

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Advanced Clinical Specialist (Nurse / Therapist / Paramedic) |
| **Reports to** | Pathfinder Manager/Urgent Care Lead |
| **Band** | 7 |
| **Department/Directorate** | **Pathfinder Team – Health and Social Care Directorate** |

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| **JOB PURPOSE** |
| * **K** Work across traditional professional boundaries to provide holistic, generic assessment, diagnosis, signposting and advice to patients and their carers to facilitate hospital discharge and prevent unnecessary hospital admission. The specialist area includes a wide range of acute, chronic and terminal care cases, many having highly complex social situations and/or presentations. * Proactively seek new patients to recruit and triage from Acute Medical Unit, Same Day Emergency Care Unit, ED and The Acute Frailty Unit. * Lead in the delivery of seamless transition between the acute trust and the community. * Support and drive improvement in care for older people with frailty * Lead the clinical specialty providing leadership, development and governance in relation to the Pathfinder / Acute Hospital At Home Frailty Team and supporting other clinicians regarding patient assessment and management. * Work with the manager to lead and develop the service in line with patient need and trust wide developments and to help provide an equitable service across the Trust. * Work in a generic manner to provide comprehensive, holistic assessments to ensure patients are discharged from hospital with appropriate support. * Teach other professions in the Pathfinder Team and wider health community * Assist in the development of services related to reducing length of stay, avoiding hospital admissions and facilitating timely discharge.  |  | | --- | | Context:  The Post Holder will work as part of the Pathfinder / Acute Hospital At Home Team in NDDH and in the community working across disciplines to facilitate hospital discharge, help prevent admission to hospital to manage older people with frailty in the community virtual ward and acute setting  The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.  The post holder will need to work alone at times making autonomous decisions  The post holder will need to carry out assessment and management skills outside of their profession including in the areas of Physiotherapy, Occupational Therapy, Nursing and Social Services.  Caseload Management:  This post requires caseload management which will vary according to location and complexity. There will be a responsibility to provide advice to patients with highly complex and specialist needs as well as carers and other disciplines.  Provide support to other registered and non-registered staff regarding holistic assessment, sign posting and care provision.  Provide direct support and guidance to registered and non-registered staff with potentially challenging cases/situations.  The post holder will pass on and also encourage others to share their skills/knowledge within both formal and informal environments.  To have responsibility for the development of Pathfinder staff.  Budget  To be responsible for the use of resources in the most efficient and effective way.  To authorise spending on equipment (core items) from Community Equipment Store catalogue to a value of £5,000 [2014] following authorisation training. | |  | |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| This post requires weekend and evening working. |
| **KEY WORKING RELATIONSHIPS** |
| * Patients, Families and Carers * SDEC and Medical Triage Unit Nursing Teams * ED teams * Single Point of Access * Allied Healthcare Professionals * Junior Medical Team * Consultant Physicians * Clinical Leads * Clinical Matrons * Management Teams * Assistant Directors of Nursing * Psychiatric Liaison Team * Clinical Governance Team * GPs * Voluntary Services   Health and Social Care Teams |

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| **ORGANISATIONAL CHART** |
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| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * Ensure effective communication takes place at all times. * Lead and attend multidisciplinary meetings, board rounds and visits as appropriate   to ensure that there is an integrated approach that benefits patient’s overall care and discharge  plans.   * Be proactive in giving talks/demonstrations regarding your work to colleagues and others. * Write comprehensive reports regarding generic patient assessment, treatment outcomes and recommendations to GPs, consultants, other health and social care colleagues and other members of the multidisciplinary team. * Read and interpret a range of patient medical, medication, social history and social care plans. * Read and interpret a range of policy and guidance, both local and national. * Provide information, advice and clinical expertise to team members and managers. * Liaise closely with all members of the primary and secondary health care team and other agencies in all matters regarding patients care, discharge and future care management. * Work with patients referred with complex communication and cognitive problems e.g. stroke. * Communicates sensitive and complex information * Obtain patient consent and work within a legal framework with patients who lack capacity to consent to treatment |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Undertake a comprehensive, holistic, highly specialist clinical assessment of patients presenting with highly complex multifactorial problems using advanced analytical and investigative skills and clinical reasoning. * Working outside of discipline to provide a multidisciplinary assessment. * Use clinical judgment to access further diagnostics, treatment etc. * Interpret highly complex information e.g. medical notes and clinical findings. * To provide advanced specialist advice and second clinical opinion to other colleagues e.g. GPs. * To actively manage clinical waiting times to meet patient need and Trust priorities. * Work in collaboration with other teams in order to support a consistent and equitable service across the Trust. * Lead and participate in the operational planning and implementation of policy and service development within the team, helping to set priorities. * Lead clinical changes that contribute to the development of patient pathways. * Propose changes to improve practice in line with local and national guidelines. * Undertake risk assessment, using clinical judgement and provide accurate feedback to the team as necessary e.g. in relation to lone working.   Apply clinical reasoning skills after assessment to decide appropriate management approach |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * Manage an individual caseload of highly complex patients effectively and efficiently. * Take part and lead group sessions * Plan organize and prioritise own work load and guide the work of support workers and junior staff as appropriate. * Work with the team to deliver the most effective service within the resources available to meet patient needs * Exercise good personal time management, punctuality and consistent, reliable attendance * To be involved in longer term strategic planning in area of expertise. |
| **PATIENT/CLIENT CARE** |
| * Manage own highly complex caseload and management programmes to a high standard expected of an experienced clinician without day to day clinical supervision. Support is available through the clinical supervision programme and from more specialist or skilled staff in a particular area. * Prioritise and assess highly complex patients referred, taking an evidence-based and reflective practice approach, using a wide range of skills in order to maximise patient/user independence. * Identify specific problems/needs, and develop goals and highly specialist management plans in partnership with the patient and others. * Provide generic assessments utilising basic skills outside of own discipline’s usual scope * Evaluate patient care in the specialty and be proactive in developing services to meet national and local standards. * Evaluate patient/user progress, and modify treatment/input if required. * Maintain accurate and timely patient records and reports using agreed standard formats * Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner. * Comply with trust infection control policies and conduct him/herself at all time in a manner as to minimise the risk of health care associated infections. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Keep up to date with professional and related Health and /Social Care developments. * Support the team to keep updated in developments in the NHS and Social care, leading in the specialty. * Identify opportunities to improve the service, taking account of resources available, discussing your ideas with colleagues and managers. * Participate in the operational planning and implementation of policy and service development within the specialty, leading on priorities in your area and coordinating across organisational and professional boundaries. * Propose and lead changes to improve practice in line with local and national guidelines. * Be aware of and follow the Health and Safety at Work Act and local/national guidelines, reporting any incidents using the correct procedures. * Ensure that staff are aware of, and follow Health and Safety at Work Act and national/local guidelines and are aware of correct procedures for reporting incidents. * Report any accidents/ untoward incidents/ near misses to self, patients or carers to the manager in accordance with Trust policy. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Support the manager in the best use and monitoring of allocated resources. * Assess, prescribe and order equipment and other resources. * Ensure safe and efficient use of stock and equipment. Ensure equipment has appropriate checks made. Report any equipment defects, taking action to ensure any such equipment is withdrawn from service. * Demonstrate and instruct the use of equipment to ensure safety. * Understand and apply the eligibility criteria for services. |
| **HUMAN RESOURCES** |
| * Work collaboratively with the manager to ensure training and continuing professional development for all team members and planning for the appropriate workforce. * Participate in clinical supervision as supervisor and supervisee. * Participate in staff appraisal as appraiser and appraisee. * Participate in and be proactive in leading and teaching at training sessions for staff and other agencies. * Be involved in the recruitment of staff in the team in accordance with HR policies, terms and conditions to maintain an effective workforce capable of meeting the objectives of the service. * Undertake the full range of clinical leadership tasks including communication, staff involvement, workforce planning, appraisal, training and development, and performance management. * Actively share areas of knowledge and experience both formally and informally. * Ensure that professional registration is maintained and evidenced to the manager. * Work with the manager to ensure clinical cover across the locality is maintained especially at times of service pressure. |
| **INFORMATION RESOURCES** |
| * Contribute to the collection of statistical data in order to monitor and develop team activity using electronic and paper methods. * Monitor and evaluate the information available. * Maintain accurate and timely patient records using agreed standard formats. |
| **RESEARCH AND DEVELOPMENT** |
| * Maintain an up to date knowledge of all areas of clinical practice using a variety of CPD methods and to maintain a CPD portfolio. * Lead on clinical governance activities e.g. audit, research, service reviews. * Take a lead role in clinical development e.g. journal clubs, special interest groups, peer review groups and other activities to share and expand specialist knowledge across the service. * Provide support and leadership to the team members to participate in clinical governance activities e.g. audit, research, clinical reviews.   Adhere to all professional standards of practice and organisational policies and procedures. |
| **PHYSICAL SKILLS** |
| * Assess, prescribe and demonstrate the safe use of equipment, e.g. wheelchairs, in a variety of settings including the patient’s home. * Computer skills to maintain patient records, clinical audit, support clinical practice, e mail, presentations and order equipment etc. * Therapeutic handling of patients (e.g. positioning, stair practice) demonstrating dexterity, co-ordination, often with the need for prolonged physical effort. This will include patients with complex and specialist needs*.* |
| **PHYSICAL EFFORT** |
| * Manually handle equipment (wheelchairs, health care equipment) and furniture frequently, following ergonomic risk assessment as per statutory training and service risk assessments. * Treatment will necessitate working in restricted positions or limited space. * Ability to travel to other locations as required meeting time constraints * Manual therapeutic handling of patients in relation to assessment, treatment and rehabilitation may require working in restricted positions or limited space. |
| **MENTAL EFFORT** |
| * Manage competing demands of providing services on a daily basis and developing a clinical area. * Read, decipher and interpret patient information. * Read and decipher lengthy documents, summarising for other staff as appropriate. * Work pattern is unpredictable and subject to frequent interruption * Frequent mental effort in assessment and treatment programmes. * Long periods of concentration, particularly when using a VDU. * Identify strategies to motivate patients to comply with their treatment plan. |
| **EMOTIONAL EFFORT** |
| * Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news. * Work with patients in the aftermath of bad news. * Work with patients with mental heath problems or occasional challenging behaviour. * At times talk to relatives following a death. * Work with patients and their carers in periods of crisis where they may be extremely stressed, angry or upset |
| **WORKING CONDITIONS** |
| * Work in a variety of settings according to patient needs including patients own home which can often involve hot/cold temperatures, cluttered, noisy environments and unhygienic environments. * Work with patients with a wide range of conditions including contact with body fluids such as urine, blood, sputum. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are 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.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **GENERAL** |
| This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those working directly to him or her. You will, therefore, be expected to participate fully in such discussions. It is the organisations' aim to reach agreement to reasonable changes, but if agreement is not possible management reserves the right to insist on changes to your job description after consultation with you.  We are committed to serving our community. We aim to co-ordinate our services with secondary and acute care.  We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring healthcare agencies and professionals.  We recruit competent staff whom 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.  The Trust operates a 'non smoking' policy. Employees are not able to smoke anywhere within the premises of the Trust or when outside on official business.  All employees must demonstrate a positive attitude to Trust equality policies and Equality Scheme. Employees must not discriminate on the grounds of sex, colour, race, ethnic or national beliefs, marital status, age, disability, sexual orientation, religion or belief and will treat patients, colleagues and members of the public with dignity and respect.  If the post holder is required to travel to meet the needs of the job, we will make reasonable adjustments, if required, as defined by the Equality Act 2010. |

PERSON SPECIFICATION

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| **Job Title** | Advanced Clinical Specialist (Nurse / Therapist / Paramedic) |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**    Degree or Graduate Diploma in therapy or Nursing  HCPC Registration or NMC  Additional education in specialist field to master’s level or equivalent  Additional training relevant to the post e.g. moving and handling, clinical skills training, student supervision training.  Member of specialist interest group | E  E  E  E  D |  |
| **KNOWLEDGE/SKILLS**  Evidence of continuing professional development  Evidence of highly developed communication skills to motivate patients and team  Highly developed analytical and critical appraisal skills  Knowledge of relevant NSFs, appropriate national guidance and other relevant initiatives  Experience of leading clinical audit  Multi-disciplinary team working across health, social and voluntary sectors  Proven ability of complex case management  Broad range of IT Skills | E  E  E  E  E  E  E  E |  |
| **EXPERIENCE**  Appropriate clinical skill and competence to demonstrate highly developed specialist knowledge in clinical setting including specialist training  Advanced level of clinical expertise to plan and organise a specialist caseload and develop the clinical team  Experience of advanced problem solving  Undertaken specific piece of work to enhance service development | E  E  E  E |  |
| **PERSONAL ATTRIBUTES**  Able to influence and lead the team  Proven ability in organisational and time management  Ability to deal with and resolve conflict | E  E  E |  |
| **OTHER REQUIREMENTS**  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.  Ability to travel to other locations as required meeting time constraints. | E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y |  |  |  |  |
| Contact with patients | Y |  |  |  |  |
| Exposure Prone Procedures | Y/N |  |  |  |  |
| Blood/body fluids | Y |  |  |  |  |
| Laboratory specimens | Y |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N | YYY |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y |  |  |  |  |
| Animals | Y |  |  |  |  |
| Cytotoxic drugs | Y |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | Y |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  |  |
| Heavy manual handling (>10kg) | Y |  |  |  |  |
| Driving | Y |  |  |  |  |
| Food handling | Y |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y |  |  |  |  |
| Mental Effort | Y |  |  |  |  |
| Emotional Effort | Y |  |  |  |  |
| Working in isolation | Y |  |  |  |  |
| Challenging behaviour | Y |  |  |  |  |