

## **JOB DESCRIPTION**

### **1. JOB DETAILS**

**Job Title:** Advanced Neonatal Nurse Practitioner (ANNP)

**Band:** 8A

**Reports to:** Lead Nurse for Children / Lead Neonatal Consultant

**Department / Directorate:** Neonatal Unit, Specialist Services

### **2. JOB PURPOSE**

- Take the lead role resuscitating sick infants
- Initiate & assume responsibility for the immediate expert, critical and on-going management of sick infants and their families, and have freedom to interpret and act within broad policies and protocols.
- Be proficient when performing advanced skills/procedures.
- Practise Independent and Supplementary Prescribing as per the Department of Health initiative to allow for safe and efficient access to medication administration at the point of need.
- Take a proactive role in the education of the nursing and medical teams and families of the patients within the neonatal unit.
- Develop audit and research projects in conjunction with the audit facilitator, and participate in the up-dating of unit protocols and guidelines.
- Provide on-going supervision and support, and participate in the induction and training of the medical and nursing staff.
- Act as a role model and resource person for midwives, GP's, and nursing and medical staff from other areas within Royal Devon and Exeter Hospital and beyond.

### **3. DIMENSIONS/ KEY WORKING RELATIONS**

The Exeter Neonatal Unit is a Local Neonatal providing care for preterm or sick term newborn babies born within the Royal Devon and Exeter Hospital, its local community and from within the South West Regional Network as described in Network pathways and national service specifications.

Neonatal Unit nursing and medical staff

Neonatal clinical educator

Obstetric and midwifery staff

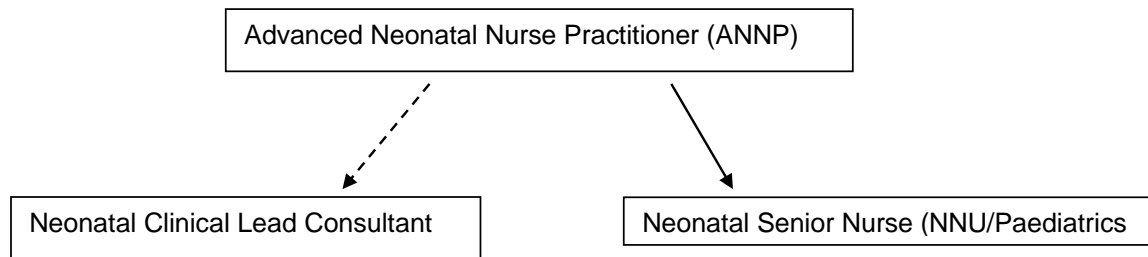
Infant feeding co-ordinators

Governance Lead

Trust research and audit leads

Other advanced nurse practitioners/ nurse consultants within the Trust

#### 4. ORGANISATIONAL CHART:



#### Key:

Line management/accountability —————→  
Clinical accountability - - - - -

#### 5. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES:

##### CLINICAL

- 5.1 Carry the emergency/crash bleep and attend high-risk deliveries providing the first line of treatment. Initiate resuscitation, airway intubation, stabilisation and safe transfer of new born infants to an appropriate centre (intensive care unit within local hospital).
- 5.2 Using specialised clinical and theoretical knowledge assess and diagnose the condition of the neonate in the first instance.
- 5.3 Act autonomously within agreed protocols to plan and implement individualised management plans. Formulate clinical decisions and often complex treatment plans to manage acute and chronic illness, and collaborate with all members of the multidisciplinary team incorporating both long and short term objectives of care.
- 5.4 Initiate and subsequently manage the care of infants requiring mechanical ventilation, which will include the monitoring of blood gases and the regular altering of assisted ventilation modes.
- 5.5 Prescribe as an Independent Prescriber, assessing and prescribing appropriate medication within the unit guidelines using the unit drug monographs and British National formulary, documenting using required management plan, and communicating information to other health care professionals and families
- 5.6 Initiate the commencement of required intravenous fluid therapy following the insertion of central and peripheral lines in accordance with agreed local protocol.
- 5.7 Be responsible for the delivery of a detailed and accurate clinical handover on ward rounds to medical and nursing staff, and produce detailed and accurate written information within the medical notes regarding all clinical assessment and treatments administered.

- 5.8 Write detailed infant summaries on discharge home and on transfers to other hospitals, and write referral letters to clinical specialties.
- 5.9 Communicate regularly with midwives (both within the community and the hospital setting) and community neonatal staff offering advice on a variety of matters, i.e. jaundice, weight loss and feeding issues.

## **6. PERSONAL & PROFESSIONAL**

- 6.1 Be responsible for maintaining current registration with the Nursing and Midwifery Council and performing within the Code of Professional Conduct and relevant Guidelines for Practice.
- 6.2 Keep up-to-date with current research and audit findings.

## **7. EDUCATION AND TRAINING**

- 7.1 Participate in the initial induction training programme for nursing and medical staff, and continue to be involved in their on-going support and training as required. Be involved in the bedside, classroom, and divisional teaching of Royal Devon and Exeter staff, the national teaching of courses such as Neonatal Life support, and teaching on the degree courses run by the local university, in addition to presenting at national conferences.
- 7.2 Mentor ANNP students and medical staff, and supervise other staff working within the clinical area, providing professional support and clinical supervision as required for local and regional staff groups.
- 7.3 Give guidance and participate in the teaching and assessment of junior, middle grade and senior medical staff.
- 7.4 Support the NNU and midwifery educators by undertaking lectures/ presentations for local study days within the Trust.
- 7.5 Act as a constant source of clinical and theoretical knowledge for all bands of nursing and medical staff, and infants' parents.
- 7.6 Participate in the organisation of educational training within Royal Devon and Exeter, the southwest regional network, and nationally as appropriate e.g New Born Life Support, infant transportation, community staff, and ANNP education, and aim to raise the profile of ANNP work regionally.
- 7.7 Actively plan and undertake the teaching of resuscitation of infants to parents.

## **8. MANAGEMENT**

- 8.1 Take part in the senior nurse team structure within the department, supporting junior members of the team.
- 8.2 Ensure appropriate representation and participation in departmental and divisional meetings such as NNU Management and Governance and Infection control.

- 8.3 Be aware of the budgetary constraints within the department and manage resources appropriately, and encourage others to do likewise.
- 8.4 Following Trust policy, act in an appropriate manner when dealing with incidents and complaints.

## **9. RESEARCH & AUDIT**

- 9.1 Maintain own awareness of relevant research evidence relating to own work speciality, and ensure that this is applied in own practice where appropriate. Encourage colleagues to recognise the importance of research in practice.
- 9.2 Contribute to the development of local evidence based standards, policies and guidelines related to the speciality.
- 9.3 Instigate and participate in nursing research and audit projects within the ward and division

### **Other Responsibilities:**

To take part in regular performance appraisal

To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

To contribute to and work within a safe working environment

The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

The post holder is expected to comply with Trust Infection Control Policies and conduct him/her at all times in such a manner as to minimise the risk of healthcare associated infection.

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check

## **THE TRUST – Vision and Values**

Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:

Honesty, Openness & Integrity  
Fairness,  
Inclusion & Collaboration  
Respect & Dignity

**We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff's commitment to meeting the needs of our patients.**

We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.

We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

## **GENERAL**

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserves the right to insist on changes to your job description after consultation with you.

The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462.

## PERSON SPECIFICATION

**POST: Advanced Nurse Practitioner**

**BAND: 8A**

REQUIREMENTS	At Recruitment	At 2 <sup>nd</sup> KSF Gateway
<b><u>QUALIFICATIONS / TRAINING</u></b> MsC in Advanced Practice RSCN Part 8 / RN (Child Branch, Part 15), RN or RM Post basic certificate or related study in neonatal critical care Significant formal training or research experience in neonatal care ie. Examination of newborn or newborn life support instructor status	E E E E E	
<b><u>KNOWLEDGE / SKILLS</u></b> Previous experience in relevant Neonatal Intensive Care Teaching experience Mentoring and Assessing or Teaching qualification Demonstrate leadership skills and knowledge	E E E E	
<b><u>EXPERIENCE</u></b> Basic computer skills and competent to use windows-based programs Self-motivated and able to motivate others Good problem-solving ability & skills Evidence of ability to use initiative, lead a team and manage change Ability to manage when under both individual and/or work pressure Good interpersonal communication and time management skills Ability to plan, organise and prioritise own and work of others Assertive and proactive Possess a high level of skill and competency in relevant area of practice Research and audit experience	E E E E E E E E E E	
<b><u>PERSONAL ATTRIBUTES</u></b> Respecting Everyone Embracing Change Recognising Success Working Together	E E E E	
<b><u>OTHER REQUIREMENTS:</u></b>		

\* Essential/Desirable

HAZARDS IDENTIFIED:					
Laboratory specimens	x	Clinical contact with patients	x	Performing Exposure Prone/Invasive Procedures	x
Proteinacious Dusts					
Blood / Body Fluids	x	Dusty environment		VDU use	x
Radiation	x	Challenging Behaviour	x	Manual handling	x
Solvents		Driving		Noise	
Respiratory Sensitisers		Food handling		Working in isolation	