioner and to have expert knowledge.

The primary focus of the role is to work as an advanced, autonomous practitioner providing patient-centred clinical care, encompassing the skills of assessment, examination, diagnosis and treatment of patients. The post is intended to provide improved outcomes for patients by improving timeliness and consistency of care.

The post holder will be expected to exercise a high degree of personal professional autonomy and make critical judgments to satisfy the expectations and demands of the role. The post holder will be guided by health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted and advise relevant stakeholders accordingly. He/she will be expected to work at an advanced clinical level within their level of competence and to work flexibly as part of the team.

The post holder will be expected to act as a practice leader, managing their own workload and work across professional, organisational, agency and system boundaries to improve services and develop practice. They will participate in networks, locally, regionally and nationally. The postholder will assess and manage risk and proactively challenge others about risk.

MAIN DUTIES AND RESPONSIBILITIES

The following duties and responsibilities are designed around the Advanced Practice Pillars as and guidance as outlined in the Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales 2010 (FANMAHPPW). All Advanced Practice Roles must adhere to the Hywel Dda EAGLE Governance Framework for Advanced Practice (2010). An additional scope of practice will be required to identify the specifics of the role.

Service Management

Demonstrates effective leadership to create the environment where staff treat patients and each other with dignity and respect, and there are high levels of trust, and empowerment, underpinned by effective communication, collaboration and partnership working. *(HDHB Culture Strategy 2010)*

Directs, leads and motivates 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.

Practices autonomously in planning and implementing tasks at a professional level. Exercises initiative and personal responsibility. Demonstrates self-direction and originality in tackling and solving problems. *(FANMAHPPW p37)*

Strengthens multi-disciplinary and multi-agency partnership working with internal departments and external health, social care and other stakeholders.

Takes an active role in local and national professional and multi-disciplinary working groups and networks. *(Management & Leadership Pillar FANMAHPPW p 18)*

Undertakes the Aston Team Based Working approach programme, and ensures that teams within remit work to these principles. *(Management & Leadership Pillar FANMAHPPW p18)*

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. *(AW APF p23)*

Present an annual impact assessment report through the agreed organisational governance structure. *(FANMAHPPW p23)*

Develops policies, protocols and guidelines using sound evidence base *(FANMAHPPW p19)*.

Demonstrates 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 judgement and critical thinking/problem solving. *(FANMAHPPW p19)*.

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. *(A4C Guidance)*

Has freedom to exercise judgement about actions, in turn accepting responsibility and being held to account for them. *(FANMAHPPW p19)*.

Has freedom to initiate action within broad policies, seeking advice as necessary. *(A4C Guidance)*

Is responsible for interpreting policies in relation to a defined caseload or locality in the community.

Service Improvement

Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis □ Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly

Assess, diagnosis, plan, implement and evaluate interventions/treatments for patients with complex needs □ Proactively identify, diagnose and manage treatment plans for patients at risk of developing a long-term condition (as appropriate)

Diagnose and manage both acute and chronic conditions, integrating both drug- and non-drug-based treatment methods into a management plan. Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice and national and practice protocols, and within scope of practice

Work with patients in order to support compliance with and adherence to prescribed treatments. □ Provide information and advice on prescribed or over-the-counter medication on medication regimens, side-effects and interactions

Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency □ situations, including initiation of effective emergency care. □ Support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care.

Responsibility for altering observation levels on mental health inpatient wards, in conjunction with ward nursing staff or allied health professionals, where appropriate.

Takes a lead role in continuous Improvement and Innovation, underpinned by a culture of learning, where staff maximise their potential and feel they are part of Hywel Dda's **success** (HDHB Culture Strategy 2010)

Role models the Hywel Dda Way culture where individuals and teams have clarity about their roles and responsibilities, and are held to account for delivery of agreed objectives , team working and effective governance, ensuring the organisation provides the best possible health and well-being outcomes for the people the Hywel Dda serves. (HDHB Culture Strategy 2010)

Identify opportunities for service improvement. This includes identifying the need for change, developing cases for change, leading innovation and implementing the change. (Management & Leadership Pillar - FANMAHPPW p 18)

Explores and analyses evidence, cases and situations in clinical practice, enabling a high level of judgement and decision making. (FANMAHPPW p19)

Delivers advanced practice which is evidence based within service. (FANMAHPPW p19)

Acts as a positive role model that enables change. (FANMAHPPW p19)

Demonstrates self-direction and originality in tackling and solving problems and acts autonomously in planning and implementing tasks at a professional level. (FANMAHPPW p19)

Is able to assess, diagnose, treat/manage, evaluate, refer and discharge (Advanced Clinical Practice Pillar FANMAHPPW p18) (EAGLE).

Is able to undertake legal duties required under the Mental Health Act as and Approved Clinician / Responsible Clinician, making decisions about the detention and treatment of individuals subject to the Mental Health Act.

Assesses and manages risk. (Advanced Clinical Practice Pillar FANMAHPPW p18)

Demonstrates ethical decision making (Advanced Clinical Practice Pillar FANMAHPPW p18)

Carries out non-medical prescribing in line with legislation (Advanced Clinical Practice Pillar FANMAHPPW p18)

Develops therapeutic interventions to improve service user outcomes (Advanced Clinical Practice Pillar FANMAHPPW p18)

Communications

Has a higher level of communication skill (Advanced Clinical Practice Pillar FANMAHPPW p18)

Uses negotiation and influencing skills to communicate effectively. (Management & Leadership Pillar FANMAHPPW p 18)

Make presentations at internal and external events and conferences. (Research Pillar - FANMAHPPW p18)

Makes regular contributions to articles and seeks opportunities for publication. (Research Pillar - FANMAHPPW p18)

Communicates effectively and establishes good working relations with a wide range of people including:

- Senior Managers

- Senior Clinicians
- Colleagues across the Health Board and in other NHS organisations
- Visitors from external organisations, stakeholders
- Primary care colleagues
- Staff in hospital and community locations

Presents and facilitates workshops to staff at all levels as individual interventions or as part of formal development programmes. *(Education Pillar FANMAHPPW p18)*

Builds and maintains strong influential relationships with colleagues, staff and internal and external stakeholders e.g. Third sector.

Involves Patient/service user/ Public involvement in development of service and role. *(Advanced Clinical Practice Pillar FANMAHPPW p18)*

Actively involves service users in providing feedback of their experience

Provides training, presentations and information to a range of groups comprising staff, senior staff and colleagues from partner organisations. The subject matter may include proposing development programmes requiring negotiation or agreement. *(Education Pillar FANMAHPPW p18)*

Participate in and facilitate meetings at a variety of locations within and outside of the Health Board *(Management & Leadership Pillar FANMAHPPW p18)*.

Acts as the patients advocate, ensuring that patients and their families are fully informed and supported.

Mediates in the best interests of the patient in situations where there are challenging relationships and conflicts of interest.

Finance and Resources

Assists the senior management team in implementing systems to effectively monitor and control the use of appropriate resources.

Responsible for the management and monitoring of budgets for services and resources within their area of responsibility.

Personal and People Development and People Management

Continues to advance own knowledge and understanding and develop new skills to a high level. *(FANMAHPPW p37)*

Supports others to develop knowledge and skills. Provides on-going education and development to staff and patients/clients/carers using sound principles of teaching and learning. Promotes learning and the creation of a learning environment. *(Education Pillar FANMAHPPW p18)*

Works with colleagues in Workforce and Organisational Development and Senior Managers across the Health Board in the development and delivery of effective and efficient development programmes for the areas within their remit. *(Education Pillar FANMAHPPW p18)*

Contributes to ongoing learning, education and development strategy which supports the delivery of a competent workforce at all levels across the Health Board. Acts as an adviser in the identification of development needs within specialist area, and contributes to the achievement of delivery of appropriate development.

Prepare for and take an active part in the PDR process in accordance with organisation policy in partnership with reviewer, identifies opportunities to develop own competence/own skills in order to achieve objectives. *(A4C guidance)*

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, assessment. *(A4C guidance)*

Carries out independent learning required for continuing professional development and maintains a personal portfolio to include evidence to demonstrate the impact of the role. *(Education Pillar FANMAHPPW p23)*

Document activities relevant to outcomes resulting from the diversity of the Advanced Practice work for CPD and KSF purposes. *(FANMAHPPW p23)*

Is responsible for developing service user/carers education materials in line with Health Board policies. *(Education Pillar FANMAHPPW p18)*

Supports others effectively during times of change and work with others to overcome problems and tensions as they arise and ensure that own work load is managed effectively.

Participates in recruitment and selection process

Delete the following if not applicable

Line manage and be responsible for ensuring an effective system of performance management, including PDR for all direct reports and their staff. *(A4C guidance)*

Ensure all direct reports are aware of their managerial responsibilities for HR issues within their area of responsibility. *(A4C guidance)*

Ensure that staff are working to competencies that are regularly assessed and appropriate in line with A4C, KSF and Hywel Dda's EAGLE Frameworks. *(A4C guidance)*

Information Processing

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. *(FANMAHPPW p37)*

Regularly access research and use information systems appropriately to underpin practice and service developments. *(Research Pillar FANMAHPPW p18)*

Be involved in research projects, audit and service evaluation within the Health Board and wider where required. *(Research Pillar - FANMAHPPW p18)*

Implement research findings into practice – including use of and development of policies/protocols and guidelines. *(Research Pillar - FANMAHPPW p18)*

Implement research findings into practice – including use of, and development of, policies/protocols and guidelines, through the exercising of a high level of critical appraisal and evaluation skills. *(Research Pillar - FANMAHPPW p18)*

Use advanced clinical practice and judgement skills to support decision making and problem solving. *(Research Pillar - FANMAHPPW p18)*

Use critical thinking and analytical skills incorporating critical reflection. *(Research Pillar - FANMAHPPW p18)*

Health, Safety and Security

Acts within legislation, policies and procedures relating to information governance.

Attends statutory/mandatory training.

Responsible for ensuring the Health & Safety policies and procedures are implemented in their designated area of responsibility

Quality

Has a high level of awareness of own values and beliefs *(FANMAHPPW p 19)*

Negotiates care with service user/carers as an equal partner. 'Working in a positive and constructive way with difference and diversity. Putting the values, views and understanding of individual service users and carers at the centre of everything we do.'
(AW APF p19)

Manages complexity, uses critical thinking and analytical skills to underpin sound judgement, and ethical decision making. *(FANMAHPPW p19)*

Incorporates critically reflection in daily activity. *(FANMAHPPW p19)*

Promotes and influences others to incorporate person centred/values based care into practice. *(Advanced Clinical Practice Pillar FANMAHPPW p18)*

Develops advanced Psychomotor skills *(Advanced Clinical Practice Pillar FANMAHPPW p18)*

Equality and Diversity

Negotiates care with service user/carers as an equal partner. 'Working in a positive and constructive way with difference and diversity. Putting the values, views and understanding of individual service users and carers at the centre of everything we do.'
(AW AP Framework p19)

Actively promotes equality of opportunity and diversity in own area of responsibility. It is intended to go beyond compliance with equality legislation and move towards a situation where there is awareness in your area of and active commitment to the need to ensure equality of opportunity and the benefits of diversity. *(A4C Guidance)*

General

A scope of practice for this role outlines the specific tasks and duties for the role. Other tasks and duties may be determined by appropriate line manager as the role develops

COMPETENCE

- The post holder is required to participate in the Hywel Dda PDR process and work towards meeting identified development needs.
- The postholder is required to demonstrate on-going continuous professional development.
- At no time should the postholder work outside their defined level of competence. If the postholder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The postholder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

TEAM BRIEF

- The post holder is required to actively participate in Hywel Dda Team Briefing in order to aid communication within the Health Board.
- Managers and supervisors will regularly deliver the Team Brief verbally to their own staff teams by means of a Core Brief and additional departmental information.

REGISTERED HEALTH PROFESSIONAL

All staff who are members of a regulatory body must comply with standards of professional practice/conduct. It is the postholders' responsibility to ensure they are both familiar with and adhere to these requirements.

NHS CODE OF CONDUCT FOR MANAGERS

The post holder will be expected to adhere to the standards laid down in the NHS Code of Conduct for Managers and at all times act in a manner that reflects and promotes the values of the HB.

The post holder must ensure all activity and service objectives are effectively met in compliance with HBs standing orders and SFIs, scheme of delegated authority and employment legislation.

RISK MANAGEMENT/HEALTH & SAFETY

- The postholder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Hywel Dda. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.
- The postholder has the responsibility for monitoring the progress on action plans in relation to risk, health and safety.
- The postholder has the responsibility for the development of risk profiles and a risk register within their area of responsibility.
- The postholder has the responsibility for developing systems to monitor performance against agreed performance indicators.

HARRASSMENT & BULLYING

The HB condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias. All staff is requested to report any form of harassment and bullying to their line manager or to any Director of the HB.

RECORDS MANAGEMENT

The postholder has the responsibility for timely and accurate record keeping and where appropriate in accordance with professional guidelines.

The postholder has the responsibility for the creation and maintenance of records in accordance with Hywel Dda policy and the data protection act.

FLEXIBILITY STATEMENT

The developing and rapidly changing nature of the organisation will require considerable flexibility from the post holder. This job description indicates the main functions and responsibilities for the post and is not intended to be a fully inclusive list and the duties and responsibilities specified in this job description are subject to change as the needs of the HB evolve. On agreement with the post holder, this job description will be amended, as necessary, in the event of future organisational and professional changes and/or personal development.

CONFIDENTIALITY

All staff may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and /or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.

GENERAL

The postholder needs to ensure they are familiar with their terms and conditions of service,

EQUAL OPPORTUNITIES

It is the aim of the Hywel Dda HB to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, the HB has an Equal Opportunities Policy and it is for each employee to contribute to its success.

OUTSIDE EMPLOYMENT/OUTSIDE INTERESTS

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of the HB.

ENVIRONMENTAL

The Hywel Dda Health Board is committed to its environmental responsibilities. The Board recognizes that its activities, including energy consumption, waste generation, transportation emissions, water use and resource consumption, have a significant impact on the environment. As an integral part of its commitment to ensure high quality patient care, all staff have a responsibility to adhere to environmental policy and procedure at both an organisational level and within their own area of work to ensure legal compliance. Staff will do their utmost to minimize the environmental impacts of Health Board activities and services, and seek to continually improve operations to minimize their environmental

effects. Staff should take note of relevant communications and attend mandatory training when required.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and Knowledge	<ul style="list-style-type: none"> • Registered Practitioner (e.g. NMC/HPC) • Relevant Masters Degree, or evidence of masters level education and equivalent experience. Willingness to undertake further masters level education • Non-Medical Independent Prescriber • Approved Clinician (Wales) or willingness to undertake AC training 	<ul style="list-style-type: none"> • Evidence of higher level of practice development within specialist area 	<ul style="list-style-type: none"> • NMC/HPC Registration Certificates • Portfolio
Experience	<ul style="list-style-type: none"> • Extensive previous experience of working within mental health and with the Mental Health Act. • Demonstrable experience of complex decision making • Leadership and management experience • Significant experience where a degree of autonomous working has been required • Extensive experience of multi-professional working and leadership 	<ul style="list-style-type: none"> • People management experience • Teaching and education assessment experience 	<ul style="list-style-type: none"> • Application form, Personal portfolio and interview.
Aptitude and Abilities	<ul style="list-style-type: none"> • Able to demonstrate leadership in their field. • Able to demonstrate situations where effective leadership and management skills have been used to improve care • Be able to demonstrate tact and diplomacy when working with others • Ability to delegate and prioritise work • Ability to critically analyse research and apply to practice setting. • Evidence of their own interest and contribution toward developing clinical practice. • Ability to respond to and lead change • Leadership and change management skills • Effective communicator with patients, relatives and all members of the multi-disciplinary health care team involved in primary and secondary care. • Ability to work in a calm and efficient manner in situations of extreme workload • Self motivator • Positive influencing skills • Able to maintain confidentiality • Caring attitude to patients and clients • Shows respect to team members • Professional attitude to work • Able to work independently 	<ul style="list-style-type: none"> • Evidence of undertaking presentations to groups • Mentorship/clinical supervision skills • Evidence of conducting original research and audits. • Publication in peer reviewed journals. 	<ul style="list-style-type: none"> • Interview
Circumstances	<ul style="list-style-type: none"> • Able to travel • Able to work hours flexibly 	<ul style="list-style-type: none"> • Welsh Speaker 	<ul style="list-style-type: none"> • Application form and interview

SUPPLEMENTARY JOB DESCRIPTION INFORMATION

Effort Factors	If Yes, frequency:						Example
	Y	N	Daily	Weekly	Monthly	> Monthly	
Physical Effort							
Working in uncomfortable/ unpleasant physical conditions	√		√				Required to treat individuals in their own homes.
Working in physically cramped conditions		√					
Lifting weights/equipment with mechanical aids	√			√			Patient movement
Lifting weights/equipment without mechanical aids		√					
Making repetitive movements		√					
Climbing or crawling		√					
Manipulating objects		√					
Manual digging		√					
Running		√					
Standing/sitting with limited scope for movement for long periods		√					
Kneeling, crouching, twisting, bending or stretching		√					
Standing/walking for substantial periods of time	√			√			During a span of duty required to walk to wards etc multiple times a shift.
Heavy duty cleaning		√					
Pushing/pulling trolleys or similar				√			Occasional
Working at heights		√					
Controlled restraint i.e. jobs requiring training/certification in this	√			√			As required within inpatient ward.

Effort Factors	If Yes, frequency:						Example
	Y	N	Daily	Weekly	Monthly	> Monthly	
Mental Effort							
Carry out formal student/trainee assessments	√						Assess Nursing and junior medical staff
Carry out clinical/social care interventions	√		√				Determine ongoing care needs and liaise with other agencies to meet these.
Analyse statistics	√			√			Analyse research reports and simple statistics
Operate equipment/machinery	√			√			Clinical equipment
Give evidence in a court/tribunal/ formal hearings	√				√		Give evidence to MHRT, hospital managers and other courts.
Attend meetings (describe role):	√			√			As attendee – may be multi-disciplinary team meetings. Can be asked to take the notes and write them up.
Carry out screening tests/ microscope work		√					
Prepare detailed reports	√				√		Preparation of formal reports in relation to the Mental Health Act. May include court reports.
Check documents	√						
Drive a vehicle	√						Ability to travel to sites
Carry out calculations	√						
Carry out clinical diagnosis	√						Within parameters
Carry out non-clinical fault finding	√						

Effort Factors	If Yes, frequency:						Example
	Y	N	Daily	Weekly	Monthly	> Monthly	
Emotional Effort							
Processing (e.g. typing/transmitting) news of highly distressing events	√					√	Dealing with cases of suicide and homicide.
Giving unwelcome news to patients/clients/carers/staff	√			√			
Caring for the terminally ill		√					Unlikely
Dealing with difficult situations/circumstances	√		√				Provides emotional support to patients, families, relatives and staff in distressing and emotional situations
Designated to provide emotional support to front line staff	√		√				Offer counselling, supervision.
Communicating life changing events	√						
Dealing with people with challenging behaviour	√				√		Dealing with patients with severe mental health problems, learning disabilities; mental capacity issues
Arriving at the scene of an accident		√					

Effort Factors	If Yes, frequency:						Example
	Y	N	Daily	Weekly	Monthly	> Monthly	
Working Conditions							
Inclement weather	√						Required to travel to individual's homes
Excessive temperatures		√					
Unpleasant smells/odours	√			√			Dealing with bodily fluid; foul smells
Noxious fumes		√					
Excessive noise &/or vibration		√					
Use of VDU more or less continuously		√					

Unpleasant substances/non-household waste		√					
Infections Material/Foul Linen	√		√				Dealing with bodily fluid; foul smells
Body fluids, faeces, vomit	√		√				Dealing with bodily fluid; foul smells
Dust/dirt		√					
Humidity		√					
Contaminated equipment or work areas	√			√			Infected patient rooms
Driving/being driven in normal situations	√						
Driving/being driven in emergency situations		√					
Fleas or lice	√						Occasionally with patients who self neglect and their homes.
Exposure to dangerous chemicals/substances in/not in containers		√					
Exposure to aggressive verbal behaviour where there is little/no support	√						May be exposed to sudden violent threatening behaviours by patients/carers. This may occur in individuals homes where there is little support.

Effort Factors	If Yes, frequency:						Example
	Y	N	Daily	Weekly	Monthly	> Monthly	
Freedom to Act							
Does the post holder generally work with the supervisor/manager close by/available		√					Autonomous Practitioner – lead expert in their field
Does the post holder generally work with the supervisor/manager contactable by telephone	√						
Is the post holder the lead specialist in their field	√						Not always but can be
How often on average is guidance/advice given							As required. Guidance / advice may be sought at varying times within the day however the post holder works autonomously within HB policies and guidelines at all times being supported whenever necessary
How often is your work checked/monitored/assessed					√		

SCOPE OF PRACTICE ADVANCED PRACTITIONER – ACUTE CARE (MENTAL HEALTH)

The Definition of Advanced Practice for NHS Wales

“A role, requiring a registered practitioner to have acquired an expert knowledge base, complex decision-making skills and clinical competencies for expanded scope of practice, the characteristics of which are shaped by the context in which the individual practices. Demonstrable, relevant masters level education is recommended for entry level.”

Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales

The scope of practice should be designed around the four Advanced Practice Pillars identified in the Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales (2010)

The post holder will be required to work within Hywel Dda Health Board Mental Health Services across acute care services (inpatient and CRHT services) and community mental health services. It is envisaged however that the majority of the role will encompass acute care services, working with individuals who are experiencing acute episodes of mental health problems. The role will be divided on a sessional basis.

The post holder is identified as a clinical expert and is required to have a high clinical profile ensuring the provision of effective and efficient care. At this level the post holder is expected to work as a highly skilled senior practitioner and to have expert knowledge in the management of severe and enduring mental health problems.

The post holder is an experienced mental health nurse and accredited Advanced Practitioner who, acting within their professional boundaries, will provide care for the presenting patient, from initial history taking, clinical assessment, diagnosis, treatment and evaluation of care. This will include the admission and discharge processes around community teams and inpatient wards, including the review of observation levels within inpatient areas.

The post holder will make complex decisions around the detention and ongoing treatment of individuals under the Mental Health Act, acting as an Approved Clinician and carrying out the legal duties of the Responsible Clinician. This will include, but not be limited to, using s5 (2) powers to detain a patient; making treatment decisions that the patient does not agree with but may be compelled to take; granting S17 leave; making a CTO; varying or suspending discretionary conditions attached to a CTO; renewing detention or extending a CTO; recalling a patient from s17 leave or CTO; revoking a CTO; discharging a patient from detention, guardianship or a CTO. The post holder must be able to write formal reports and be able to defend their position in court where challenged on their decisions.

The post holder will demonstrate the ability to analyse information from a variety of sources, including other professionals and carers, identifying clear evidence based information and being able to incorporate this into practice.

The post holder will be able to identify a range of complex mental health presentations, including the underlying pathophysiology that may provide a physical cause or complication to their mental health problems. The post holder will be required to independently diagnose and manage physical health presentations within their sphere of competence. The post holder will also be required to understand the diversity of human beliefs, cultures and social influences and that can influence mental health presentations, including how these may influence treatment options that may be used.

The post holder will practice as a non medical independent prescriber, referring to the Consultant Psychiatrist in only the most complex cases.

The post holder will be required to have an expert knowledge of mental health risk assessment and management, allowing people who present with complex risks to be treated within the least restrictive options available. This will include individuals expressing suicidal intent.

The post holder will demonstrate excellent leadership skills, being able to motivate, negotiate and influence other people in developing and improving services to provide more effective and efficient health care. They will engage with other agencies, including the voluntary sector, to foster wider engagement.

The post holder will have a track record in teaching and assessing and be able to provide training and education to nursing staff, junior medical staff and other professionals where appropriate. They will be expected to provide input into the university pre and post registration education programmes in the fields of mental health and advanced practice.

The post holder will have expert knowledge in their field and will be expected to lead on original research, including publication in peer reviewed journals, and be able to implement changes in practice. They must have excellent critical appraisal skills and be able to understand where research evidence may be credible and applicable within their own service area. They will also lead on service evaluations and audits and be expected to provide expert advice and guidance to the Health Board in planning and implementing service change and practice developments. This will include writing clinical and operational policies and procedures.

1. Management and Leadership

- Identifying need for change, leading innovation and managing change, including service development.
- Developing case for change
- Negotiation and influencing skills
- Networking
- Team Development

2. Education (either within clinical practice or education sector)

- Principles of teaching and learning
- Supporting others to develop knowledge and skills
- Promotion of learning/creation of learning environment
- Service user/carer teaching and information giving
- Developing service user/carer education materials
- Teaching, mentorship and coaching

3. Research

- Ability to access research/use information systems
- Critical appraisal/evaluation skills
- Involvement in research
- Involvement in audit and service evaluation
- Ability to implement research findings into practice – including use of and development of policies/protocols and guidelines.
- Conference presentations
- Publications

4. Advanced Clinical Practice

- Decision making/clinical judgement and problem solving.
- Critical thinking and analytical skills incorporating critical reflection.
- Managing complexity.
- Clinical governance
- Equality and diversity.
- Ethical decision making.
- Assessment, diagnosis, treatment, evaluation, review, referral, discharge.
- Developing higher levels of autonomy.
- Assessing and managing risk.
- Non-medical prescribing in line with legislation.
- Developing confidence
- Developing therapeutic interventions to improve service user outcomes
- Higher level communication skills
- Service user focus/public involvement
- Promoting and influencing others to incorporate values based care into practice.
- Development of advanced psychomotor skills

These underpinning Principles of Advanced Practice should be included in the Scope of Practice

Autonomous Practice

Advanced Practitioners practice autonomously; have the freedom to exercise judgement about actions, in turn accepting responsibility and being held to account for them.

Critical Thinking

Practising autonomously required “self-regulatory judgement that results in demonstrating the ability to interpret, analyse, evaluate and infer” (Mantzoukas et al, 207; 33). Critical thinking allows Advanced Practitioners to explore and analyse evidence, cases and situation in clinical practice, enabling a high level of judgement and decision making.

High Levels of Decision making and Problem Solving

It would be expected that an Advanced Practitioner can demonstrate expertise in complex decision making in relation to their current role. This includes determining what to include in the decision making process, and making a decision based on judgement and critical thinking/problem solving. This in turn affects the ability to practice autonomously.

Patient Centred/Values Based Care

At this level of practice, individuals are required to have a high level of awareness of their own values and beliefs. Care is negotiated with service user/carers as an equal partner. ‘Working in a positive and constructive way with difference and diversity. Putting the

values, views and understanding of individual service users and carers at the centre of everything we do.'

Improving Practice

It is important that Advanced Practitioners deliver advanced practice which is evidence based within service, whilst acting as a positive role model, which enables change regardless of their "job title".

Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales 2010; p19