

# ADVANCED NURSE PRACTITIONER (ANP) UROLOGY CANCER

## Candidate Pack



## Job Summary

*\*\*This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read. Our goal is to make the application process more accessible and inclusive for everyone.\*\**

- This job is about helping to lead and improve care for people being tested for prostate cancer.
- You will work with doctors and nurses to make sure patients get the right tests quickly and safely.
- You will carry out special prostate tests and help train others to do them too.
- You will support patients, give expert advice, and help other staff learn more about prostate cancer.
- You will help improve how the service works by doing research and checking the quality of care.
- You will also help write rules and guides to make sure care is safe, respectful, and focused on the patient.

## Job Description

<b>Job title:</b>	Urology Cancer Advanced Nurse Practitioner (ANP)
<b>Grade:</b>	8A
<b>Site:</b>	RSH
<b>Accountable to:</b>	Divisional Director of Nursing
<b>DBS required:</b>	Enhanced

## Main Duties

### Duties and Responsibilities

#### Clinical Practice

- Practice in accordance with the respective code of professional conduct and within designated scope of practice, responsible and accountable for own decisions, actions and omissions at this level of practice.
- Demonstrate a critical understanding and adhere to the defined boundaries of advanced practice in this role.
- To undertake advanced clinical practice as defined by the Health Education England (HEE) Framework and in doing so act as a source of expertise to others, in order to provide specialist multi□needs assessments using complex and advanced clinical reasoning demonstrating critical thinking, reflection and analysis to develop individual and group goal and task-oriented treatment plans.
- Be a source of expert opinion for other staff across professional boundaries.
- Have interpersonal skills that encourage patients and carers active participation in their care. Have advanced verbal and non-verbal

communication skills. Be able to receive and disseminate complex clinical information sensitively in all professional contexts, adapting to cultural and socioeconomic complexity.

- The practitioner will use and demonstrate advanced sensory skills in the examination and assessment of patients with complex health conditions with narrow margins for error and demonstrates highly developed physical skills through clinical procedures and treatment where accuracy is important.
- Use expertise and decision-making skills to inform clinical reasoning approaches when dealing with differentiated and undifferentiated individual presentations and complex situations, synthesizing information from multiple sources to make appropriate evidence informed judgements and diagnoses.
- To initiate, evaluate and modify a range of interventions which may include prescribing medicines advanced treatments and investigations.
- Be able to exercise professional judgement to manage risk when uncertainty and complexity may be present and support teams to do likewise.
- To network and work collaboratively with multi-agency and multi-professional groups to develop; maintaining and evaluating links to manage risk and issues across the wider health economy.
- To act as a clinical role model / advocate for developing and delivering care that is responsive to changing requirements.
- To be responsible for ordering investigations as appropriate and provide treatment and care both individually, as part of a team, and through referral to other agencies.
- Will have the authority to admit or discharge patients from their caseload and refer patients to other health care providers as appropriate if this is within the scope of practice.
- To evidence the underpinning subject-specific competencies to demonstrate capabilities that are appropriate to the individual, role setting and scope.
- Undertake complaint investigations relating to patient care, leading the development of action plans to address area(s) of concern, identify learning and propose change to practice.
- To have the knowledge and capability to appropriately apply national guidelines and legislation relating to health and social care to local service provision
- To demonstrate effective communication skills, supporting people in making decisions, planning care or seeking to make positive changes using HEE's framework to promote person centred approach in health and care.

## **Leadership and Management**

- To contribute to the Trust's, Directorates and Teams Clinical Governance and Quality assurance programmes, setting and monitoring practice standards, jointly developing guidelines, protocols and innovative solutions with the service and in liaison with interdisciplinary colleagues.

- To lead and manage staff within the service, providing effective guidance, supervision, mentorship and performance management at an advanced level.
- To work in close partnership with the appropriate Clinical Leads and Service Managers to ensure relevant national initiatives and targets in relation to specialty are met.
- To inform the service of changes in clinical practice which may influence service delivery, business planning and strategic reviews to support the delivery of meeting agreed objectives.
- To critically apply clinical expertise in appropriate facilitatory ways to provide consultancy across professional and service boundaries.
- To influence clinical reasoning and decision making to enhance quality, reduce unwarranted variation and promote the sharing and adoption of best practice.
- To pro-actively initiate and develop effective relationships, fostering clarity of roles within teams across the Trust and wider health economy to encourage effective and efficient services.
- To evaluate own practice and participate in multi-professional team and service evaluation, demonstrating the impact of advanced practice on service function, effectiveness and quality, i.e. outcomes, experience and safety.
- To actively engage in peer review to inform own and other's practice. The practitioner will have the capability to be able to, formulate and implement strategies to act on learning and make improvements.
- To lead new practice and service redesign solutions within a quality improvement (QI) framework in response to feedback, evaluation, need and current evidence, working across boundaries.
- To actively seek feedback, involvement and engagement with patients, carers, their families, service users and colleagues in the co-production of service improvements.
- To demonstrate team leadership, resilience and determination, managing situations that are unfamiliar, complex or unpredictable.
- To continue to develop practice in response to changing population health needs and engaging in thinking of the future e.g. impact of genomics and new treatments.
- To constructively challenge others, escalating concerns that may affect patients, carers, and colleague's safety and well-being.
- To actively participate, plan or lead working groups proposing policy changes which may have when appropriate, a broad application across other departments and disciplines as an integral part of the job.
- 18. To line manage members of the team where appropriate ensuring regular mentorship, supervision and effective performance reviews are conducted. To have and demonstrate a knowledge of budget management.
- 19. To utilise advanced communication skills acting as a prime educator of other staff on own area of clinical expertise and on the role and scope of the service.

## **Education**

- To critically assess and address own learning needs, developing a personal development plan that
- reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice.
- To engage in own supervision, mentorship and performance review to continually demonstrate learning and development in the advanced role.
- To engage in self-directed learning at an advanced level, critically reflecting to maximise clinical skills and knowledge as well as own potential to lead and develop care and services.
- To advocate for and contribute to a culture of organisational learning to inspire future and existing staff.
- To support the team to build capacity and capability through work based learning and inter-professional learning.
- To act as a role model, educator, supervisor, coach and mentor seeking to instill and develop confidence and capability in others.
- To teach / deliver core or specialist training to the multi-professional workforce

## **Research and Quality Improvement (QI)**

- To clinically engage in research/ QI activity, adhering to good research/ QI practice guidance, so that evidenced based strategies are developed and implemented to enhance quality, safety, productivity and efficiency.
- To evaluate and audit own and other's clinical practice.
- To critically appraise and synthesize the outcome of relevant research and QI evaluations using the results to underpin own practice and to inform that of others.
- To adopt a critical approach to identify gaps in the evidence base, alerting appropriate individuals and organisations to these and how they might be addressed.
- To identify potential need for further research/ QI to strengthen evidence base.
- To develop and implement robust governance systems and systematic documentation processes.
- To disseminate best practice research findings and quality improvement projects through appropriate media, e.g. presentations, peer review, publications.
- To facilitate links between clinical practice and research through proactive engagement and networking.



## **Professional Accountability**

- To comply with all Trust policies and procedures.
- To demonstrate and role model Trust Values and Behaviours at all times.
- To act in accordance with the Nursing and Midwifery Council (NMC) or Health and Care Professions Council (HCPC) or General Pharmaceutical Council (GPhC) code of professional conduct and other Trust, professional and statutory guidance, policies and rules.
- To make professionally autonomous decisions, for which they are accountable.
- Responsible for own professional development and clinical/managerial update.
- To undertake any other duties commensurate with the grade as directed.
- The practitioner is responsible for the safe use of expensive or highly complex equipment, where appropriate to the role. For example; Endoscopes, Ultrasound, Mechanical Ventilation Devices.

## **Key Relationships**

The post holder will have a relationship with:

- Patient and Carers
- ACP's and ACP Leads
- Clinical Staff, including: Medical, Nursing, Allied Health Professions
- Pharmacy and Health Care Scientists
- Administrative staff
- General Managers and Service Managers
- Matrons
- Heads of Services and Professional leads
- Clinical leads
- Consultant Nurses / Allied Health Professions
- Medical Consultants
- Junior doctors
- External agencies appropriate to the role
- Heads of Nursing/Midwifery
- Directors of Nursing/Midwifery, Deputy Chief Nurse and Chief Nurse
- Heads of Allied Health Professions and Pharmacy
- Leads for Therapeutic and Diagnostic Radiography
- Lead for Health Care Scientists

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• RN1 or RN12 Registered Nurse</li> <li>• BSc/1st Degree or equivalent</li> <li>• Masters Degree, or equivalent experience</li> <li>• Have successfully completed an advanced assessment module/course</li> <li>• Mentorship Course or Equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Be an independent prescriber according to the Trusts non-medical prescribing policy</li> <li>• Teaching Qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Extensive experience with prostate cancer diagnostics</li> <li>• Evidence of continuing professional development</li> <li>• Experience &amp; Knowledge of audit, research and evidence based care</li> <li>• Proven evidence of Management / leadership skills and autonomous practice</li> <li>• Previous experience of nursing student supervision and clinical education at undergraduate level</li> <li>• Ability to use skills of history taking and physical</li> <li>• assessment to direct patient care</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of project management</li> <li>• Experience of Quality Improvement Projects / Change Management</li> <li>• Prostate cancer diagnostics experience in performing trans perineal prostate biopsy</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Up to date knowledge of current clinical and professional issues</li> </ul>	<ul style="list-style-type: none"> <li>• Example</li> <li>• Example</li> <li>• Example</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of resource / budget management</li> <li>• Knowledge of quality standards &amp; NICE recommendations/NSF</li> <li>• Proven listening / counselling skills</li> <li>• Time management and organisation skills</li> <li>• Experience in patient advocacy</li> <li>• Ability to conduct &amp; evaluate own projects successfully</li> <li>• Demonstrate and understanding of: the National agenda for speciality</li> <li>• Ability to critically analyse data IT Skills</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Excellent verbal, written, interpersonal &amp; communication skills</li> <li>• Recognition of clinical limitations.</li> <li>• Flexibility and adaptability to new ways of working and the acquisition of additional skills.</li> </ul>	



## General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## Health and safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

## Infection prevention and control (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

## Information governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

**Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

**Disclosure of Information** - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

**Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## Professional standards and performance review

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

## Safeguarding children and vulnerable adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of

Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
  - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
  - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

## **Social responsibility**

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## **Continuous improvement**

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## **Equal opportunities and diversity**

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the

discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

