

JOB DESCRIPTION

Job Title:	Advanced Nurse Practitioner – Diabetes Specialist
Location:	North Uttlesford
Contract Type:	Permanent
Salary:	£53,000 - £55,000 (Pro rata and based on experience)
Hours of Work:	Part time – 1-2 days per week
Position Accountable To:	Richard Boyce, North Uttlesford PCN Clinical Director
Position Line Managed By:	TBC

Job Context:

This post will operate across all 4 practices in North Uttlesford, working closely with each Diabetic lead clinician from each GP Practice to manage and optimise care for diabetic patients in North Uttlesford. Employed within the PCN, this exciting role is intended to work across organisational boundaries in a collaborative way to deliver proactive, holistic, patient centred care.

This role is part of ambitious local plans for transforming care in line with national and local objectives. The post holder will be expected to operate flexibly and collaboratively with all partners, demonstrating practical skills and excellent communication and coordination. The role will be part of a multi-disciplinary team and will be central to the delivery of diabetic care locally.

Job Summary:

The post holder is responsible for ensuring the delivery of safe and effective Diabetic nursing care to the North Uttlesford PCN's diabetic population. To work collaboratively with the North Uttlesford Practices, PCN team and community services to meet the needs of the patients, supporting delivery of policy and procedures and provide direction to colleagues.

To work autonomously to undertake the routine assessment of patients with a long-term condition and provide clinical management in line with national / local guidelines and in liaison with medical colleagues.

To provide a high standard of nursing care in adherence to Practice policies, protocols and guidelines at all times, and ensure maintenance of current clinical knowledge in relation to relevant chronic disease along with treatment room skills.

The post holder needs to be flexible in line with the present atmosphere for change within the health service delivery. It is essential that the nurse will work within own level of competency and expand their role in accordance with North Uttlesford PCN's requirements and own scope of practice

The post holder will require specialist knowledge to demonstrate safe, competent clinical decision making and expert patient care including diagnostic skills. They will communicate and work collaboratively with the wider MDT to meet the needs of patients, supporting the delivery of policy and procedures. The post holder will provide diversity and service development to ensure a cohesive service that is aligned to high quality care providing strong leadership within the team and local area. This will include adopting system-wide approaches required to perform as best practice.

- Provide vision and professional leadership to the service
- Plan and support design of the service
- Ensure that the service delivers the best possible high quality patient-led care which is dynamic, proactive, anticipatory, innovative, safe and responsive to health needs.
- Be responsible for promoting excellence in clinical practice in the delivery of diabetic care.
- Be responsible for ensuring the delivery of a compassionate, dignified and respectful service to patients at all times.
- Ensure that the values outlined in the NHS Constitution are adhered to daily and any matters of concern are raised with the relevant Line Manager or through the necessary processes.
- The post holder will be responsible for the proactive case management of patients requiring complex case management in order to prevent hospital admissions and facilitate early discharge to improve patient health outcomes

Key Duties and Responsibilities:

Leadership and education

- Provide a visible, accessible and professional leadership presence for the service users and their families.
- Be responsible for the safe and effective delivery of services within the PCN.
- Ensure and embed high standards of care and safe practices in line with national guidance and best practice. This includes ensuring best practice arising from national reviews is fully embedded in local practice.
- Build a strong alliance with our system-wide partners.
- The post holder will play a pivotal role in educating and training local staff on diabetes management, fostering a culture of continuous learning and professional development across the PCN.

High Quality Clinical Service Delivery

- To have a duty and responsibility to act within their professional boundaries. In order to work at this level NMC requirements for advanced practice must be met

- The post holder will provide clinical expertise drawing on clinical knowledge to undertake rapid interventions to include advanced assessment, diagnosis and treatment, inclusive of independent prescribing
- Rapidly respond to new referrals, assessing clinical condition, care environment and treatment options
- Working integrative with the wider health and social care team within the area to meet the needs of patients, placing the patient at the centre of all decisions, reinforcing the concept of a more streamlined patient journey, with minimal avoidable delays, whilst improving the quality of care; preventing unnecessary hospital admission whilst also supporting safer discharge from hospital.
- The post holder will demonstrate critical thinking in the clinical decision-making process.
- Be accountable for planning and managing total episodes of care, working closely with the wider health and social care team as appropriate. Communicating effectively with patients and their carers to maximise recovery potential and to ensure understanding of condition by providing both written and verbal advice.
- Ensure co-ordinated care is patient focused and underpinned by evidence based practice and continual professional development to enhance the knowledge and skills of staff.
- Provide and receive complex, sensitive or contentious information requiring the use of developed negotiation, empathy, persuasive and motivational skills
- Support systems for measuring and improving the quality of the patient/care experience
- In collaboration, ensure there are systems in place to learn from all patient/carer experience safety.
- To review outcomes information and develop systems of audit to ensure continuous improvement.
- Support the service to become a high performing and clinically recognised centre of excellence.

Governance

- Undertake investigation and management of incidents in relation to the service.
- Manage complaints relating to the service in line with agreed processes and where required to resolve complex complaints, meeting with complainants to address their concerns to ensure local resolution is achieved wherever possible.
- Ensure implementation of effective and high quality systems throughout the service, liaising with other agencies around Safeguarding, human rights and best interest decisions.

- In collaboration with the management team, support the Directorate's approach to improving compliance with NHSLA standards, CQC registration and other regulatory requirements.
- Work with the PCN management team to ensure the delivery of Objectives.
- Be responsible for providing governance and assurance mechanisms
- Develop effective working relationships with external stakeholders

Finance / Budget Management

- In collaboration have oversight of the delegated team budgets and ensure the financial targets are met.
- Comply with financial processes, standing financial instructions and deadlines.
- Ensure relevant financial information is presented to staff and meetings, as appropriate.

Personal

- Maintain own professional registration and practice requirements.

Additional Duties:

In addition to the above duties you will also be expected to perform the below key activities in line with your job role;

- Complete mandatory training in line with policy and procedures
- To participate in the staff appraisal process and to undertake for any staff you manage
- To keep yourself updated on all matters relating to policy
- To provide management supervision where appropriate
- You will be expected to work collaboratively with key partner organisations, service users, carers, clinicians and other practitioners within the multi-disciplinary team in delivering services.

PERSON SPECIFICATION

Description	Essential	Desirable	Assessment
Education/ Qualifications	Registered Nurse with current NMC registration Advanced Practice Post grad diploma in diabetes care Non-medical prescribing and clinical examination and consultation skills Degree level education in relevant subject or equivalent intellectual ability	Master's Degree or equivalent relevant experience Experience in teaching or mentorship Experience in leadership and management	AF/IN
Knowledge	Advanced knowledge of diabetes service provision Good working knowledge of all areas of clinical and non-clinical governance, including quality, audit and risk management Comprehensive understanding of NHS including role and function of Integrated Care Systems and Primary Care Networks Comprehensive understanding of Social Care Systems and processes Comprehensive understanding of voluntary sector		AF/IN
Skills/Experience	Significant current experience in a senior nursing position Significant clinical experience within community		AF/IN

Description	Essential	Desirable	Assessment
	<p>Experience of successfully managing the implementation of change.</p> <p>Evidence of professional leadership, leading to innovation in practice.</p> <p>Advanced clinical reasoning skills and ability to make operational judgments</p> <p>Able to understand, critically assess and interpret research findings into practice.</p> <p>Ability to undertake Root Cause Analysis of critical incidents</p> <p>Able to provide and receive highly complex, sensitive or contentious information.</p> <p>Excellent verbal and written skills.</p> <p>Good understanding of computers and their applications.</p> <p>Line management experience.</p> <p>Experience in workforce planning</p> <p>Experienced in complaints management</p> <p>Literate in IT/Computer Skills</p> <p>Good oral communication skills based on fluency on the English language</p>		

Description	Essential	Desirable	Assessment
Personal Qualities	Ensures that the organisational values are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the PCN as appropriate.		AF/IN
Additional Requirements	Current driving licence Ability to travel across sites and across boundaries to attend meetings, etc.		IN/AS

JOB DESCRIPTION AGREEMENT/ACCEPTANCE: To be finalized and completed on appointment
This job description is intended to provide an outline of the key tasks and responsibilities only. There may be other duties required of the post-holder commensurate with the position. It will be subject to regular review and amendment as necessary in consultation with the post holder. As part of the regular appraisal process the post holder will be set annual objectives.
Signed (job holder):
Please print name:
Date:

Please return signed version to North Uttlesford PCN