

Role Profile

<p>Role Title</p>	<p>Registered Advanced Nurse Practitioner (RANP): Arterial Vascular Service</p>
<p>Purpose of the Role</p>	<p>The advanced practice service is provided by nurses who practice at a higher level of capability as independent, autonomous, and expert advanced practitioners. The overall purpose of the service is to provide safe, timely, evidenced based nurse-led care to patients at an advanced nursing level. This involves undertaking and documenting complete episodes of patient care, which includes comprehensively assessing, diagnosing, planning, treating, and discharging patients in accordance with collaboratively agreed local policies, procedures, protocols, guidelines, and/or service level agreements/memoranda of understanding.</p> <p>The RANP for the Arterial Vascular Service demonstrates advanced clinical and theoretical knowledge, critical thinking, clinical leadership, and complex decision-making abilities.</p> <p>The RANP for the Arterial Vascular Service practices in accordance with the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014), the Scope of Nursing and Midwifery Practice Framework (NMBI 2015), Advanced Practice (Nursing) Standards and Requirements (NMBI 2017), and the Values for Nurses and Midwives in Ireland (Department of Health 2016).</p> <p>The RANP for the Arterial Vascular Service provides clinical leadership and professional scholarship in the delivery of optimal nursing services and informs the development of evidence-based health policy at local, regional, and national levels.</p> <p>The RANP for the Arterial Vascular Service contributes to nursing research which shapes and advances 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 multidisciplinary team and support the Arterial Vascular Service by setting up and managing a pre-assessment clinic (PAC) to virtually pre-assess and prepare patients for surgery, including those who are inpatients in tertiary hospitals; positively impacting the vascular service patient length of stay.</p> <p>The RANP for the Arterial Vascular Service will focus on</p>

	<p>improving quality and innovation, working closely with the Lean Transformation team.</p> <p>The RANP will be the person of contact throughout the patient journey, ensuring discharge planning commences at the pre-assessment stage.</p> <ul style="list-style-type: none"> • Provision of specialised expertise • Enhanced patient care • Operational efficiency • Continuity of care • Improved patient experience • Reduced length of stay • Improve patient experience and satisfaction • Promote health and wellbeing • Take a holistic approach to patient care • Develop streamlined self-directed aftercare patient pathways • Provide individualised patient care plans • Identification and management of treatment related side effects • Support and empower patients to self-manage their own health needs • Assess, investigate, diagnose, plan care, treatment, and discharge patients and manage caseload autonomously as appropriate • With the Vascular multidisciplinary team, collaboratively agree and develop local policies, procedures, protocols, and guidelines • Be actively involved in the continued evaluation of services through ongoing clinical audit and research • Provide timely access to services • Organise, interpret, and follow up on all investigations required as part of patient pathway, ensuring they are performed in a timely manner • Establish nurse led outpatient services, utilising telehealth and other ICT measures to facilitate more effective and efficient delivery of care • Provision of community-based clinics and group sessions • Act as a communication link between the wider multidisciplinary team in the management of patient issues, ensuring the appropriate services are referred to in a timely fashion • Ensure early interventions are in place for patients with suspected complications <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>
Department/Directorate	Vascular Service, SACC Directorate

Key Reports	Operational Link: Assistant Director of Nursing Professionally: Director of Nursing Clinically: Consultant/Clinical Lead
Key Direct Reports	Staff Nurses, Support Staff, Student Nurses as appropriate on clinical matters only
Grade	Registered Advanced Nurse Practitioner
Salary Scale	€68,629 - €84,692
Job Reference Number	000702
Enquiries To	Ms Charlotte Stuart, Assistant Director of Nursing, Ambulatory Care, SACC Directorate Phone: (01) 416 2096; Bleep: 126; E-mail: cstuart@stjames.ie
Closing Date	Sunday, 29 th September 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

Each of the six domains specifies the standard which the RANP for the Arterial Vascular Service has a duty and responsibility to demonstrate and practise.

Domain 1: Professional Values and Conduct:

Standard 1

The RANP for the Arterial Vascular Service will 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 patients referred to the Arterial Vascular Service.

The initial caseload and scope of practice for the RANP for Arterial Vascular Service is patients attending the Arterial Vascular Service.

2. Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her/their scope of practice, experience, and competence.
3. 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.

4. The chosen professional practice model for nursing emphasises a caring therapeutic relationship between the RANP and his/her/their patients, recognising that RANPs work in partnership with their multidisciplinary colleagues (Slatyer et al. 2016).
5. Articulating and promoting the RANP role in clinical, political, and professional contexts by 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.
6. 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 RANP for the Arterial Vascular Service will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:

1. Conducting a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols, and guidelines to determine diagnoses and inform autonomous advanced nursing care.
2. 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.
3. Demonstrating timely use of diagnostic investigations/additional evidence based advanced assessments to inform clinical-decision making.
4. Exhibiting comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions.
5. Initiating and implementing health promotion activities and self-management plans in accordance with the wider public health agenda.
6. Discharging 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 RANP for the Arterial Vascular Service will actively contribute to the professional body of knowledge related to his/her/their area of advanced practice by:

1. Providing leadership in the translation of new knowledge to clinical practice by engaging in teaching sessions; journal clubs; case reviews; facilitating clinical

supervision to other members of the team.

2. Educating others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision, and engagement in continuous professional development.
3. Demonstrating a vision for advanced practice nursing based on a competent expert knowledge base that is developed through research, critical thinking, and experiential learning.
4. Demonstrating accountability in considering access, cost, and clinical effectiveness when planning, delivering, and evaluating care using key performance areas, key performance indicators, and metrics.

Domain 4: Communication and Interpersonal Competences:

Standard 4

The RANP for the Arterial Vascular Service will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:

1. Communicating effectively with the healthcare team through sharing of information in accordance with legal, professional, and regulatory requirements as per established referral pathways.
2. 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 as per the organisation's policies, procedures, protocols, and guidelines.
3. Facilitating clinical supervision and mentorship through utilising one's expert knowledge and clinical competences.
4. Utilising 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 RANP for the Arterial Vascular Service 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 members of the multidisciplinary team on their experiences of the service, analysing same and making 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 RANP for the Arterial Vascular Service will lead in multidisciplinary team planning for transitions across the continuum of care by:

1. Demonstrating clinical leadership in the design and evaluation of services using findings from research, audit, metrics, new evidence.
2. Engaging in health policy development, implementation, and evaluation.
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 and expanding the service to enhance the quality, effectiveness, and safety of the service in response to emerging healthcare needs.
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).
- 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, the RANP for the Arterial Vascular Service 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. Initial key performance indicators:
 - 90% of elective patients would be pre-assessed
 - 70% of inpatient transfers would have their work up completed in referring hospital
 - 50% of elective patients would be admitted via DOSA, when the Hospital can facilitate same
 - Pre-op length of stay reduced in NQAIS data
 - Overall LOS reduced in NQAIS data
- The RANP will participate in and 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 RANP for the Arterial Vascular Service 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
- Government of Ireland (2015) Assisted Decision-Making Capacity Act

Education and Training

The RANP for the Arterial Vascular Service 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 RANP for the Arterial Vascular Service must maintain 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.

Management and Leadership

The RANP for the Arterial Vascular Service will:

- Support the principle that person-centred care comes first at all times and will approach the effective, efficient and resourceful planning, organisation and delivery of RANP for the Arterial Vascular Service nursing service with the flexibility and enthusiasm necessary to make this principle a reality for every patient.
- Adopt a professional leadership role within the clinical governance structures influencing both clinical and non-clinical processes that impact upon the experience and/or outcomes for patients within the RANP for the Arterial Vascular nursing service.
- Participate in the appropriate and effective management of the RANP for the Arterial Vascular Service.
- Participate in the development of the overall service plan and in the monitoring and review of RANP for the Arterial Vascular Service activity against the plan.
- Provide innovative and effective leadership, support, and advice, to nursing and allied staff at all levels related to their area of practice.

- Participate and engage in projects and service developments by representing senior nursing on committees and groups as relevant to the RANP for the Arterial Vascular nursing service.
- Participate in the overall financial planning of the service including the assessment of priorities in pay and non-pay expenditure relating to the RANP for the Arterial Vascular nursing service.
- 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.
- Engage in digital developments as they apply to service user and service administration.
- Undertake other relevant duties as may be determined from time to time by the Director of Nursing or other designated officer.

* 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 must:

1. Be a Registered Nurse or Midwife on the NMBI's Active Register.
2. Annual registration: Practitioners must maintain active annual registration on the Advanced Nurse Practitioner Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role.
3. 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.

And

Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).

And

Possess relevant academic qualification and clinical experience for the role.

Desirable:

- N/A

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. Demonstrate I.T. skills including excellent keyboard skills.
2. Experience in teaching and assessing junior staff/nursing students.

Desirable:

- Working knowledge of healthcare patient record systems.

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.
Leadership Potential	4	<ul style="list-style-type: none">• Develops, communicates and implements the strategic vision.• Know who the key influencers are and how to go about involving them to shape and deliver change across the wider health and social care system.• Is able to challenge others in positions of power in pursuit of a specific goal and will always be able to back up their positions with a sound evidence base.• Identifies how current service development fits into the bigger picture for service improvement.
Communication	4	<ul style="list-style-type: none">• Asks strategic questions to get to the root of complex problems.• Establishes and maintains information networks across Hospital/Health Services sector nationally and internationally.• Attends senior meetings and actively cascades appropriate information to their Managers and teams in a timely manner.• Promotes a culture where successes are championed and publicised, and where mistakes are learned from and learning shared.

Problem Solving & Decision Making	4	<ul style="list-style-type: none"> • Has the ability to analyse and evaluate a range of complex information, identify core issues and consider the impact of decisions before taking action. • Shows a strong degree of self-sufficiency, recommending decisions on a proactive basis, while actively suggesting improvements and adapting readily to change. • Takes a system-wide approach and sees connections, risks and the potential for innovation in the wider environment. • Recognises and identifies patterns and trends when assessing data and situations relevant to their area of responsibility.
Team Player	4	<ul style="list-style-type: none"> • Builds joint solutions with organisations from different sectors including community, public and private organisations. • Is a Role Model and proactive in building a positive team culture. • Promotes a culture of excellence in the delivery of the service plan within a governance framework. • Actively drives forward the work agenda with an emphasis on results.
Quality & Safety Service	4	<ul style="list-style-type: none"> • Keeps abreast on national and international developments in health through active involvement at national and international networks. • Establishes the highest standard of customer-service, a “high performance” culture. • Liaises actively with QSID and feeds back to them, taking advice and seeking support as appropriate. • Translates legislation and related guidance into policy and practice within the hospital that optimises Service and Patient outcomes.
Planning & Organisation	4	<ul style="list-style-type: none"> • Plans ahead with vision. Considers Hospital and local Directorate strategic direction. • Has the ability to objectively balance competing priorities and resources. • Takes calculated risks, based on knowledge, skills attitude, learning and experience to achieve long term service improvement. • Maintains positive expectations of other stakeholders. Strives to create the conditions for successful partnership working in the long term.

Competency Desirable	Level Required	Appropriate Descriptors
N/A		

Proficiency in the English language

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. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

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 Online Application Form
- Interview Process
- All applicants who move to the 2nd 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, 29th September 2024.**

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

St. James's Hospital is an Equal Opportunities Employer