JOB DESCRIPTION
& PERSON SPECIFICATION

Candidate Advanced Nurse Practitioner
Rheumatology
1.0WTE Permanent Contract*
JOB DESCRIPTION

TITLE: Candidate Advanced Nurse Practitioner (cANP) Rheumatology

REPORTS TO: Professionally accountable to the Director of Nursing, Clinical and Quality and clinically accountable to the supervising Consultant/Clinical Lead and/or Registered Advanced Nurse Practitioner.

SALARY SCALE: Department of Health & Children salary scales apply per annum pro rata

HOLIDAYS: 26-28 days per annum pro rata

DURATION OF POST: The cANP is required to progress to registration with Bord Altranais agus Chnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) (NMBI) as a Registered Advanced Nurse Practitioner (RANP) within 3 years of commencement in the 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 efficient service.

CHARACTER: A candidate for and any person holding the office must be of good character.

HOURS OF WORK: 39 hours per week. Details of starting and finishing times, which may vary in accordance with Hospice needs, will be notified to you by your Head of Department/Deputy. There will be times when you will be required to work outside of the normal office hours.

WORKING WEEK: Will be determined by the Director of Nursing, Clinical and Quality

LOCATION: This position is based in Harold’s Cross however Our Lady’s Hospice & Care Services (OLH&CS) currently operates across two sites; Harold’s Cross and Blackrock. In the interest of patient care and changing needs, candidates are required to be completely flexible and are obliged to carry out duties in any department or location of the Hospice or associated locations when required to do so by the Chief Executive Officer.

ETHICAL CODE: The post holder is requested to respect the special charism, ethos and tradition of OLH&CS and to observe and comply with its general policies, procedures and regulations.

CONFIDENTIALITY: You will have access to various types of records/information in the course of your work. Such records and information are strictly confidential and unless acting on the instruction of an authorised person, on no account must information concerning staff, patients or other Hospice business be divulged or discussed except in the performance of normal duty. In addition, records may 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.
KEY WORKING RELATIONSHIPS

- Director/Assistant Director of Nursing
- RANPs and other nursing grades
- Medical colleagues
- Interprofessional colleagues
- Patients/service users/families and/or carers
- Nursing and Midwifery Board of Ireland
- Higher Education Institution
- Nursing and Midwifery Planning and Development Unit
- Centres of Nursing and Midwifery Education
- National Leadership and Innovation Centre
- Other relevant statutory and non-statutory organisations

JOB PURPOSE:

The main purpose of the post is to develop the job description and supporting documentation under the direction of the Health Care Provider’s Advanced Practice Stakeholder Governance Group, 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).

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 professional 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. The clinical site for the cANP has been prepared and successfully accredited by the Nursing Midwifery Board of Ireland:
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 cANP Rheumatology 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 cANP Rheumatology 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.

The cANP Rheumatology 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.
**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.

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 cANP Rheumatology 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 cANP Rheumatology 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.

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.

**HEALTH & SAFETY**
The cANP Rheumatology 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 / Administration:

The cANP Rheumatology 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.

Garda Vetting:

Legislation has been introduced for the provision of Garda Vetting in respect of candidates for employment in areas of the Health Services, where it is envisaged that potential employees would have substantial access to children or vulnerable adults. The successful candidate will be required to satisfactorily complete the Garda Vetting process prior to a formal job offer being made.

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. This job description will be subject to review in the light of changing circumstances. It is not intended to be exhaustive but should be regarded as providing guidelines within which individuals work.

The duties and responsibilities detailed above are a reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the service.
### PERSON SPECIFICATION

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<th>Factors</th>
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| **Qualifications:** | • Be a registered nurse on the live Register of Nurses kept by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board of Ireland (NMBI)).  
• Be registered in the division in which the application is being made (general division).  
• Be educated to Master’s degree level (or higher). The postgraduate programme must be nursing/midwifery or an area which reflects the specialist field of practice, Rheumatology (educational preparation must be included a substantial clinical modular component(s) pertaining to the relevant area of specialist practice).  
  Or  
• Be currently undertaking a Master’s Degree in Nursing/Midwifery (Advanced Practice Pathway) or be eligible to register to undertake additional level 9 specific modules of a Master’s Degree in Nursing (Advanced Practice Pathway) within an agreed timeframe. The post-graduation programme must be in an area of Nursing or an area highly relevant to the area of specialist practice. Educational preparation must include a substantial clinical modular component pertaining to the relevant area of specialist practice  
• Be eligible to apply for registration as an Advanced Nurse/Midwife Practitioner once offered an accredited Advanced Nurse/Midwife practitioner post. (candidates eligibility will be assessed by the HSE in the first instance using the criteria set out here).  Following interview the preferred candidate/s will be provisionally offered a post as an ANP/AMP, as appropriate, conditional of ABA assessing their eligibility for registration in the ANP/AMP diversion of the register maintained by ABA.  
• A full current drivers licence and access to a car |
| **Experience:** | • Have a minimum of 7 years post-registration experience, which will include 5 years’ experience in the chosen area of Rheumatology  
• Have substantive hours at supervised advanced practice level.  
• Have the competence to exercise higher levels of judgement, discretion and decision-making in the clinical area above that expected of the nurse/midwife working at primary practice level or of the clinical nurse/midwife specialist.  
• Demonstrate competencies relevant to context of practice.  
• Provide evidence of continuing professional development.  
• Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. |
### CORE COMPETENCIES

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<th>Knowledge and Cognitive Competences</th>
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<th>Communication and Interpersonal Competences</th>
<th>The cANP Rheumatology will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:</th>
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<td>• Communicating effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements</td>
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<td>• 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</td>
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<td>• Facilitating clinical supervision and mentorship through utilising one’s expert knowledge and clinical competences</td>
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<td>• Utilising information technology, in accordance with legislation and organisational policies and procedures, to record all aspects of advanced nursing care.</td>
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<th>Management and Team Competences</th>
<th>The cANP Rheumatology will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:</th>
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<td>• Promoting a culture of quality care</td>
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<td>• Proactively seeking feedback from persons receiving care, families and staff on their experiences and suggestions for improvement</td>
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<td>• Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care.</td>
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<th>Leadership and Professional Scholarship Competences</th>
<th>The cANP Rheumatology will lead in multidisciplinary team planning for transitions across the continuum of care by:</th>
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<td>• Demonstrating clinical leadership in the design and evaluation of services</td>
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<td>• Engaging in health policy development, implementation, and evaluation</td>
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<td>• Identifying gaps in the provision of care and services pertaining to his/her area of advanced practice and apply the best available evidence</td>
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<td>• Leading in managing and implementing change.</td>
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