

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Clinical Stroke Practitioner (generic acute) |
| **Reports to** | Lead Advanced Practitioner for Stroke Services |
| **Band** | Band 7 |
| **Department/Directorate** | Medicine |

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| **JOB PURPOSE** |
| This is a Specialist practitioner post which enables the individual to be responsible for aspects of the provision of high-quality Specialist stroke care to both inpatient and outpatients within the speciality and to provide expert advice and support for patients diagnosed the condition.  This post holder will act as an expert resource for the multidisciplinary team by providing advice, support and education through clinical practice evidence-based development.  There will be close liaison and appropriate referral between all relevant departments, the lead clinician and other services, including those provided by community teams.  The post holder will develop and sustain partnership working with individual groups, communities and agencies.  Facilitate the planning and delivery of care programmes to address patients needs and develop/improve the service. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * Supporting patient through the stroke pathway from admission to discharge * Working collaboratively with clinical areas and departments who support stroke patients to ensure timely delivery of care * Work collaboratively with system partners to facilitate the transfer of care across the stroke pathway * Working as a clinical expect in the stroke speciality to provide education, training and support to staff, patients and their families * Participate and engage in audit to ensure the delivery of evidenced based care in line with national guidelines. |
| **KEY WORKING RELATIONSHIPS** |
| The post holder will work closely with the Wards and other relevant departments, Lead Clinician and clinical and medical teams, Emergency Department, Therapist, Therapy Teams, Clinical Matron, Service Manager for Services and the Divisional Team.  The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Emergency Department * Medical workforce | * System provides across the ICB | | * Radiology | * South West Stroke Networks | | * Nursing teams |  | | * Therapy teams (SLT, physio, OT, Dietetics, psychological) |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| To what level are decisions made with or without reference to supervisor/line manager. Can this be illustrated in some way in the duties listed? At what level does this operate, does the post holder : i) work with supervision close by, ii) is guided by standard operating procedures, iii) work is managed rather than supervised, iv) post holder decides how results are best achieved, v) interprets broad policy and establishes standards. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| Provide and receive highly complex and highly sensitive information. Communicates very sensitive, complex condition related information to patients, relatives offering empathy and reassurance.  To communicate effectively between departments, wards and Trusts to ensure patients journey is seamless.  To work in partnership with health professionals to address people’s health needs through planning and delivering interventions which are based on best practice and clinical judgement. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Requires skills for assessing and interpreting specialist acute and other patient conditions and taking appropriate actions, this may include non-medical prescribing.  To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet changing needs and established goals of care. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| Plan, organise complex activities, programmes requiring formulation and adjustment.  To receive direct referrals within the speciality and to provide expert assessment of patient’s needs.  To develop and provide a co-ordinated specialist service to patients with the relevant diagnosis and their carers and to have direct clinical involvement in complex care in both the outpatient and inpatient setting.  To support and prevent admission for the patient with the relevant diagnosis and support the coordination of complex discharges for patients with the relevant diagnosis that have been admitted.  Plan & organise day-to-day service provision. |
| **PATIENT/CLIENT CARE** |
| To support patients in meeting their own health and wellbeing through providing expert information, advice and support.  To assess patients and their complex needs and those of their families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and issues surrounding palliative care and bereavement.  To provide emotional, psychological and practical support to the patient and their family/carer throughout their pathway and to facilitate communication between patients, families and professionals.  To recognise ethical dilemmas relating to care and act as the patient/relative’s advocate when required.  To develop care pathways for patients with the relevant diagnosis. |
| **POLICY/SERVICE DEVELOPMENT** |
| To develop specialist practitioner led care where appropriate, in line with National guidance.  To supervise/instruct qualified and unqualified members of the multidisciplinary team as appropriate.  To act as an expert resource to others in developing and improving specialist knowledge and skills in specialist clinical practice, through acting as an assessor, facilitator and teaching groups of staff as required.  To develop evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions.  To evaluate clinical effectiveness within the speciality, identifying poor quality and a plan for quality improvement and produce an annual report.  Act as facilitator in developing clinical practice and promoting changes in service that meet National Standards – both clinical and operational.  To participate in developing the specialist service strategy and shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this.  To employ effective decision-making skills to address complex issues and use effective change management skills to implement these.  To use effective prioritisation, problem solving and delegation skills to manage time effectively.  To establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise.  To maintain a peer network of support, information and learning with other nurse specialists within the organisation. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| The post holder has a personal duty of care in relation to equipment and resources.  The post holder will work within a defined day to day operational budget, ensuring that any projects undertaken are established and managed in a financially responsible manner. |
| **HUMAN RESOURCES** |
| Day to day clinical management and support of other stroke practitioners and members of the multidisciplinary team.  To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.  To provide specialist input to post-registration courses and professional development programmes.  To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others. |
| **INFORMATION RESOURCES** |
| To document all patient contacts in patient record, as per Trust Documentation Policy.  To be involved in the Audit Programme relevant to the service.  The post holder will use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations. The post holder will be responsible for sourcing and gathering information to produce presentations, informative reports, briefings and papers for meetings. |
| **RESEARCH AND DEVELOPMENT** |
| To maintain own and others’ awareness of relevant research evidence related to the speciality and work with others in applying this to practice.  To identify areas of potential research relating to the speciality and to participate in relevant research activities.  To participate and lead in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care on a regular basis and provide feedback to relevant groups.  To ensure the Trust provides accurate clinical data to national data collection programmes relevant to the service. |
| **PHYSICAL SKILLS** |
| High degree of competence and dexterity in practical clinical skills to support care pathways required within the speciality such as providing a supporting role with Assessments or undertaking specific assessments and referrals. |
| **PHYSICAL EFFORT** |
| High degree of competence and dexterity in practical clinical skills, providing a supporting role with holistic assessments on the ward, in outpatients and in the emergency department as appropriate.  The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods involving sitting at a VDU for long periods of time. |
| **MENTAL EFFORT** |
| Ability to carry a caseload of clients and formulate effective treatment programmes to cure or alleviate symptoms.  Actively participate in strategic service planning & development.  The post holder will require resilience to deliver specialist practitioner care in at time, stressful and emotional demanding environments.  Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people across different organisations whilst also providing senior support to junior members of staff.  The work pattern is unpredictable and subject to frequent interruption. |
| **EMOTIONAL EFFORT** |
| * Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news on a day to day basis. * Work with patients in the aftermath of bad news. * Work with patients with mental health problems or occasional challenging behaviour. * Talk to relatives following a death. * The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment. * Ability to adapt to an unpredictable workload. * Provide leadership and support to the multidisciplinary team and deal with poor performance. * Managing conflict in the workplace and assist in dealing with crises/problems/ difficult circumstances within department teams/individuals. * Dealing with complaints and patient feedback. * Frequent exposure to distressing or emotional circumstances. |
| **WORKING CONDITIONS** |
| Occasional working with hazardous substances (cytotoxic drugs, bodily waste and fluids) when in clinical setting.  Occasional aggressive behaviour when dealing with face to face complaints  Regular use of VDU. |
| **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. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| 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. |
| **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 reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** |  |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS / SPECIAL TRAINING**  Registered Nurse or AHP  Post-registration qualification at Masters level in specialist field or working towards and / or significant experience.  Formal qualification in teaching of adults.  Formal qualification in Non-medical prescribing (willing to undertake)  Advanced Communication course, or willing to participate in training.  Degree in relevant discipline or willing to work towards.  Competent in the physical examination of patients including assessment, history taking and extend skills where required | 🗸  🗸  🗸  🗸  🗸  🗸  🗸 |  |
| **KNOWLEDGE/SKILLS**  Significant experience in specialism.  Extensive experience in care of patients in the speciality.  Experience of managing service provision and the supervision and managing of staff.  Ability to represent the department at meetings of internal, local, regional and national bodies and institutions.  Competent in the delivery of medications both orally and IV. | 🗸  🗸  🗸  🗸  🗸 |  |
| **EXPERIENCE**  Ability to manage and conduct specialist led non-medical clinics.  Able to manage and control research projects.  Counselling skills.  I.T. Competence in the usual applications – database, spreadsheet and presentation software etc.  High level of presentation skills and experience of public speaking. | 🗸  🗸  🗸  🗸  🗸 |  |
| **PERSONAL ATTRIBUTES**  Good interpersonal skills.  Good communication skills.  Ability to be empathetic.  Ability to handle difficult or emotional situations.  Excellent organisational skills.  Motivation.  Ability to adapt and change to meet the needs of the service.  Able to work as a team member. | 🗸  🗸  🗸  🗸  🗸  🗸  🗸  🗸 |  |
| **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. | 🗸  🗸 |  |

Complete the table below as appropriate

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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/N |  |  |  | Y |
| Contact with patients | Y/N |  |  |  | Y |
| Exposure Prone Procedures | Y/N |  |  |  |  |
| Blood/body fluids | Y/N |  |  |  | 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) | Y/N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  |  |  |  |
| Animals | Y/N |  |  |  |  |
| Cytotoxic drugs | Y/N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | Y/N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N |  |  |  |  |
| Dusty environment (>4mg/m3) | Y/N |  |  |  |  |
| Noise (over 80dBA) | Y/N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y/N |  |  |  | Y |
| Heavy manual handling (>10kg) | Y/N |  | Y |  |  |
| Driving | Y/N |  | Y |  |  |
| Food handling | Y/N |  |  |  |  |
| Night working | Y/N |  |  |  |  |
| Electrical work | Y/N |  |  |  |  |
| Physical Effort | Y/N |  |  |  |  |
| Mental Effort | Y/N |  |  |  |  |
| Emotional Effort | Y/N |  |  |  |  |
| Working in isolation | Y/N |  | Y |  |  |
| Challenging behaviour | Y/N |  |  | Y |  |