

Example Job description for Advanced Practice role

Health Trust/ Board Name

Advanced Practitioner Job description

JOB TITLE: Advanced Practitioner

PAY BAND: AfC Band 8a

WORKING HOURS: Full/part time

RESPONSIBLE TO: Service Manager

ACCOUNTABLE TO: Business Manager

LOCATION:

Job Summary

This is a role where high-level skills and competencies have been developed across traditional professional boundaries. The Advanced Practitioner must remain appropriately skilled and competent to meet the changing service needs across the health economy.

The post-holder, as lead specialist, will decide how to achieve expected results by working within a wide range of codes of practice and broad occupational policies.

Include diagram of organisation showing line of accountability and relationship to key colleagues

The Advanced Practitioner must include all 4 pillars of practice.

They will take high level responsibility for the triage, clinical assessment and diagnosis of highly complex health and wellbeing needs within a defined sphere of practice. They will implement, evaluate and modify highly complex care/ interventions which they have developed to meet those needs. The Advanced Practitioner will provide high level care as specified below for a client group and work across professional disciplines.

The Advanced Practitioner will provide leadership to a team of staff, show leadership across local area (health board, Integrated care systems/boards).

The Advanced Practitioner role will include training and education of relevant staff.

Undertake audit and research to ensure service is meeting patient/client needs and in line with best practice

Ensure service is responsive to patient/client needs, meeting the equality, diversity and inclusion agenda.

Main Responsibilities

1. Delivering high level and complex triage, clinical assessment, diagnostics, treatment and evaluation of the needs of the target group.
2. Providing leadership; promoting a learning culture for colleagues and other agencies; leading service innovations and demonstrating high level problem solving.
3. Ensuring excellence in service delivery through personal and service development, underpinned by evidence based practice and research, embedded in the quality assurance agenda.
4. Driving innovation; managing the change process to ensure the service continues to be flexible and proactive to reflect the needs of the wider health economy/community, ensuring all key members of the pathway receive the relevant education and training.

Clinical

1. To triage patients with highly complex needs.
2. To undertake highly complex clinical assessments of patients/ service users within the sphere of Advanced Practice.
3. To determine a clinical diagnosis and make high level decisions regarding appropriate treatment/care plans.
4. Implement highly complex care/interventions according to clinical need.
5. Evaluate highly complex care/interventions based on evidence from clinical outcomes and best practice.
6. To provide advanced clinical advice, support and training to patients/service users, families, carers and professional colleagues to improve their journey and their health and wellbeing.
7. To be professionally accountable for all aspects of your own work including the management of patients in your care.
8. Registered practitioners who are non-medical prescribers are accountable for their prescribing activities by ensuring they are aware of their professional accountability and any restrictions or special considerations in their prescribing practice.
9. To develop and maintain the high-level clinical skills required to work as an advanced practitioner.

Leadership and Management (including financial / physical resources and staffing)

1. To demonstrate leadership by means of:
 - Delivering change within the sphere of practice, when and where indicated, to improve service delivery.
 - Influencing, motivating, supporting and enabling others to contribute towards the effectiveness and success of the pathway.

2. To provide high level advice and guidance in working with colleagues locally to ensure best practice across all disciplines in the assessment, treatment and long-term management of patients/ service users within the sphere of practice.
3. To identify innovations and lead the implementation of new working practices in conjunction with patients/ service users, local authority and third sector partners.
4. To take responsibility for their own high level and complex decision making and the decisions of their team which affect service delivery.

Facilitated Learning

1. To deliver relevant, evidence based training to patients, families, carers, relevant colleagues and local authority colleagues and third sector providers.
2. To provide specific training as required to the patient, family, carers and other members of the multidisciplinary team on the clinical and therapeutic management of an individual to support their health and wellbeing.
3. To supervise and performance manage a range of clinical and non-clinical staff (including students) as required to do so. Taking into account the breadth of knowledge, skills and experience held and required.
4. To attend and contribute to local/regional and national conferences and special interest groups within the sphere of practice.
5. To maintain your own CPD by keeping abreast of any new trends and developments, and incorporate them as necessary into your work, supporting other staff with their CPD.

Research and Evidence Based Practice

1. Registered Practitioners are required to evidence maintenance of their registration with the HCPC and work to the HCPC and BDA Code of Professional Conduct.
2. To benchmark current service delivery against local and national clinical guidelines and standards of care.
3. To lead on current best practice, based on the benchmarking outcomes.
4. To translate local and national guidelines and train relevant staff to ensure they have the skills and knowledge required to deliver effective services.
5. To measure and evaluate own work and current practices through the use of evidence based projects, audit, research, statistical information and outcome measures and lead others in doing so.
6. To network with practitioner colleagues within the trust/board and across wider health economies and nationally, to learn together and share good practice.
7. To interpret and implement quality assurance practices within your own work situation.

Communication

1. To communicate highly complex patient and service-related information effectively to relevant staff, local authority colleagues and third sector agencies.
2. Use highly complex communication skills and knowledge when working with patients, their families and other provider agencies.
3. To involve the patient and the family/carers in all relevant discussions about their management and decisions that are made about treatment techniques and facilitating patient involvement in the planning, development, delivery and evaluation of the service.
4. To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
5. To maintain accurate, comprehensive and up to date documentation, in line with legal and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters.
6. To collect appropriate data and statistics for the use in the review of the service delivery.
7. To use appropriate information technology skills for communication when required.

This job description is not exhaustive, additional duties may be requested in line with the post holder's knowledge, skills and competencies and the requirements of a developing service.

Board or Trust information on Safeguarding, Health and Safety, Infection Control etc.