Advanced Neonatal Nurse Practitioner
Medway NHS Foundation Trust
Come and join us at Medway NHS FT

Whether you’re a porter or a nurse, a pharmacist or a housekeeper, a doctor or an IT expert, you can have a vital role to play in providing care for almost half a million people from the Medway towns and Kent more widely.

We’re the largest hospital in Kent and we do a huge amount here; looking after the 100,000 people who come to our emergency department, delivering 5,000 babies and carrying out 22,000 operations each year. We use two million items of bedding each year and serve half a million cups of tea.

We have a team of over 4,000 highly skilled and dedicated people, united by a passion for providing brilliant care for the thousands of patients that pass through our door each day. As the largest employer in Medway, we are all committed to doing our best for the local community and working with a whole range of partners to improve public health across the area.

We have had some challenging times at Medway but we’ve delivered significant improvements in recent months and the future looks bright. Our aim is to be the best and we hope you will consider joining us and helping us to achieve that.

Lesley Dwyer
Chief Executive Officer
JOB DESCRIPTION

Role: Advanced Neonatal Nurse Practitioner (ANNP)
Banding: 8a
Directorate: Families & Clinical Support
Responsible to: Consultant Neonatologist/Clinical Nurse Lead
Accountable to: Lead Clinician Neonatal Unit, Head of Nursing for Children

Job Purpose:

The post holder will work within a collaborative, interdisciplinary team and take a lead role in the delivery of holistic, evidence based care under the direction of the Consultant Neonatologists and Clinical Nurse Lead.

Key Responsibilities

The post holder will participate in the medical rota, undertaking a clinical role in the care of the neonate. They will use their advanced clinical skills and training to perform comprehensive health assessments and initiate care and treatment plans through agreed protocols and guidelines. The ANNP demonstrates highly developed levels of critical thinking and diagnostic reasoning ability. He/she utilises expert clinical skills, which are not normally undertaken by nurses. These skills are developed by performing comprehensive health assessment, and initiating care and treatment modalities through agreed protocols.

The post holder will be a registered Nurse Practitioner with 3-4 years post basic experience in a Neonatal Intensive Care Unit. Educated or working towards a Masters Degree. RN/RGN/RSCN or RN/ENBA19/ENB405/ENB998. Independent/Supplementary Prescribing.

THE DEPARTMENT OF NEONATOLOGY

The Oliver Fisher Neonatal Unit was opened to Intensive Care in 1984 with two regionally funded neonatal intensive care cots. By 1999, when the Unit relocated to the new wing of the Medway Maritime Hospital, it was operating 12 full intensive care and high dependency intensive care cots, 16 special care cots and 8 transitional care at 80-90% occupancy. Since the opening of the new Unit, the total workload has further increased so that in the year 2016, we carried out a total of 11064 patient days including 2600 intensive care days.

The Oliver Fisher Neonatal Unit is the lead intensive care unit for the Kent Network. It has primary responsibility for the intensive care of babies born in West Kent and has administrative responsibility for the transport team for Kent, which is part of the Kent, Surrey and Sussex and London Neonatal Transport Service. There are two Paediatric Surgeons jointly appointed with King’s College Hospital and one Paediatric Surgeon appointed by Medway Trust; who provide inpatient reviews on the neonatal unit and day surgery. Paediatric cardiologist provides fetal cardiology and inpatient reviews on the neonatal unit.
The unit currently has 7 Consultant Neonatologists The Unit is a fully recognised tertiary referral centre with a separate middle-grade and junior staff rota for neonatal paediatrics, 94 nursing staff, supporting technical and clerical staff. The new unit at Medway Maritime Hospital has been purpose-built and is fully designed to carry out intensive care. It is located next to the Labour ward and on the same floor as the postnatal wards, allowing the maintenance of good communication at all times with the Maternity Department as well as close co-operation with both General and Community Paediatrics.

The Unit is run co-operatively between the Consultant Neonatologists and the senior nursing staff. It has fully developed guidelines to which all trained staff and the more senior doctors in training, have contributed. The new consultant would be expected to play a full part in the review process for these guidelines.

The unit supports the clinical practice of students undertaking the specialist neonatal qualification who are based at Canterbury Christchurch University and King’s College University.

**Principle Duties and Areas of Responsibility**

Manages a patient caseload, conducts physical examinations. Analyses and interprets history, presenting symptoms, physical findings and diagnostic information to develop appropriate differential diagnosis.

Prioritises health problems and intervenes appropriately, including the initiation of effective emergency care.

Employs appropriate diagnostic and therapeutic regimes with attention to safety, cost, invasiveness and efficacy.

Plans care based on scientific rationale, evidence based standards and clinical practice guidelines and protocols.

Demonstrates advanced critical thinking and diagnostic reasoning skills in the clinical decision making process.

Orders, performs and interprets common diagnostic and screening tests.

Evaluates results of interventions using accepted outcome criteria, revises the plan of care accordingly and consults/refers to medical staff when needed.

Will provide guidance and counselling to parents, guardians, carers regarding the clinical management and also supporting them in decision making in relation to a mutually agreed plan of care.

Demonstrates excellent personal communication and is able to communicate complex, sensitive information to families and carers effectively.

Maintain accurate and complete documentation.
Work within the Nursing and Midwifery Code of Conduct and National and Trust protocols and guidelines.

Train and assess medical staff.

**Education and Development**

Identifies, plans and participates in the delivery and evaluation of formal interdisciplinary education programmes related to neonatal care.

Acts as a resource for all healthcare disciplines. Maintaining a high profile in the clinical area acting as a role model for excellent practice.

Conducts and facilitates primary research/contributes to research programmes. Initiates, ensures and promotes, evidence based practice.

Instigates audits within the Neonatal Unit and network.

Facilitates clinical supervision in clinical area.

Collaborates with nurses, medical staff and other health professionals in the development and revision of standards, guidelines and protocols.

**Main Conditions of Service**

**Registered Health Professional**

All staff who are members of a professional body must comply with standards of professional practice/ conduct. It is the post holder’s responsibility to ensure they are both familiar with and adhere to these requirements. Registered Nurses must maintain professional registration with the Nursing and Midwifery Council (NMC) and in line with the Trust Professional Registration with Regulatory Bodies Policy.

From April 2016 there will be a requirement for all registered nurses to revalidate in line with guidance from the NMC.

**Our Vision and Values**

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

- **Bold**
- **Every Person Counts**
- **Sharing and Open**
- **Together**

**We are inspiring and ambitious**
**We are respectful and supportive**
**We are open and speak up**
**We are inclusive and responsible**

**Mandatory Training**
All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.

**Quality Assurance**

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

**Health & Safety**

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

**Equal Opportunities**

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

**Risk Management**

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust’s use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

**Infection Prevention and Control**

All post holders have a personal obligation to act to reduce healthcare associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust’s Infection Control Policies, including those that apply to their duties, such as Hand Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

**Information Governance**

Staff are required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

**Patient Experience**

Staff should ensure that they help to create a positive patient experience at all stages of a patient’s interaction with the hospital and help to improve the patient experience within the hospital environment.
Safeguarding Children and Vulnerable Adults

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that "safeguarding is everyone’s business" is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board’s policies on safeguarding children, young people and vulnerable adults. All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

Disclosure and Barring Service

The position you have applied for may have been identified as being an 'eligible position' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 [the Exceptions Order] and, in certain circumstances, the Police Act 1997. As such, it may meet the eligibility criteria for a standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

Uniform

All staff must adhere to the Trust Nurses / Midwives Uniform Policy

Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Smoke Free Medway

Medway NHS Foundation Trust is a smoke free site. This means that smoking is completely prohibited in all Trust buildings, grounds and car parks. This will ensure that the hospital is a better place to work and for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805."
The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

### Role: Advanced Neonatal Nurse Practitioner (ANNP)

| Qualifications | Registered Nurse, current NMC registration  
| Masters Degree or equivalent in relevant discipline  
| Teaching and assessing qualifications  
| Relevant post registration qualifications or equivalent |
| Knowledge | Understanding and application of healthcare governance |
| Values | Exhibits behaviours in line with Trust Values:  
| **Bold**  
*We are *inspiring* and *ambitious*  
| **Every Person Counts**  
*We are *respectful* and *supportive*  
| **Sharing and Open**  
*We are *open* and *speak up*  
| **Together**  
*We are *inclusive* and *responsible*  
| Experience | Demonstrable relevant experience in specialty  
| Evidence of effective management and leadership  
| Evidence of application of current nursing issues and developments  
| Evidence of staff development  
| Evidence of change management |
| Skills | Excellent communication skills  
| Committed to delivering high standards of patient care  
| Basic IT skills, including email and work processing |
| Other |  
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### Notes:
- Application
- Interview
- Reference