

Advanced Nurse Practitioner (Breast)

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 role supports patients with breast conditions, working closely with a skilled team of nurses and doctors. You will help assess, diagnose, and care for patients in a busy clinic setting. You'll provide expert advice, manage follow-up care, and support patients through treatment and recovery. You'll also help improve how care is delivered and share your knowledge with other healthcare staff. The job offers variety and chances to grow your skills in breast health care.

Job Description

Job title:	Advanced Nurse Practitioner (Breast0
Grade:	Band 8a
Site:	The Royal Shrewsbury and The Princess Royal Hospital, Telford
Accountable to:	Clinical Director Breast Surgery – Clinical Management
DBS required:	Yes, Enhanced DBS

1. Post Purpose:

The post holder will be expected to work closely with the breast clinical lead and existing Advanced Nurse Practitioner (ANP), who is supported by a team of Clinical Nurse Specialists (CNS). The current team of eight breast care nurses are essential to the delivery of the Symptomatic breast service.

Together the two ANPs are pivotal to the running of a very busy diagnostic service and will manage the Stratified Follow up Pathway which started at SATH circa 2019 and is one of the biggest services in the country currently providing care to over 1900 patients in the follow up phase.

The breast care team manage surveillance, compliance with medication by providing a support service for side effects and routes back into treatment clinics as required.

It is a varied job offering many chances for improvement and specialisation.

2. Main duties and responsibilities:

- Deliver and participate in the clinical care of patients under Breast cancer patients in outpatient and day-case unit
- Provide expert patient care from initial history taking, clinical assessment, diagnosis, treatment and evaluation of care within the rapid diagnostic and assessment unit and ensure that the patient feels listened to and supported at all time

- Clinically examine and assess patient needs from a physiological and psychological perspective and plan clinical care accordingly.
- Demonstrate safe critical decision-making in the clinical decision-making process.
- Act in accordance with NMC Code of Conduct and guiding documents
- Demonstrate expert knowledge and understanding of breast diseases and associated treatments
- To provide and request diagnostic interventions in response to needs of patients, for example, fine needle aspiration, core biopsy, punch biopsy and in keeping with breast unit guidelines.
- Diagnose and manage both acute and chronic breast conditions according to breast unit guidelines.
- Communicate information to patients/carers/relatives regarding treatment plan continually reviewing and assessing their understanding of the information provided.
- Produce accurate, contemporaneous and complete records of patient consultation, consistent with legislation, policies and procedures.
- Provide a telephone service for triage and assessment, information giving and follow up for patients at very low risk of having breast cancer
- Provide a telephone service for giving benign results
- Take responsibility for own learning and performance including participating in clinical supervision and acting as a positive role model, as well as continuous preparation for annual KSF review
- Contribute to the development of local guidelines, protocols and standards for diagnostic pathway.
- Priorities health needs and intervenes appropriately.
- To be professionally and legally accountable for all work undertaken to practice at an advanced level of professional autonomy and accountability that is within Trust policies and the Nursing and Midwifery Code of Conduct (2008) or Health and Care Professions Council (HCPC).
- Provide a level of advanced and comprehensive health assessment based on a specialist body of knowledge.
- Take responsibility for the management of patients within own caseload and supervision/development of junior members of the multi-professional team.
- Is able to identify the need for appropriate diagnostic tests and interpret the results.
- To identify and intervene proactively where circumstances contribute to an unsafe environment for patients, staff or relatives and escalate these to the Care Group/Departmental Risk Lead and/or Consultant Leads for Clinical Governance.
- To share knowledge and expertise, acting as an expert resource to others across primary and secondary care as appropriate.
- Contribute to the development and improvement of systems and processes that facilitates patient flow.
- To improve the quality of the patient experience by identifying and meeting the individual clinical needs of patients including issues pertaining to child protection & vulnerable adults.
- Following completion of the Independent Non-Medical Prescribing course and registration with the NMC or HCPC, undertake non-medical prescribing in accordance with the Trust non-medical prescribing policy and maintain evidence and competence of this qualification. Adhere to CPD requirements of the Trust in relation to maintaining evidence of on-going competence.
- To maintain up to date patient records in accordance with Trust policy and professional bodies standards.
- Ability to adapt specialist clinical knowledge and skills to different clinical settings and influence service delivery and patient care.

- To provide specialist advice on patient care to the healthcare team taking into account all aspects of clinical Governance and act as a specialist resource within the Breast Service and other assessment areas and the Trust.
- Contribute to the review and development of clinical patient pathways to ensure a standardised approach to in Breast services.
- To provide specialist advice on patient care to the healthcare team, taking into account all aspects of clinical governance and act as a specialist resource within the Breast department and other assessment areas and the Trust.
- Contribute to the review and development of clinical patient pathways to ensure a standardised approach in Breast services.

3. Organisational:

- Work within the multidisciplinary team, within agreed medical, nursing and Trust protocols and guidelines.
- Manage own workload.
- Support the breast care nurse team to manage their work load.
- Work as a member of the multidisciplinary team sharing in the responsibility for the provision of clinical care.
- Promote and adhere to the principles and practice of clinical governance.
- Demonstrate safe use of equipment and efficient use of resources.
- Demonstrate effective multidisciplinary team working and acknowledge the role of individual team members ensuring that expertise is seen as a resource within the team and the Trust.
- Utilise a developed knowledge of child protection and vulnerable adult safeguarding procedures.

4. Systems and Equipment:

Participate in and facilitate the implementation of:-

- NICE guidelines
- Scheduled Care Group and Trust Strategy for Advanced Clinical Practitioners
- Assist in the development and implementation of specific guidelines, protocols and standards. Contribute to multidisciplinary team guidelines.
- Continue to be proactive in the improvement of the working area by enhancing levels of evidence-based nursing, medical practice and the development of guidelines and protocols to ensure high standards of care are consistently maintained.
- Assist in developments within the ACP team.

5. Risk Management:

- Contribute to clinical risk management.
- Complete documentation and gather evidence relevant to clinical risk management.
- Anticipate, recognise and prevent situations that may be detrimental to self and the health and wellbeing of patients or staff.
- Adhere to and participate in the implementation of recommendations and guidelines related to health & safety at work, Control of Substances Hazardous to Health legislation and control of infection procedures.

- Implement actions to be taken in event of an emergency.
- Demonstrate correct moving and handling procedures following Trust protocols and guidelines.
- Adhere to Trust and locally agreed policies, guidelines and protocols.
- Promote the concept of clinical governance.

6. Education, Training and Personal Development:

- Undertake statutory and mandatory training as required by the Trust.
- Deliver multidisciplinary team education and presentations.
- Use specialist knowledge to actively participate in the clinical and theoretical education, training and support of nurses and medical staff.
- Teach and support medical staff, student and newly qualified/less experienced ACPs, junior and senior nurses, student nurses/midwives, paramedic trainees, health care assistants and other staff as appropriate in the clinical setting.
- Successfully complete the non-medical prescribing course.
- Keep up to date with IRMER regulations and attend relevant updates.
- Attend relevant conferences within acute medicine and advanced clinical practice.
- Successfully complete advanced life support course and keep updated as per national requirements.
- Participate in competency based learning programmes to enable development and enhancement of clinical skills and role.
- Maintain, advance and develop personal theoretical knowledge, high standards of clinical competence and professional development through self-education.
- Evaluate personal achievement of identified and agreed short and long term development objectives from personal development plan.
- Maintain own professional portfolio.
- Assist in developing initiatives on ACP staff development

7. Research and Audit:

- Assist in data collection for specific local and multi-centre research projects.
- Participate in evaluating new equipment.
- Participate in audit, clinical governance and other clinical meetings where the outcomes and recommendations have the potential to improve the quality of care, give case presentations as required.
- Assist on specific audit cycles to enhance the quality of clinical nursing and medical practice.
- Be aware of the results of mandatory audits, amend own practice where necessary and support change in practice of others.
- Identify areas of own clinical practice that require audit.
- Devise audit tools, analyse data, write report and present findings to the multidisciplinary team. Complete audit cycle by implementing change in emergency/acute medicine department practice as required and re-auditing.

8. Decisions, judgements and freedom to act:

- Accountable for own professional actions, undertaking all duties in accordance with the NMC Code of Professional Conduct/ HCPC, departmental and Trust guidelines and protocols.

- Adhere to Trust protocols and codes of conduct.

9. Communication and relationships:

- Promote, explain and clarify the role of the ACP to the multidisciplinary team and parents/carers to enhance understanding of the scope of their professional practice.
- Discuss highly complex medical issues appropriately with parents/carers using language that aids understanding.
- Able to effectively communicate with ACP team members, nurses, doctors and other health professionals when discussing emotive, ethical and difficult issues at both personal and professional levels.
- Negotiate sensitively with parents/carers where consent is required for treatment that is vital for the welfare and survival of the patient and where there may be barriers to understanding through fear, anxiety or lack of knowledge, language difficulties or religious beliefs.
- Discuss implications of care options with patients and carers to enable them to make informed decisions using assertiveness, tact, diplomacy and compassion.
- Communicate sensitively with families who have received bad/sad news.
- Initiate and maintain effective communications with members of the multidisciplinary team to promote the welfare and safety of patients and carers, in accordance with child and adult safeguarding Trust policy.
- Behave in a consistent professional manner with patients and carers, multidisciplinary team members, management and the public.
- Write precise, accurate and timely records, letters and statements in accordance with the Data Protection Act and Trust Policy.
- Listen actively and respond appropriately to verbal information given.
- Present and review complex case histories, summarise and formulate management plans.
- Recognise when own and others behaviour is not acceptable and initiate appropriate action.
- Provide constructive feedback to others within the peer group and multidisciplinary team.
- Proficiency in IT skills for completing clinical records, using clinical management programmes and occasional presentations.
- Act as advocate for patients and offer support to families/carers.

Physical, Mental and Emotional Demands of the Post

- To analyse and interpret a range of complex information in order to understand the Centre's clinical and financial performance and to prepare and present options for improvement.
- To undertake presentations to large groups and to senior managers as required.
- To handle emotive and challenging situations, using influential negotiating and motivational skills to achieve desired outcomes.
- To cope with frequent interruptions whilst in periods of concentration.

Person Specification

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

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

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 Trust's 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.

