



Job Description

PCN Nurse Practitioner – Population Health Management

Primary Care Network (PCN)

Post title: PCN Nurse Practitioner – Population Health Management

Responsible to: PCN Clinical Team Leader

Accountable to: Clinical Director –Primary Care Network

Job summary

The post holder will demonstrate courageous and critical thinking and is a caring, compassionate and committed experienced nurse who, acting within their professional boundaries, will provide care for the presenting patient from initial history taking, clinical assessment, diagnosis, treatment and evaluation of care. They will demonstrate safe, competent clinical decision-making and expert care, including assessment and diagnostic skills, for patients within the general practice.

The post holder will commit to demonstrating critical thinking in the safe clinical decision-making process. They will communicate and work collaboratively with the general practice team to meet the needs of patients, supporting the delivery of policy and procedures, and providing nurse leadership as required.

To provide a high-quality, cost effective service to the patients of the Primary Care Network (PCN); undertaking clinical assessment, diagnosing and evaluation of care while within working defined procedures and protocols set by the Clinical Nurse Manager/Clinical Director.

The Nurse Practitioner will work in partnership with the Clinical Auditor and Healthcare Assistant to achieve the Chronic Disease Management of patients within the PCN. They will work collaboratively with the general practice team to meet the needs of patients, following policy and procedures while providing supervision to the Healthcare Assistant.



The main aim for this role is to increase health and wellbeing of patients through improved identification and disease management.

The post holder will need to demonstrate safe, clinical decision-making and expert care, including assessment and diagnostic skills. There will be the need to prioritise and triage the needs of patients accordingly making any necessary referrals for investigations in the appropriate manner.

This role will be leading on specific mandatory Quality Outcomes Framework (QOF) measures across the PCN which include:

- Cardiovascular disease
 - Atrial Fibrillation
 - Heart Failure
 - Hypertension
 - Peripheral Arterial Disease
 - Stroke/TIA
 - Diabetes
- Learning Disability
- Obesity
- Cancer Screening (cytology)
- Early Cancer Diagnosis
- COPD

Key responsibilities

CLINICAL RESPONSIBILITIES:

- Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis;
- Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly;
- Assess diagnosis, plan, implement and evaluate interventions/treatments for patients with complex needs. Proactively identify, diagnose and manage treatment plans for patients at risk of developing a long-term condition (as appropriate);
- Diagnose and manage both acute and chronic conditions, integrating both drug- and non-drug-based treatment methods into a management plan;



- Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice and national and practice protocols, and within scope of practice;
 - Work with patients in order to support compliance with and adherence to prescribed treatments. Provide information and advice on prescribed or over-the-counter medication on medication regimens, side-effects and interactions;
 - Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care;
 - Support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care;
- Support and manage health needs of women presenting for family planning, cervical cytology or sexual health consultation;
- Assess, identify and refer patients presenting with mental health needs in accordance with the NSF for Mental Health;
- Implement and participate in vaccination and immunisation programmes for both adults and children;
- Advise support and administer vaccinations for patients travelling abroad, where appropriate;
 - Promote and deliver evidence-based care for patients presenting with aural conditions
 - Meet the needs of patients presenting for opportunistic wound care.
 -

Clinical Governance

- Ensure that home visits are undertaken safely in line with the organisation's lone worker and health & safety policies.
- Ensure that patient identifiable information, laptops and smartcards are transported in line with the information governance policy.
- Prescribe treatment in line with local and national guidelines and CCG formulary.
- Ensure accurate and legible notes of all consultations and treatments are recorded promptly in the patient's notes on SystemOne.
- To maintain infection control standards in varied and challenging environments in line with the organisation's infection control policy and procedural guidance.



- To ensure the safety of patients, relatives and colleagues and to report all incidents and 'near misses' in line with the risk management policy.
- To remain up-to-date with all mandatory training.
- To maintain up-to-date knowledge of safeguarding adult and children guidance to ensure that those at risks of abuse/suffering abuse are identified and the necessary process to protect them is followed.
- To meet responsibilities as an employee as set out in the organisation's corporate and clinical policies.
- To maintain confidentiality at all times.
- Ensure accurate completion of all necessary documentation associated with patient health care.
-

Communication

- Liaise and interact with multi-professional teams across organisational boundaries, including primary care, social services and secondary care providers according to patient needs and appropriate care pathways.
- Maintain communication with all healthcare professionals and outside agencies to ensure seamless, patient-centre service provision.
- Ensure effective communication so that the patient receives the appropriate level of care and wherever possible to avoid unnecessary hospital admission.
- Communicate effectively with other team members;
- Communicate effectively with patients and carers, recognising their needs for alternative methods of communication;
- Enthusiastic about health promotion and lifestyle change.

Personal and people development

- Act as a clinical leader in the delivery of practice nursing services ensuring that the needs of the patient are a priority;
- Operate as an effective member of the PCN;
- Undertake mentorship for the PCN Healthcare Assistant, assessing competence against set standards;
- Take responsibility for own developmental learning and performance, including participating in supervision;



- Take responsibility for maintaining a record of own personal development;
- Work with management on any new training requirements;
- To recognise and understand the roles and responsibilities of individuals working in the primary health care team.

Health, safety and security

- Use the personal security systems within the workplace according to practice guidelines;
- Identify the risks involved in work activities and undertake them in a way that manages the risks.

Service improvement

- Be aware of and assist in current clinical audit;
- Work with colleagues in the team on the development of current and new services and other initiative.

Quality

- Alert other team members to issues of quality and risk in the care of patients;
- Ensure own actions are consistent with clinical governance systems;
- Practice in accordance with agreed standards of care;
- Enable patients to access appropriate professionals in the team;
- Ensure stock items under your control are ordered and available in the treatment and consulting rooms;
- Know the practice's policies, especially the whistle-blowing policy, available in the practice staff handbook;
- Be able to manage your own time effectively.

Equality and diversity

- Act in ways that recognise the importance of people's rights, interpreting them in a way that is consistent with procedures;
- Respect the privacy, dignity, needs and beliefs of patients and carers;
- Understand basic legal and communication issues regarding child abuse, family violence, vulnerable adults, substance abuse and addictive behaviour;

Information processes

- Record information and activities undertaken with patients and carers in an accurate and timely fashion using manual or computer systems as appropriate;



- Maintain confidentiality of information relating to patients, relatives, staff and the practice;
- Maintain accurate and contemporaneous electronic patient records on SystemOne;
- Take the necessary precautions when transmitting information.

Duties and Responsibilities:

- Attend annual updates and mandatory training as required;
- Highlight any gaps in knowledge/training needs to their line manager to allow them the opportunity to offer support in order to fulfil the duties of this post;
- Act in a manner that safeguards children and/or vulnerable adults as applicable to the role;
- Work in line with organisational policies and procedural guidelines.

This JD is not intended to be an exhaustive list of activities but rather an outline of the main areas of responsibility. The role is likely to evolve to meet the changing needs of the service.

Person Specification

Nurse Practitioner – Population Health Management

Areas	Essential	Desirable (D) / Essential (E)
Physical	<ul style="list-style-type: none"> • Be able to carry out the duties of this post 	E
Education/ experience	<ul style="list-style-type: none"> • Registered nurse MSc or equivalent; • Relevant nursing/health degree • Advanced Clinical practice skills management of patients with long term conditions. • Management of patients with complex needs. • Knowledge of public health issues relating to 	E E E E



	<ul style="list-style-type: none"> • Clinical supervision training and experience; • Willingness to work flexibly to deliver clinically effective and cost effective healthcare. • Experience in nurse-led triage and compiling protocols and clinical guidelines. 	<p>D</p> <p>E</p> <p>D</p>
Additional Requirements		