

Matched Job Report

Job Title Advanced Nurse Practitioner

Job ID SCO21/2016NM010

Score 524

Band Band 7

Status Band Matched

Matched To Nurse Advanced

Job Statement An Advanced Nurse Practitioner (ANP) is an experienced and highly educated Registered Nurse who manages the complete clinical care for their patient, not solely any specific condition. Advanced practice is a level of practice, rather than a type or speciality of practice.

Relevant Job Information	National Profile	Profile	Factor Status	Score
1. Communication & Relationship Skills				
<ul style="list-style-type: none"> Engage in effective communication with patients, relatives, visitors and staff, often delivering complex and highly sensitive information where there may be barriers to understanding and acceptance of information received, utilising skills of persuasion and negotiation to obtain agreement and co-operation Provides effective verbal and written communication to all members of the multidisciplinary team within own department and relevant departments, which service the clinical area. 	5(a)	5	Matched	45
2. Knowledge, Training & Experience				
<p>ANPs are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader they have the freedom and authority to act and accept the responsibility and accountability for those actions. This level of practice is characterised by high level autonomous decision making, including assessment, diagnosis, treatment including prescribing, of patients with complex multi-dimensional problems</p> <p>Registered Nurse on the NMC Register</p> <p>Be recorded as a Nurse Independent/Supplementary Prescriber (V300) with the NMC</p> <p>An appropriate Masters level qualification in Advanced Practice which has enabled competence in:</p> <ul style="list-style-type: none"> Clinical assessment Clinical reasoning, judgement and diagnostic decision making Anatomy and pathophysiology Non medical prescribing- V300 Leading, delivering and evaluating care Practice learning/transferable work based learning <p>Significant comprehensive post registration experience within a healthcare setting some of which must be at a senior practitioner level</p> <p>Can demonstrate experience in managing staff, leading a team, providing education and training and establishing a supportive, learning environment</p> <p>Successful track record in working in multi-disciplinary team settings and promoting collaborative approaches to delivering excellent patient care</p>	7	7	Matched	196
3. Analytical & Judgemental Skills				
<ul style="list-style-type: none"> Eliciting information and making decisions on case management based on highly complex holistic information e.g. patient symptoms, diagnostic results, social circumstances. 	4	4	Matched	42

- Making independent clinical decisions based on own clinical assessment and interpretation of other findings such as laboratory results and x-rays
- Conducts a comprehensive clinical examination of the patient including a physical examination of all systems and a mental health assessment
- Screen patients for disease using clinical and other findings such as laboratory results or x-rays
- Make diagnostic decisions based on interpretation of clinical and other findings such as laboratory results or x-rays
- Interprets and analyses previously ordered results of tests/investigations and works collaboratively with other healthcare professionals when needed.

4. Planning & Organisational Skills

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| <ul style="list-style-type: none"> • Formulates an action plan for the treatment of the patient, synthesising clinical information based on the patient's presentation, history, clinical assessment and findings from relevant investigations, using appropriate evidence based practice. | 3 | 3 | Matched | 27 |
| <ul style="list-style-type: none"> • Plans and organises teaching and mentoring of undergraduate nursing students, graduate nurse practitioner students, and other members of the healthcare team as appropriate (eg physiotherapy, radiology, FY2 medical staff). | | | | |

5. Physical Skills

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| <ul style="list-style-type: none"> • Technical and manual dexterity/expertise required for invasive procedures. • Performing venepuncture, cannulation and administering of intravenous drugs | 3(b) | 3 | Matched | 27 |
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6. Patient / Client Care

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| <p>As a clinical leader, the ANP has the freedom and authority to act autonomously in the assessment, diagnosis, treatment, including prescribing, of patients with multi-dimensional problems. This includes the authority to refer, admit and discharge within appropriate clinical areas.</p> <p>Makes highly complex clinical decisions including diagnosis and clinical management based on an in-depth broad expert knowledge, and interpretation and synthesis of clinical and other findings such as laboratory investigations and x-rays. Decisions may include the admission or discharge from hospital</p> <p>Instigate, obtain or arrange and interpret appropriate investigations/examinations</p> <p>Based on assessment the ANP can refer patients for specialist opinion</p> <p>Formulate an action plan for the management of the patient based on a synthesis of clinical information including the patient's history, clinical assessment, results from relevant investigations and based on appropriate evidence based practice</p> | 6(a)(c) | 6 | Matched | 39 |
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7. Policy & Service

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| <p>Lead in the development of appropriate local policy and guidelines</p> <p>Contribute to the development of local policies in relation to the implementation of national and regional strategies</p> <ul style="list-style-type: none"> • Develop and implement policies and protocols for own area of work • Propose appropriate changes to working practices and procedures for own area of work | 3 | 2 | Variation | 12 |
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8. Financial & Physical					
<ul style="list-style-type: none"> Responsible for the safe use of equipment, for maintaining appropriate levels of stock in own area of practice, and for ensuring appropriate equipment or supplies are purchased 	1-2(c)(d)	2	Matched	12	
<ul style="list-style-type: none"> Responsible for the safe use of equipment 					
9. Human Resources					
<ul style="list-style-type: none"> Plans and organises teaching and mentoring of undergraduate nursing students, graduate nurse practitioner students, and other members of the healthcare team as appropriate (eg physiotherapy, radiology, FY2 medical staff). 	3(c)	3	Matched	21	
<ul style="list-style-type: none"> Ensure the provision of an appropriate learning environment in line with NES Quality Placement Standards 					
<ul style="list-style-type: none"> Provide guidance, supervision and support for staff undertaking research, audit or teaching activities. 					
10. Information Resources					
Responsible for inputting information into electronic patient record where applicable and also into patients written records. They will comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records and ensure all staff comply with policy.	1	1	Matched	4	
11. Research & Development					
<ul style="list-style-type: none"> Audit current practice and negotiate appropriate changes to practice. 	2(a)-3	2	Matched	12	
<ul style="list-style-type: none"> Evaluate effectiveness of role in relation to patient outcomes, service needs and professional requirements. 					
<ul style="list-style-type: none"> Participate in relevant research / audit projects to service and practice needs and in line with nursing research strategy 					
12. Freedom To Act					
Working across role and organisational boundaries the Advanced Nurse Practitioner (ANP) manages the complete clinical care for their patients utilising expert knowledge base and clinical competence to support multi-professional teams within NHS Greater Glasgow and Clyde, ensuring a high standard of clinical care, in accordance with the Nursing and Midwifery Council and Health and Safety Legislation.	4	4	Matched	32	
As a clinical leader, the ANP has the freedom and authority to act autonomously in the assessment, diagnosis, treatment, including prescribing, of patients with multi-dimensional problems. This includes the authority to refer, admit and discharge within appropriate clinical areas.					
13. Physical Effort					
<ul style="list-style-type: none"> Moving and handling of patients from self caring to total dependence. Moving and handling of equipment. Eight hour / Twelve hour shifts active at all times, mostly standing and walking. Frequent short periods of moderate physical effort. (Delete/add to as appropriate) 	1-2(d)	2	Matched	7	
14. Mental Effort					
<ul style="list-style-type: none"> Requires concentration to analyse and interpret information and formulate a care pathway Frequent interruptions, page, telephone and other disciplines 	2(a)	3	Variation	12	
<ul style="list-style-type: none"> Workload is unpredictable as may need to change 					

activity due to patients or departments needs

15. Emotional Effort

• Dealing with distressed patients and relatives, exposure to distressing, emotional, traumatic situations on a frequent basis	3(b)	3	Matched	18
• Leading and motivating the team and providing reassurance in challenging circumstances				

16. Working Conditions

• Exposure to body fluids/therapeutic products on a daily basis	3ab/4b	4	Matched	18
• Assist with or undertake EPP in defined areas therefore requiring appropriate Occ Health Screening and clearance.				
• Dealing with verbally and physically abusive patients and members of the public.				