

Matched Job Report

Job Title	ScotSTAR (Senior) Advanced Neonatal Nurse Practitioner
Job ID	SCO20/MLPR 570
Score	588
Band	8b
Status	Band Matched
National Profile	Nurse Consultant

Job Statement

The Neonatal Transport Service as part of ScotSTAR has a responsibility to provide appropriate transport for every neonate who requires to be transferred from one hospital to another. It is anticipated that the service, which is provided by 3 regional teams, will carry out approx 1500 transfers per annum nationally.

As an Advanced Neonatal Nurse Practitioner (A.N.N.P.) the post holder will be the expert clinical practitioner responsible for providing advanced clinical skills in neonatal care on emergency and elective neonatal transports.

The post holder will possess advanced knowledge of the critically ill neonate thus ensuring their effective management, treatment and the delivery of optimal care at a level equivalent to that of a middle grade doctor, making complex autonomous decisions about patient care, utilising advanced skills and knowledge

When not engaged in transport duties the ANNP will be engaged in service development, research, teaching and outreach education

The post holder will provide expert professional advice to families and the multidisciplinary team.

1. Communication and relationship skills

National Profile Level: 5a/5b

Selected Level: 5

Factor Status: Matched

Score: 45

National Profile Factor Description

****Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups****

Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; presents specialist information to large groups of staff

Relevant Job Information

To act as a clinical and professional resource for the multidisciplinary team, patients, families, referring and receiving unit teams. This will include providing patient specific expert advice on complex clinical matters, and delivering feedback and outreach education to regional neonatal unit medical and nursing teams

2. Knowledge, training and experience

National Profile Level: 7

Selected Level: 7

Factor Status: Matched

Score: 196

National Profile Factor Description

****Highly developed specialist knowledge, underpinned by theory and experience ****

Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to master's level equivalent

Relevant Job Information

Educated to master level

Postgraduate qualification in Advanced Neonatal Practice

Comprehensive knowledge and evidenced experience as an ANNP working on a medical rota

3. Analytical skills

National Profile Level: 4/5

Selected Level: 4

Factor Status: Matched

Score: 42

National Profile Factor Description

****Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options**.**

Makes operational judgements, manages conflicting views/ reconciles inter and intra professional differences of opinion

Relevant Job Information

Advanced physical assessment and complex management of the critically ill neonate involving autonomous clinical decision making.

Arrive at a differential diagnosis and make a provisional diagnosis based on clinical findings in relation to the neonate being the most senior member of the team

4. Planning and organisation skills

National Profile Level: 3

Selected Level: 3

Factor Status: Matched

Score: 27

National Profile Factor Description

****Plan and organise complex activities, programmes, requiring formulation, adjustment****

Plans specialist nursing service provision, including education & training

Relevant Job Information

Participate in workforce management – including rota management and staff management when required, and contribute to the future workforce modelling.

- Design or contribute to educational programmes at masters level for advanced practice staff groups

5. Physical skills

National Profile Level: 3b-4

Selected Level: 4

Factor Status: Matched

Score: 42

National Profile Factor Description

****Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision****

Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies

Relevant Job Information

Advanced physical full body assessment- respiratory, cardiovascular, neurological etc

Advanced and complex manual dexterity skills as these patients can weigh less than 500gms- insertion of umbilical arterial/venous catheters, endotracheal intubation, removal of blood samples by capillary, venous and arterial puncture, application of non-invasive ventilation techniques

6. Responsibility - patient/client care

National Profile Level: 6ac

Selected Level: 6

Factor Status: Matched

Score: 39

National Profile Factor Description

****Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care****

Develops & implements specialist care packages; provide clinical advice in specialist area

Relevant Job Information

The post holder will provide expert assessment, treatment and management of care to neonates and their families requiring emergency and elective transfers. This will involve complex decision making, and the use of advanced clinical and communication skills to deliver treatment and care.

7. Responsibility - policy and service

National Profile Level: 3-4

Selected Level: 3

Factor Status: Matched

Score: 21

National Profile Factor Description

****Propose policy or service changes, impact beyond own area / responsible for policy implementation, development for a service****

Develops protocols for specialist area, impact on other disciplines/ develops policies for specialist service

Relevant Job Information

The post holder will contribute to improving the performance and clinical governance of the service.

Lead strategic service improvements, involving decision making about highly specialised complex

issues relating to neonatology and transport.

8. Responsibility - finance and physical

National Profile Level: 1/2bd/3ad

Selected Level: 2

Factor Status: Matched

Score: 12

National Profile Factor Description

****Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget****

Personal duty of care/ responsible for ensuring the safe use of specialist equipment; authorised signatory for overtime payments/ delegated budget holder for specialist budget

Relevant Job Information

The post-holder is expected to have a knowledge and ability to use all transport equipment and is responsible for checking, maintaining, trouble-shooting and identifying problems related to this.

9. Responsibility - staff/HR/leadership/training

National Profile Level: 3c-4b

Selected Level: 3

Factor Status: Matched

Score: 21

National Profile Factor Description

****Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility****

Provides specialist training & education/ develops education programmes

Relevant Job Information

Teaching and clinical presentations- the post holder should be able to present clinical cases giving all relevant information. The post holder should lead and participate in daily teaching simulation training for the team.

10. Responsibility - information resources

National Profile Level: 1

Selected Level: 1

Factor Status: Matched

Score: 4

National Profile Factor Description

****Records personally generated information****

Maintains patient/client records, records research results

Relevant Job Information

• Submit papers for presentation to national and international conferences, and submit papers for journal publication.

11. Responsibility - research and development

National Profile Level: 3/4/5

Selected Level: 3

Factor Status: Matched

Score: 21

National Profile Factor Description

****R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities****

Conducts research in specialist area/member of audit, research steering group developing trust wide research

Relevant Job Information

The post holder will lead and support neonatal research projects.

The post-holder will participate in the trials and clinical evaluation of all new transport equipment.

When not engaged in transport duties the ANNP will be engaged in service development, research, teaching and outreach education.

12. Freedom to act

National Profile Level: 5

Selected Level: 5

Factor Status: Matched

Score: 45

National Profile Factor Description

****General policies, need to establish interpretation****

Responsible for establishing how policies should be interpreted

Relevant Job Information

Consultants have overall responsibility and ANNP's will act in certain scenarios and have the freedom to act which often lies outwith the normal policies and protocols for this role, thus effecting decision making. Subsequently immediate action may be taken by the post holder often on their own initiative without clarification by senior staff. This is a highly unusual aspect of the role and equates to the decision making autonomy of an equivalent role in NNU such as a experienced middle grade medical doctor

13. Physical effort

National Profile Level: 2d

Selected Level: 3

Factor Status: Variation

Score: 12

National Profile Factor Description

****Occasional moderate effort for several short periods****

Moves, manoeuvres patients

Relevant Job Information

Moving and manoeuvring incubator systems in excess of 150kg in neonatal units, corridors, pavements kerbs and loading onto ambulances and air craft.

This would be shared with team

14. Mental effort

National Profile Level: 3a

Selected Level: 4

Factor Status: Variation

Score: 18

National Profile Factor Description

****Frequent concentration, work pattern unpredictable****

Concentration for patient care; interruptions for patient, staff needs

Relevant Job Information

Carrying out challenging medical interventions, which carry significant risk.

Concentration required when reviewing case notes/ documents and prescribing drugs, when there is no standard doses and individual patient weight is required for each calculation, therefore more potential for error.

15. Emotional effort

National Profile Level: 3ab/4

Selected Level: 4

Factor Status: Matched

Score: 25

National Profile Factor Description

****Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances****

Works with terminally ill patients/ imparts unwelcome news to staff, patients

Relevant Job Information

Caring for a critically ill infant in an ambulance environment with no other physical support available, except by telephone.

Communicating with and supporting families whose infant has unexpected requirements for intensive care or specialist care

Transfers over long distances with only 1 member of staff, which can be isolating

16. Working conditions

National Profile Level: 3b-4b

Selected Level: 4

Factor Status: Matched

Score: 18

National Profile Factor Description

****Occasional/frequent exposure to highly unpleasant conditions ****

Body fluids, faeces, vomit, smells and foul linen

Relevant Job Information

Exposure to body fluids- blood, vomit, faeces, urine