

Job Description and Person Specification

Advanced Nurse Practitioner/ Candidate Advanced Nurse Practitioner in Epilepsy

Permanent Vacancy

Reference: HR23E049

Closing Date for Applications: Friday, 03rd February 2023

Interview date via Skype: Tuesday, 14th February 2023

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: +353 (1) 221 6062 or recruitment@svuh.ie

Section 1: Accountability and Working Relationships

Job title	Advanced Nurse Practitioner (ANP) / Candidate Advanced Nurse Practitioner (cANP)
Grade:	Advanced Nurse Practitioner / Candidate Advanced Nurse Practitioner
Professionally accountable to:	Director of Nursing
Clinical accountability to:	Consultant Neurologist in St Vincent's University Hospital
Works in Partnership with:	Nursing Executive Team and key stakeholders identified through the process of developing the job description with in St. Vincent's University Hospital.
Working Hours:	37.5 hour week working as required while maintaining a flexible schedule.
Duration of the Post:	The Candidate ANP is required to progress to registration with Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) (NMBI) as a Registered Advanced Nurse Practitioner (RANP) within 3 years of commencement of this post.
Location of post:	St Vincent's University Hospital
Key Working Relationships:	Multi-disciplinary Team, Director of Unscheduled care, Nursing Executive team, Human Resources Directorate, Finance Directorate, ICT, Bank Office, Clinical Services, Facilities Management, Health and Social Care Professionals, Medical, Nurse Managers, Nursing, HCA's and all members of Multidisciplinary Teams.

Section 2: Job Summary

Overall Purpose of job:

The ANP/CANP in Epilepsy will use his / her extensive clinical knowledge and expertise in this specialist area to provide a holistic approach to meet the needs of patients within this service. Under the direction of the assigned Consultant, the post holder will manage their own case load, conduct comprehensive health assessments, instigate appropriate investigations, provide education to patients and staff, audit own practice and carry out research.

Under the direction of the Office of Quality and Clinical Care, the national epilepsy care programme has been charged with addressing the historic deficiencies in epilepsy care through a comprehensive change programme that delivers care from cradle to grave in epilepsy by addressing three core objectives:

1. Improving access to expert care and information.
2. Improving the quality of care across the healthcare spectrum from prevention, through managed primary care to complex surgical care for drug resistant epilepsy.
3. To improve value conscious care by shifting care where possible from expensive hospital based care to the community.

The CANP/ANP in this neurology adult centre will provide:

- Access to epilepsy services from the community and Emergency Departments within the Ireland East Healthcare Group (IEHG) region for the delivery of chronic disease management to people with epilepsy.
- Provide Telephone/Virtual, web-based advice for scheduled and unscheduled evidenced based epilepsy care to GPs, AHPs, and patient caseload attending SVUH with seizures/epilepsy.
- Deliver outreach services to organisation targeted specific epilepsy care (for example) Specialised care to women during pregnancy at the National Maternity Hospital and patient targeted outreach for intellectual disability services where identified.

The SVUH neurology service aligned to the National Maternity Hospital (NMH) with the addition of this newly appointed RANP/CANP will be charged with the responsibilities to ensure that the National Women with Epilepsy Guideline (WWE G/L) and the recently published HPRA new Valproate (VPA) guidelines are implemented across these sites. The neurology site will also collaborate with the Irish Epilepsy Pregnancy Register (IEPR) and the Epilepsy Electronic Patient Record (EPR) to improve these processes and incorporate them into the EPR *to facilitate surveillance through audit* to the WWE National Guidelines. Outcomes will be collated and reported through analysis of the EPR annually.

The individual will undertake the academic preparation and develop the clinical and leadership skills, competencies and knowledge required to meet the criteria to be registered as a RANP with NMBI. The

scope of the cANP role must reflect the incremental development of expertise and as such, the cANP cannot deliver care as an autonomous practitioner.

Furthermore, the cANP will develop and submit their personal portfolio and all other necessary documentation to NMBI in order to register as a RANP.

The value of the nursing contribution as a distinct profession must be safeguarded and articulated in the development of new services led by advanced nurse practitioners, complementing rather than replacing current services delivered by doctors (NMBI 2017 p.9).

The overall purpose of the post is to provide safe, timely, evidenced based nurse-led care to patients at an advanced nursing level. This involves undertaking and documenting a complete episode of patient care (assess, diagnose, plan, treat and discharge patients) according to collaboratively agreed protocols and scope of practice in the clinical setting; demonstrating advanced clinical and theoretical knowledge, critical thinking, clinical leadership and decision making skills.

The advanced practice role demonstrates a high degree of knowledge, skill and experience that is applied within the nurse-patient/client relationship to achieve optimal outcomes through critical analysis, problem solving and accurate decision-making (NMBI, 2017).

Central to this is the provision of quality care, a safe environment and processes for patients by the use of evidence based clinical guidelines that address patient expectations, promote wellness and evaluate care given.

The role will provide clinical leadership and professional scholarship in order to develop nursing practice and health policy at local, regional and national level.

The role will contribute to nursing research to shape and advance nursing practice, education and health care policy at local, national and international levels.

Specific Purpose of the Job:

- Contribute to the continuous improvement of the quality of care experienced for People with Epilepsy (PWE) in the Ireland East region.
- Share the caseload management with the Consultant Neurologist in SVUH and Satellite Organisations.
- Practice with the highest degree of clinical skill and knowledge and provide a holistic approach to patients and families, ensuring the highest quality of care.
- Assess, diagnose, treat and discharge (where appropriate) a caseload of people with epilepsy within the scope of practice in a safe and co-ordinated way.
- Participate in all aspects of patient care from time of diagnosis to follow-up treatment which may be either medical treatment or both medical and surgical treatment.

- Develop competencies to refer medical resistant PWE to the National Epilepsy Surgery Centre at Beaumont Hospital and suitable PWE for nutritional therapies at St. James Hospital.
- Develop competencies to refer caseload to other clinicians as clinically appropriate.
- Build relationships with inter disciplinary departments to refer PWE appropriate for ancillary services including external organisations (epilepsy Ireland community resource officers).
- Improve patient outcomes through health promotion, education and risk reduction.
- Improve the flow of patients through the Epilepsy Service which aspires to be a seamless, holistic, service.
- Develop standards of care that benefit the patient, the integrated service area and the organisation.
- Evaluate the quality of the service being provided through on-going clinical audit and research.
- Utilise the full potential of the Epilepsy Electronic Patient Record for clinical encounter documentation.
- Analyse clinical activity from the EPR to refine clinical delivery of care and demonstrate evidence of improving access and standards of epilepsy care.
- Participate in the continuing professional development and education of nurses, student nurses (undergraduate and postgraduate), and all health care professionals involved in the management of seizures.
- Mentor new nursing personnel to the service, developing competencies and clinical supervision where necessary on epilepsy nurse practice.
- Ensure the role development meets the requirements set by NMBI for the CANP to become registered RANP.

Principal Duties and Responsibilities

The post holder's practice is based on developing a higher level of capability across the six domains of competences as defined by Bord Altranais agus Cnáimhseachais na hÉireann Advanced Practice (Nursing) Standards and Requirements (NMBI 2017)

The domains are:

- Professional Values and Conduct
- Clinical-Decision Making
- Knowledge and Cognitive Competences
- Communication and Interpersonal Competences
- Management and Team Competences
- Leadership and Professional Scholarship Competences

Professional Values and Conduct

The ANP/cANP will be required to apply ethically sound solutions to complex issues related to individuals and populations by:

- Demonstrating accountability and responsibility for professional practice as a lead healthcare professional.

- Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her scope of practice, experience and competence.
- Demonstrating leadership by practising compassionately to facilitate, optimise, promote and support the health, comfort, quality of life and wellbeing of persons whose lives are affected by altered health, chronic disorders, disability, distress or life-limiting conditions.
- Articulating and promoting the RANP role in clinical, political and professional contexts.

Clinical-Decision Making

The ANP/cANP will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:

- Conducting a comprehensive holistic health assessment using evidenced based frameworks to determine diagnoses and inform autonomous advanced nursing care.
- Synthesising and interpreting assessment information particularly history including prior treatment outcomes, physical findings and diagnostic data to identify normal, at risk and subnormal states of health.
- Demonstrating timely use of diagnostic investigations to inform clinical-decision making.
- Exhibiting comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions.

Knowledge and Cognitive Competences

The ANP/cANP will actively contribute to the professional body of knowledge related to his/her area of advanced practice by:

- Providing leadership in the translation of new knowledge to clinical practice.
- Educating others using an advanced expert knowledge base derived from clinical experience, ongoing reflection, clinical supervision and engagement in continuous professional development.
- Demonstrating a vision for advanced practice nursing based on a competent expert knowledge base that is developed through research, critical thinking, and experiential learning.
- Demonstrating accountability in considering access, cost and clinical effectiveness when planning, delivering and evaluating care.

Communication and Interpersonal Competences

The ANP/cANP will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:

- Communicating effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements.
- Demonstrating leadership in professional practice by using professional language (verbally and in writing) that represents the plan of care, which is shared with the person and other members of the inter-professional team.

- Facilitating clinical supervision and mentorship through utilising one's expert knowledge and clinical competences.
- Utilising information technology, in accordance with legislation and organisational policies and procedures, to record all aspects of advanced nursing care.

Management and Team Competences

The ANP/cANP will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:

- Promoting a culture of quality care.
- Proactively seeking feedback from persons receiving care, families and staff on their experiences and suggestions for improvement.
- Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care.

Leadership and Professional Scholarship Competences

The ANP/cANP will lead in multidisciplinary team planning for transitions across the continuum of care by:

- Demonstrating clinical leadership in the design and evaluation of services.
- Engaging in health policy development, implementation, and evaluation.
- Identifying gaps in the provision of care and services pertaining to his/her area of advanced practice and apply the best available evidence.
- Leading in managing and implementing change.

Advanced Practice Performance Management and Evaluation

- Performance Indicators (PI's) are required to evaluate nursing interventions and implement initiatives to improve quality and quantity of the nursing care provided. They should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In addition, they identify areas of good practice that must be recognised and celebrated (HSE 2015).
- The Department of Health (2017) Framework for National Performance Indicators for Nursing and Midwifery provides a guiding framework for the development of Nursing and Midwifery PI's.
- In collaboration with the Director of Nursing, the cANP will identify and develop Nursing PI's for their area of practice, collect and collate data which will provide evidence of the impact and effectiveness of the interventions undertaken. (insert agreed PI's/clinical targets/structure, process and outcome measures).
- The cANP will evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and multidisciplinary team colleagues (primary and secondary care).

Professional / Clinical

The ANP/cANP will practice nursing according to:

- Professional clinical guidelines
- National Health Policy.
- Local policies, procedures, protocols and guidelines
- Current legislation
- Values for Nursing and Midwifery – Care, Compassion and Commitment (DoH, 2016)

Education and Training

The ANP/cANP will:

- Contribute to service development through appropriate continuous education, research initiatives, keeping up to date with nursing literature, recent nursing research and new developments in nursing practice, education and management.
- Provide support and advice to those engaging in continuous professional development in his/her area of advanced nursing practice.

Health & Safety

The ANP/cANP will:

- Ensure adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc.
- Ensure completion of incident and near miss forms.
- Ensure adherence to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role, for example; Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Management

The ANP/cANP will:

- Provide support, advice and direction to staff as required.
- Engage with the wider healthcare team and facilitate team building.
- Facilitate communication with the healthcare team across services and within the senior nurse team.
- Provide staff leadership and motivation which is conducive to good working relations and work performance.
- Promote a culture that values diversity and respect in the workplace.

- Manage and promote liaisons with internal and external bodies as appropriate, for example; intra-hospital service, community services, or voluntary organisations.
- Contribute to the strategic management and planning process.
- Formulate service plans and budgets in co-operation with the wider healthcare team.
- Provide reports on activity and services as required.
- Engage in IT developments as they apply to service user and service administration.

The above job description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.

Section 3: Core Concepts for Advanced Nurse Practitioners:

Core Concepts and Associated competencies: Currently there are four core competencies related to the Advanced Nurse Practitioner role (National Council for the Professional Development of Nursing and Midwifery, 2008):

- Autonomy in Clinical Practice
- Expert Practice
- Professional and Clinical Leadership
- Research

Autonomy in Clinical Practice

An autonomous ANP is accountable and responsible for advanced levels of decision-making which occur through management of specific patient /client caseload. The ANP /ANP Candidate must demonstrate sufficient competency and capability to autonomously manage an agreed caseload of patients within an agreed scope of practice. The ANP/ ANP Candidate will conduct comprehensive health assessment and demonstrate expert skill in the clinical diagnosis and treatment of acute and/or chronic illness from within a collaboratively agreed scope of practice framework alongside other healthcare professionals. The crucial factor in determining advanced nursing practice, however, is the level of decision-making and responsibility rather than the nature or difficulty of the task undertaken by the practitioner. Nursing knowledge and experience should continuously inform the ANP decision-making, even though some parts of the role may overlap the medical or other healthcare professional role. It is the professional responsibility of the ANP/ ANP Candidate to recognise the limitations of his/her scope of practice and refer the patient to a clinician higher up in the framework of the service.

The ANP/ANP Candidate will be required to:

Articulate and rationalise the concept of advanced nursing practice within the framework of relevant registration, the scope of Nursing, and Midwifery practice Framework NMBI (2015), the code of professional conduct and Ethics Nursing and Midwifery Board of Ireland (NMBI 2014), and local guidelines.

Utilise the advanced nursing knowledge, competencies, skills and judgements when caring for a defined case load of patients in SVUH.

Have the authority to practice independently yet collaboratively with senior medical management decision makers demonstrating appropriate autonomous, advanced clinical decision making and leadership skills by virtue of their advanced knowledge, in depth experience, higher levels of clinical judgement in nursing and takes responsibility for decisions and judgements made.

Provide whole episodes of patient care and involving the decision making processes for comprehensive assessment, treatment, reassessment, and discharge and / or other referral process and follow up for a collaboratively agreed cohort of patients.

Expertly assess the patients in the defined case load to form differential or tentative diagnosis, undertaking a full clinical history from the patient, carrying out a comprehensive physical and health examination and initiating, requesting and or undertaking clinical / diagnostic investigations and interventions appropriate to the patient and the presenting complaint.

Develop an evidence based plan of care with the patient initiating care and treatment to achieve patient centred outcomes and evaluating their effectiveness.

Prescribe medications and ionising radiation if required according to a collaborative practice agreement for e.g.: supportive medications for wound management or for managing a treatment related side effect.

Review responses to treatment given and implement changes in the management plan in collaboration with the patient and the multidisciplinary team as required.

Use professional judgement and clinical knowledge to refer patients to members of the multidisciplinary team, specialist consultant teams, therapy professionals and health care agencies for specialist treatment using collaboratively agreed referral pathways.

Where the expected therapeutic response is not achieved or the patient assessment reveals a clinical condition which falls outside the ANP's / ANP's Candidate scope of practice, refer to an appropriate other clinician for further patient assessment and continuation of care.

Design collaboratively agreed decision-making frameworks and care pathways to support referral pathways to support nurse led delivery of care to the defined patient caseload for the entire episode of care.

Identify and address educational and health promotional needs of patients and carers.

Expert Practitioner

The ANP/ANP Candidate will be required to:

Be identified in the clinical setting as an autonomous practitioner and role model demonstrating an expert level of professional competency in their area of Epilepsy.

Utilise expert advanced nursing knowledge, competencies, skills and judgements when caring for adult patients, as an inpatient or attending day care services, or admitted to SVUH for any chronic/complex symptoms or side-effects of treatment under the care of the consultant.

Demonstrate advanced practical and theoretical knowledge and critical thinking and decision making skills to manage a patient/client caseload, including comprehensive patient assessments which will involve:

- A focussed history of presenting illness
- Additional health history and risk stratification according to the specialist field
- Advanced physical examination
- Ordering, undertaking and interpreting tests as per agreed scope of practice
- Prescribing appropriate treatment for as per agreed collaborative practice framework

Facilitate and coordinate the development of a multidisciplinary approach to patient care leading the nursing element, which will benefit the patient and accelerate the patient's journey through the service.

Expertly provide the complete episode of care for patients with in the defined case load in an accurate, timely, and complete manner and document in case notes.

Prescribe medicinal products and treatment if required in accordance with an approved collaborative practice agreement for nurse prescribing in Epilepsy.

Follow up radiological reports and laboratory results, interprets and records such tests and practices according to the guidelines and policies.

Provide clinical nursing expertise in Epilepsy nursing and act as resource link within the service.

Identify health promotion priorities and implements health promotion strategies for patients.

Be responsible and accountable for independently coordinating effective discharge planning and or referral processes to other health care providers and support agencies.

Initiate timely and appropriate consultation or referral with members of the multi-disciplinary team and other professionals according to collaboratively agreed referral pathways.

Work to prevent admission to hospital by supporting services in the community through the provision of an ANP follow-up clinic.

Provide timely advice to GPs on the management of individual patients.

Improve primary care links with GP's Public Health nursing ensuring that relevant personnel receive written information regarding the patient's treatment and follow up care.

Develop skills in order to function in a variety of roles including clinical and consultative, clinical practice development, educator, preceptor, manager and researcher.

Planning and managing care with a holistic focus, encouraging the patient and family to be involved in care.

Professional and Clinical Leadership

Advance the boundaries of nursing practice and articulate and communicate a vision of areas of advanced nursing practice that can be developed beyond the current scope of Nursing Practice and demonstrate a commitment to the development of these areas.

Act as a role model for Advanced Nursing practice.

Contribute to professional development in nursing and health policy at local, regional, national, and international level.

Provide senior clinical nursing leadership within the service and to improve the quality of service for patients.

Provide professional and clinical leadership, strategic direction, expert advice and support to the multidisciplinary teams.

Share a vision of clinical practice developments with key stake holders, communicating with valuing and enabling their contribution to care.

Establish strong communication links with nursing managers, medical staff and health and social care professionals who are associated with and contribute to patient care delivery in SVUH.

Engage in relevant, regular continued professional development and clinical supervision/case review/reflective practice in order to maintain the knowledge, skills, and competencies to fulfil the ANP/Candidate ANP role.

Maintain a portfolio of evidence of continued professional development.

Participate in clinical governance programme of the organisation as required by the Director of Nursing.

Identify areas relating to case load/scope of practice which require development of clinical standards and lead on such initiatives.

Lead education initiatives and undertake formal and informal teaching in SVUH and in the wider community through conferences, seminars and workshops; thus advocating advanced nursing practice in chronic/complex wound care.

Demonstrate the ability to act as a mentor and preceptor in order to facilitate the education and professional development of all nursing grades and other healthcare professionals

Promote an understanding of the role of the ANP among nursing colleagues, other grades and service users.

Develop and maintain link with partners in third level educational institutions.

Be an active member of the ANP forum.

Establish and maintain national and international networks with others experts in advanced nursing practice.

Develop the nurse led service in line with changing service healthcare needs of patients.

Identify areas that require development and demonstrate a commitment to such development.

Ensure that any expansion of services is justified through exploration of service need, patient demand and resource allocation.

Contribute to the service plan by producing an annual working report, outlining the level of current service provided, the achievements and challenges of the service and a future plan for the eservice.

Develop KPIs to support audit.

Maintain confidentiality of patient records.

Manage the integration of the ANP role into the multidisciplinary team and the effect of the new role on the work of other healthcare professionals.

Adhere to all the hospital policies, procedure, and guidelines related to patient safety such as infection control, storage and use of medicinal products, as well and prescribing of ionising radiation and medical products.

Contribute to the professional body of nursing knowledge and practice nationally and internationally by developing writing, publishing and presentation skills.

Recognise limitations in scope of practice and address theoretical and practice gaps through continuing education, consultation with colleagues and consultant.

Ensure that effective safety procedures are in place to comply with Health & Safety Guidelines and Welfare at Work Act.

Help to lead quality and safety improvement, risk management and standard setting projects in conjunction with clinical governance.

Researcher

Form a strategic alliance with third level sector for audit and research, dissemination of findings.

Identify research priorities specific to the area and the scope of practice/caseload.

Participate in and collaborate with the multidisciplinary team and the higher education link in undertaking research, responsive to the evolving healthcare needs of the nation, whilst retaining the philosophy of nursing.

Lead, conduct, disseminate and publish nursing research to shape and advance nursing practice, education and policy and the wider health agenda retaining the philosophy of nursing.

Identify, critically analyse disseminate nursing and other evidence into clinical practice.

Promote an ethos so evidenced based practice through accessing and disseminating current speciality specific and profession specific publications.

Registered Advanced Nurse Practitioners (RANPs) must be familiar with, appraise, and apply relevant legislation, regulations, policies, procedures, guidelines, codes of practice, and strategies, current and emerging literature related to the post and which impacts on the role of the RANP.

SECTION 4: Person Specification

Advanced Nurse Practitioner

Factors	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Be registered on the general division of the register of nurses with NMBI • Be registered on the division of the register of Advanced Nurse Practitioners with NMBI • Fulfil the requirements outlined in Appendix A 	A level 9 qualification of Post graduate Diploma in the speciality.
Experience (length and type)	<ul style="list-style-type: none"> • At least five years recent post-registration nursing experience in an acute general hospital setting within the last five years • At least three years nursing experience in the relevant specialist area • Have the competencies to exercise higher levels of judgement, discretion and decision-making in the area of Nursing above that is expected of the nurse working at primary practice level of the clinical nurse specialist in the relevant Nursing area. • Satisfactory nursing experience including not less than five years' experience in a senior nursing post or posts • Demonstrate competencies relevant to context of practice. <ul style="list-style-type: none"> • Provide evidence of continuing professional development. • Proven clinical and managerial ability with vision and leadership skills to lead and manage the nursing and service agendas in line with the HSE, SVHG and Ireland East Hospital Group strategic goals and objectives within the areas of responsibility. 	

Knowledge	<ul style="list-style-type: none"> • Knowledge of nursing guidelines, policies, procedures and protocols, applicable to the speciality • Detailed understanding of the application of <i>Scope of Nursing Practice Framework</i> • Advanced knowledge of current nursing research issues related to specialty • Experience of clinical audit and standard setting 	
ANP Core Concepts	<ul style="list-style-type: none"> • Detailed knowledge of the scope of the ANP Role • Core Concepts and Associated competencies: Currently there are four core competencies related to the Advanced Nurse Practitioner role (National Council for the Professional Development of Nursing and Midwifery, 2008): • Autonomy in Clinical Practice • Expert Practice • Professional and Clinical Leadership • Research 	<ul style="list-style-type: none"> • Exemplary knowledge, skill and attitude which distinguishes the role as one of informed authority and leadership in the relevant area of nursing • Expert skills in documentation of complete episodes of advanced skills • Lecturing and presentation skills • Advanced leadership, communication, collaboration and influencing skills • Experience of influencing and effecting change • Knowledge of national and international best practice/standards pertinent to the relevant area of nursing • Advanced health assessment, diagnostic, and clinical management skills • Health education and health promotion • Role model for expert nursing care in the relevant area. • Advanced theoretical knowledge, associated clinical skills and advanced clinical decision making for his/her caseload

		<ul style="list-style-type: none"> • Higher levels of clinical judgement, discretion and clinical decision making • Clinical risk management • Clinical supervision programme • Professional and clinical leadership • Clinical audit and analysis of audit findings • Dissemination of his/her research findings • Leader and advocate of evidence- based nursing practice • Articulate and communicate a vision for excellence in nursing practice • Computer skills (Microsoft Word, Excel, PowerPoint, Outlook and others as relates to the RANP/ANP Candidate position)
Health	Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.	

Informal Enquiries or Role Specific Enquiries:

Ms Ann Flynn, Director of Nursing, Email: b.fox@svuh.ie

Post Specific Requirements, additional qualifications and or experience required

The following service specific requirements, additional qualifications and /or experience are offered for consideration in developing the role for a specific scope of practice within a post or within a specific location.

Such examples may be as follows:

- Be a registered nurse prescriber or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate.
- Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Ionising Radiation Certificate.

Tenure

The appointment is whole-time and Candidate ANP is required to have progressed to being eligible to be a Registered ANP with the NMBI within 3 years of commencement of the post.

Given the developmental nature of this service the successful advanced nurse practitioner candidate will be required to adhere to the terms as set out below which are specific to this appointment:

- In line with requirements and standards set out by NMBI (2017) Advanced Practice (Nursing) Standards and Requirements the successful candidate will be required to engage in a process of self-development and structured education and clinical supervision specific to (area of practice to be inserted) in order to develop advanced clinical nursing knowledge and critical thinking skills to gain competence necessary to independently provide efficient, effective, safe patient care to a specific caseload which has been previously agreed.
- The Candidate Advanced Nurse Practitioner is expected to demonstrate the core and specific competencies deemed necessary to manage the particular scope of practice and must undertake formal competency assessment to an agreed standard in order to progress towards submission of a personal portfolio to The Nursing and Midwifery Board of Ireland for registration as a Registered Advanced Nurse Practitioner
- The timeframe for submission of the individual portfolio will be agreed with the Director of Nursing and relevant clinical lead in order to progress the development of an ANP service (where none exists) and facilitate the strategic development of future ANP candidates and additional patient services.
- Where a new RANP service is being developed the Candidate Advanced Nurse Practitioner under the direction of the Health Care Provider's Advanced Practice Stakeholder Governance Group is expected to enable the individual nurse to meet the NMBI Criteria for Registration as an Advanced Nurse Practitioner as set out in Advanced Practice (Nursing) Standards and Requirements (NMBI, 2017). Develop the job description and supporting documentation in line with Bord Altranais agus Cnáimhseachais na hÉireann Advanced Practice (Nursing) Standards and Requirements (NMBI 2017).
- On successful completion of the above requirements and on acquiring registration with NMBI as an RANP the candidate will be appointed as an RANP in a permanent capacity.

- Failure to successfully achieve essential milestones (outlined above) within an agreed timeframe will result in termination of the ANP career pathway and return to a previously held substantive post OR re-deployment within the organisation.

Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.

National Council for the Professional Development of Nursing and Midwifery, (NCNM). (2008). Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners. Dublin, Ireland: National Council for the Professional Development of Nursing and Midwifery.

Particulars of Office:

The appointment is: Whole-time, Permanent, Pensionable

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Annual Salary:

Advanced Nurse Practitioner, Candidate (General)
€63,574 - €71,795 per annum pro rata (01/10/2022)

Advanced Nurse Practitioner (General)
€64,188 - €79,212 per annum pro rata (01/10/2022)

These particulars are subject to change in line with overall public pay policy.

***Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.**

Working Hours: The person appointed will work a basic 37.5 hour week.

Annual leave entitlement: 25 days per annum pro rata (26 after 5 years and 28 after 10 years qualified excluding breaks and service).

Additional Information

Policies / Legislation

All Hospital policies and procedures form an integral part of an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice. Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

Hygiene

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Confidentiality

In the course of your employment you may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and, unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Recruitment and Selection

St. Vincent's University Hospital is committed to the recruitment, development, and retention of the highest calibre of staff, in order to provide the best quality health care to all of its patients and enable the achievement of the objectives of the Hospital.

The Hospital is an *Equal Opportunities Employer* where recruitment and promotion criteria are based on each individual's abilities and competencies. Discrimination, either direct or indirect, which impedes achievement of full equality of opportunity between all staff, will not be tolerated, in accordance with the Employment Equality Acts 1998 and 2004.

The recruitment and selection process is designed to appoint employees based on merit and in line with best practices in a fair, transparent and objective manner. The Recruitment and Selection Policy is available at www.suvh.ie/HR/PoliciesandProcedures.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings.
- Fire orders must be observed and staff must attend fire lectures periodically.
- All accidents within the department must be reported immediately.

- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital building is not permitted.
- All Staff are advised to avail of Hepatitis B Vaccination with Occupational Health.
- The use of personal mobile phones is prohibited in clinical care areas.

Benefits of working at St Vincent's University Hospital

St. Vincent's University Hospital is a recognised *Employer of Choice* in Ireland and was the first public hospital to be awarded *Joint Commission International Accreditation* in February 2010. The range of benefits of working in the hospital includes:

- Competitive salary and increments
- Defined benefit pension scheme
- Paid maternity leave scheme
- Access to excellent learning and development opportunities
- Support, including leave and/or financial, is available to employees for approved courses
- Onsite and online library facilities
- Subsidised staff restaurant
- Various flexible working hours options available in many areas
- Time off and leave options to promote work life balance and family friendly working arrangements
- Subsidised pharmacy - employees may purchase discounted medication from the Pharmacy on production of a prescription resulting in significant savings.
- Generous sick pay scheme and Occupational Health Services to support attendance including free flu vaccination for employees
- Access to subsidised gym facilities
- Access to health services credit union
- Group discount on health insurance
- Free membership of Groupschemes.com which provide hundreds of discounts to members of the scheme and direct access to a wide range of savings on day-to-day items across a wide range of products and services including travel, clothing, motor, health and wellbeing, music and entertainment.
- Tax saver commuter ticket scheme - employees can save up to 48% of travel costs as a result of tax savings
- Cycle to Work Scheme and changing facilities
- Access to Health Promotion services including smoking cessation programme
- Active Social Committee
- Excellent access to public transport including tram and bus routes.

St Vincent's University Hospital buildings and grounds are smoke-free

This job description is intended as a basic guide to the scope and responsibilities of the position; it is subject to regular review and amendment as necessary.

January 2023

Appendix A:

Qualifications Criteria; Candidate Advanced Nurse Practitioner

1. Professional Qualifications, Experience, etc.

(a) Eligible applicants will be those who on the closing date for the competition:

- (i) Be a registered nurse with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.

And

- (ii) Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or entitled to be so registered.

Or

In recognition of services that span several patient/client groups and/or division(s) of the register, provide evidence of validated competences relevant to the context of practice.

And

- (iii) Have a broad base of clinical experience relevant to the advanced field of practice.

And

- (iv) Be eligible to undertake a Master's Degree (or higher) in Nursing or a Master's Degree, which is relevant, or applicable, to ***the advanced field of practice***. The Master's programme must be at Level 9 on the National Framework of Qualifications (Quality & Qualifications Ireland), or equivalent. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

Or

- (v) Be currently undertaking a Master's Degree in Nursing (Advanced Practice Pathway) or be eligible to register to undertake additional Level 9 National Framework of Qualifications (Quality and Qualifications Ireland) specific modules of a Master's Degree in Nursing (Advanced Practice Pathway) within an agreed timeframe. Educational

preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

Or

- (vi) Be currently undertaking a Master's Degree in Nursing (Advanced Practice Pathway) or be eligible to register to undertake additional Level 9 National Framework of Qualifications (Quality and Qualifications Ireland) specific modules of a Master's Degree in Nursing (Advanced Practice Pathway) within an agreed timeframe. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

Or

Possess a Master's Degree (or higher) in Nursing or a Master's Degree which is relevant, or applicable, to ***the advanced field of practice***. The Master's programme must be at Level 9 on the National Framework of Qualifications (Quality & Qualifications Ireland), or equivalent. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

And

- (b) Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, professional and administrative capacity to properly discharge the functions of the role.