

## Role Profile

<p><b>Role Title</b></p>	<p><b>Candidate Advanced Nurse Practitioner (cANP) in Upper GI Cancer</b></p>
<p><b>Purpose of the Role</b></p>	<p>The main purpose of the cANP post in Upper GI Cancer is to develop the job description and person specification documentation for the post such that it needs the requirements and standard for such posts as identified by NMBI as set out in Advanced Practice (Nursing) Standards and Requirements (NMBI, 2017).</p> <p>As a cANP, the individual will undertake the academic preparation and develop the clinical and leadership skills, capabilities, and knowledge required to meet the criteria to be registered as a Registered Advanced Nurse Practitioner (RANP) with NMBI.</p> <p>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 the necessary documentation to NMBI for registration as an RANP.</p> <p>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).</p> <p>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.</p> <p>The advanced practice role demonstrates a high degree of knowledge, skill, and experience which is applied within the nurse-patient/client relationship to achieve optimal outcomes through critical analysis, problem solving, and accurate decision-making (NMBI, 2017).</p> <p>Central to this is the provision of quality care, a safe environment and processes for patients by the use of evidence based clinical guidelines which address patient expectations, promote wellness, and evaluate care given.</p>

	<p>The role will provide clinical leadership and professional scholarship in order to develop nursing practice and health policy at local, regional, and national level.</p> <p>The role will contribute to nursing research to shape and advance nursing practice, education, and health care policy at local, national, and international levels.</p> <p>The successful candidate will work with St. James’s Hospital’s multidisciplinary team (MDT) and support the Upper GI Cancer service as appropriate by providing efficient care for surgical upper GI cancer patients to develop the role to:</p> <ul style="list-style-type: none"> <li>• Improve patient experience and satisfaction</li> <li>• Promote health and wellbeing</li> <li>• Take a holistic approach to patient care</li> <li>• Improve the quality of service patients receive</li> <li>• Develop streamlined self-directed aftercare patient pathways</li> <li>• Provide individualised patient care plans</li> <li>• Identify quality of life and survivorship issues</li> <li>• Identification and management of treatment related side effects</li> <li>• Support and empower patients to self-manage their own health needs</li> <li>• Assess, investigate, diagnose, plan care, treatment, and discharge patients and manage case load autonomously as appropriate</li> <li>• With the Upper GI MDT, collaboratively agree and develop local policies, procedures, protocols, and guidelines</li> <li>• Be actively involved in the continued evaluation of services through ongoing clinical audit and research</li> <li>• Provide timely access to services</li> <li>• Organise, interpret, and follow up on all investigations required as part of the patient pathway, ensuring they are performed in a timely manner</li> <li>• Establish Nurse led outpatient services, utilising telehealth and other ICT measures to facilitate more effective and efficient delivery of care</li> <li>• Provision of community based clinics and group sessions</li> <li>• Act as a communication link between the wider MDT in the management of patient issues, ensuring the appropriate services are referred to in a timely fashion</li> <li>• Ensure early interventions are in place for patients with suspected disease recurrence</li> <li>• Liaise with the NCCP on progress and development of the service and support the Trinity St. James’s Cancer Institute</li> </ul>
<b>Department/Directorate</b>	Upper GI Surgical Service, SACC Directorate

<b>Key Reports</b>	Operationally: Assistant Director of Nursing Professionally: Assistant Director of Nursing and Director of Nursing Clinically: Supervising Consultant/Clinical Lead
<b>Key Direct Reports</b>	Staff Nurses, Support Staff, Student Nurses as appropriate on clinical matters only
<b>Grade</b>	Candidate Advanced Nurse Practitioner
<b>Salary Scale</b>	€67,299 - €76,002
<b>Job Reference Number</b>	000317
<b>Enquiries To</b>	Ms Charlotte Stuart, Assistant Director of Nursing, Ambulatory Care, SACC Directorate Phone: (01) 416 2096; Bleep: 126; E-mail: cstuart@stjames.ie
<b>Closing Date</b>	Sunday, 28 <sup>th</sup> April 2024

### **Key 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

#### **Domain 1: Professional Values and Conduct:**

##### **Standard 1**

The cANP in Upper GI Cancer will be required to apply ethically sound solutions to complex issues related to individuals and populations by:

1. Demonstrating accountability and responsibility for professional practice as a lead healthcare professional in the care of upper GI cancer patients.
2. Collaborating with his/her/their supervisor and local stakeholder group to scope the caseload and scope of practice for the RANP in Upper GI Cancer.
3. Collaborating with his/her/their supervisor and local stakeholder group to determine the inclusion criteria for the RANP in Upper GI Cancer.
4. Collaborating with his/her/their supervisor and local stakeholder group to determine the exclusion criteria for the RANP in Upper GI Cancer.

5. Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her/their scope of practice, experience, and competence by establishing, in collaboration with key stakeholders, referral pathways and locally agreed policies, procedures, protocols, and guidelines to support and guide the RANP in Upper GI Cancer service.
6. 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.
7. Selecting a professional practice model that provides him/her/their latitude to control his/her/their own practice, focusing on person centred care, interpersonal interactions, and the promotion of healing environments.
8. The chosen professional practice model for nursing will emphasise a caring therapeutic relationship between the cANP/RANP in Upper GI Cancer and his/her/their patients, recognising that cANPs/RANPs work in partnership with their multidisciplinary colleagues (Slatyer et. Al (2016)).
9. Articulating and promoting the advanced practice nursing service in clinical, political and professional contexts {for example presenting key performance outcomes locally and nationally; contributing to the service's annual report; participating in local and national committees to ensure best practice as per the relevant national clinical and integrated care programme}.
10. Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

## **Domain 2: Clinical-Decision Making:**

### **Standard 2**

The cANP in Upper GI Cancer will enhance his/her/their advanced knowledge, skills, and abilities to engage in senior clinical decision-making by increasing his/her/their capability to:

1. Conduct a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols, and guidelines to determine diagnoses and inform autonomous advanced nursing care.
2. Synthesise and interpret assessment information particularly history including prior treatment outcomes, physical findings and diagnostic data to identify normal, at risk and subnormal states of health.
3. Demonstrate timely use of diagnostic investigations/additional evidence-based advanced assessments to inform clinical-decision making.
4. Exhibit comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions, supported by evidence-based policies, procedures, protocols, and guidelines, relevant legislation, and relevant professional regulatory standards and requirements.

5. Initiate and implement health promotion activities and self-management plans in accordance with the wider public health agenda.
6. Discharge patients from the service as per an agreed supporting policy, procedure, protocols, guidelines, and referral pathways.

### **Domain 3: Knowledge and Cognitive Competences:**

#### **Standard 3**

The cANP in Upper GI Cancer will actively contribute to the professional body of knowledge related to his/her/their area of advanced practice by enhancing his/her/their capability to:

1. Provide leadership in the translation of new knowledge to clinical practice (for example teaching sessions; journal clubs; case reviews; facilitating clinical supervision to other members of the team).
2. Educate others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision, and engagement in continuous professional development.
3. Demonstrate a vision for advanced practice nursing based on service need and a competent expert knowledge base that is developed through research, critical thinking, and experiential learning.
4. Demonstrate accountability in considering access, cost, and clinical effectiveness when planning, delivering, and evaluating care (for example key performance areas, key performance indicators, metrics).

### **Domain 4: Communication and Interpersonal Competences:**

#### **Standard 4**

The cANP in Upper GI Cancer will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by gaining increased competence and capability to:

1. Communicate effectively with the healthcare team through sharing of information in accordance with legal, professional, and regulatory requirements as per established referral pathways.
2. Demonstrate leadership in professional practice by using professional language (verbally and in writing) which represents the plan of care, which is developed in collaboration with the person and shared with the other members of the inter-professional team as per the organisation's policies, procedures, protocols, and guidelines.
3. Facilitate clinical supervision and mentorship through utilising one's expert knowledge and clinical competences.
4. Utilise information technology, in accordance with legislation and organisational policies, procedures, protocols and guidelines to record all aspects of advanced nursing care.

## **Domain 5: Management and Team Competences:**

### **Standard 5**

The cANP in Upper GI Cancer will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:

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

## **Domain 6: Leadership and Professional Scholarship Competences:**

### **Standard 6**

The cANP in Upper GI Cancer will lead in multidisciplinary team planning for transitions across the continuum of care by enhancing his/her/their competence and capability to:

1. Demonstrate clinical leadership in the design and evaluation of services (for example findings from research, audit, metrics, new evidence).
2. Engaging in health policy development, implementation, and evaluation (for example key performance indicators from national clinical and integrated care programme/HSE national service plan/ local service need to influence and shape the future development and direction of advanced practice in upper GI cancer).
3. Identifying gaps in the provision of care and services pertaining to his/her/their area of advanced practice and apply the best available evidence.
4. Leading in managing and implementing change.

## **Advanced Practice Performance Management and Evaluation**

- Performance Indicators (PIs) 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 PIs.
- 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 PIs.
- In collaboration with the Director of Nursing and Assistant Director of Nursing, the cANP in Upper GI Cancer will identify and develop Nursing PIs 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 in Upper GI Cancer will practice nursing according to:
- The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014);
- Scope of Nursing and Midwifery Practice Framework (NMBI 2015);
- Values for Nurses and Midwives in Ireland – Care, Compassion and Commitment (Department of Health 2016);
- Advanced Practice Nursing Standards and Requirements (NMBI 2017);
- National Health Policies and Procedures (latest versions)
- HSE (2013, revised 2016) National Consent Policy;
- Local policies, procedures, protocols and guidelines
- Current legislation

### **Education and Training**

The cANP in Upper GI Cancer 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/their area of advanced nursing.

### **Professional Practice Portfolio**

- The cANP in Upper GI Cancer must develop a professional practice portfolio, incorporating evidence of learning from continuing professional development, clinical supervision, reflective practice, and review of his/her/their own scope of practice in accordance with regulatory requirements and service need.

### **Clinical Supervision**

- The cANP in Upper GI Cancer engages in on-going clinical supervision as per a Memorandum of Understanding. The structure, process, and outcome of clinical supervision must be explicit.
- The cANP in Upper GI Cancer maintains a record of clinical supervision in his/her/their professional practice portfolio.

\* The above Role Profile 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/them from time to time and to contribute to the development of the post while in office. This Role Profile will be subject to review in the light of changing circumstances.

## **Academic/Professional Qualifications and/or relevant Experience**

### Professional Qualifications and Experience

Eligible applicants will be those who on the closing date for the competition must:

1. Be a registered nurse on the NMBI's Active Register or entitled to be so registered.

**And**

2. Be registered in the division of NMBI's Active Register for which the application is being made or in recognition of services which span several patient/client groups and/or registrations, provide evidence of validated competencies relevant to the context of practice.

**Or**

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

**And**

3. Have a broad base of clinical experience relevant to the advanced field of practice.

**And**

4. 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 they are working in. 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**

5. 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**

6. 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.

The Candidate Advanced Nurse Practitioner is required to have progressed to being eligible to be registered as an Advanced Nurse Practitioner with NMBI within 3 years of commencement in the post.

## Technical/Clinical Competencies

Please note for each of the required technical/clinical competencies below, you will be required to provide examples of your current level of knowledge, skill, and/or experience for each of these under the **Application Questions** section of the application form.

Simply enter each of the below as a heading and provide your knowledge, skills, and/or experience in the corresponding numbered box under the **Application Questions** section of the application form.

### Required:

1. I.T. skills.
2. Experience in teaching and assessing junior staff/nursing students.

### Desirable:

- N/A

**SJH Behavioural Competencies** (*These behavioural competencies will be assessed in detail at the interview stage. You are not required to include written examples of behavioural competencies in the online application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.*)

Competency Required	Level Required	The following “ <u>descriptors</u> ” are a further clarification of the behaviours required.
<b>Leadership Potential</b>	Up to Level 4	<ul style="list-style-type: none"><li>• Is able to challenge others in positions of power in pursuit of a specific goal and will always be able to back up their decision with a sound evidence base.</li><li>• Influences others through evidence based arguments that are aligned with strategic objectives.</li><li>• Challenges assumptions and champions new ideas.</li></ul>
<b>Communication</b>	3	<ul style="list-style-type: none"><li>• Opens up communication channels through implementation of tailored systems and processes.</li><li>• Adopts a range of communication techniques as appropriate to explain complex information.</li><li>• Facilitates others to use open and effective communication to minimise confusion and to ensure that the team are working together for the same purpose.</li></ul>
<b>Problem Solving &amp; Decision Making</b>	3	<ul style="list-style-type: none"><li>• Distils down through complex information to identify root causes if problems/issues.</li><li>• Assimilates diverse information, making well informed decisions amidst ambiguity.</li></ul>

		<ul style="list-style-type: none"> <li>Engages with workers at the coal face to better understand operational workings and potential problems/solutions.</li> </ul>
<b>Team Player</b>	Up to Level 4	<ul style="list-style-type: none"> <li>Is a role model and proactive in building a positive team culture.</li> <li>Is inclusive of key stakeholders when making important decisions.</li> <li>Encourages consultation and collaboration across disciplines.</li> <li>Adapts interpersonal style to engage others as appropriate.</li> </ul>
<b>Quality &amp; Safety Service</b>	3	<ul style="list-style-type: none"> <li>Represents own department in seeking adequate and appropriate resources for service.</li> <li>Champions initiatives to improve quality of services.</li> <li>Designs metrics and measurements to capture current standards met/unmet. Takes corrective action and communicates to all involved.</li> </ul>
<b>Planning &amp; Organisation</b>	Up to Level 4	<ul style="list-style-type: none"> <li>Has the ability to objectively balance competing priorities and resources.</li> <li>Builds and uses extended networks for planning and organising workload.</li> <li>Links in with other Departments and Directorates in their planning where appropriate.</li> <li>Is active in planning for and managing all resources vis a vis the service demands. Escalates expected gaps and shortfalls for remedial action.</li> </ul>
<b>Competency Desirable</b>	<b>Level Required</b>	<b>Appropriate Descriptors</b>
N/A		

<b>Proficiency in the English language</b>
A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. <b>In addition, your proficiency in <u>spoken</u> English will be assessed during the interview process appropriate to the role available.</b>

### **Particulars of Office**

1. The appointment to this post will be **permanent, full-time, and pensionable.**
2. Annual leave allowance is **25 – 28 days per annum.**
3. The person appointed must not give less than **three months' notice**, in writing, of intention to resign.
4. Normal working hours will be **37.5 hours per week.**
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

### **General Conditions**

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St. James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

### **Confidentiality**

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business 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.

### **Health**

A candidate 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.

### **Infection Control & Hygiene**

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

### **Recruitment Process**

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Online Application Form)
- Shortlisting of Candidates will be based on information provided in Standard Application Form
- Interview Process
- All applicants who move to the 2<sup>nd</sup> stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Garda E Vetting and Occupational Health Screening (Questionnaire)
- All successful external candidates who take up appointment will be required to attend Mandatory Induction Programme

### **Application Procedure**

To apply for this position, please complete the relevant online application form in full by no later than **Sunday, 28<sup>th</sup> April 2024.**

A panel may be formed from which future vacancies will be filled

**St. James's Hospital is an Equal Opportunities Employer**