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| **Job Specification; Sample Content**  **Registered Advanced Nurse Practitioner (RANP)**  **(2267, 2270, 2269, 2271, 2268)** | |
| **The following template provides sample content for the above role.**  **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** | |
| **Reporting Relationship** | ***For Example:***  Is professionally accountable to the Director of Nursing. Clinically accountable to the Consultant / Clinical Lead / GP. |
| **Clinical Indemnity** | **To be completed by the service(s) {Hospital Group and/or CHO area}** |
| **Key Working Relationships**  to include but not limited to: | ***For Example:***  Director/Assistant Director of Nursing  RANPs and other nursing grades  Nurse Practice Development Co-ordinator  Prescribing site co-ordinator(s)  Medical colleagues  Interprofessional colleagues  Patients/service users/families and/or carers  Nursing and Midwifery Board of Ireland  Higher Education Institution  Nursing and Midwifery Planning and Development Unit  Centres of Nursing and Midwifery Education  National Clinical and Integrated Care Programme  National Leadership and Innovation Centre  Other relevant statutory and non-statutory organisations |
| **Clinical supervision** | The RANP **(insert specialty)** engages in on-going clinical supervision as per a Memorandum of Understanding. The structure, process and outcome of clinical supervision must be explicit (formal and informal).  The RANP **(insert specialty)** maintains a record of clinical supervision in their professional practice portfolio |
| **Purpose of the Post** | ***For Example:***  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 and guidelines and/or service level agreements/ memoranda of understanding.  The RANP **(insert specialty)** demonstrates advanced clinical and theoretical knowledge, critical thinking, clinical leadership and complex decision-making abilities.  The RANP **(insert specialty)** 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).  The RANP **(insert specialty)** 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.  The RANP **(insert specialty)** contributes to nursing research that shapes and advances nursing practice, education and health care policy at local, national and international levels.  [ **please insert any additional role specific requirements to support the purpose of the particular advanced practice nursing service or speciality** ] |
| **Principal Duties and Responsibilities** | ***For Example:***  The RANP **(insert specialty)** practices to a higher level of capability across six domains of competence as defined by Advanced Practice (Nursing) Standards and Requirements (NMBI 2017).  The six domains of competence are as follows:   * 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 **(insert specialty)** has a duty and responsibility to demonstrate and practise.  **Domain 1: Professional Values and Conduct**  Standard 1  The RANP **(insert specialty)** will apply ethically sound solutions to complex issues related to individuals and populations by:   * Demonstrating accountability and responsibility for professional practice as a lead healthcare professional {**in the care of patients with**}. * The initial caseload\* and scope of practice for the RANP **(insert specialty)** is agreed as follows:   {**insert here**}   * The inclusion criteria for the RANP **(insert specialty)** are as follows:   {**Insert here**}.   * The exclusion criteria for the RANP **(insert specialty)** are as follows:   {**Insert here**}.  *\*The caseload and scope of practice for the Registered Advanced Nurse Practitioner service will evolve to reflect changing service needs.*   * Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside their scope of practice, experience, and competence using established referral pathways as per locally agreed policies, procedures, protocols and guidelines. * 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. The RANP practices according to a professional practice model that provides them latitude to control their own practice, focusing on person centred care, interpersonal interactions and the promotion of healing environments. * The chosen professional practice model for nursing {**insert here**} emphasises a caring therapeutic relationship between the RANP and their patients, recognising that RANPs work in partnership with their multidisciplinary colleagues. * Articulating and promoting the RANP role in clinical, political and professional contexts by {**insert here**} (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).   **Domain 2: Clinical-Decision Making Competences**  Standard 2  The RANP **(insert specialty)** will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:   * Conducting a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced nursing care. * 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. * Demonstrating timely use of diagnostic investigations / additional evidence-based advanced assessments to inform clinical-decision making. * Exhibiting 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. * Initiating and implementing health promotion activities and self-management plans in accordance with the wider public health agenda. * 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 **(insert specialty)** will actively contribute to the professional body of knowledge related to their area of advanced practice by:   * Providing leadership in the translation of new knowledge to clinical practice {**insert here**} (for example teaching sessions; journal clubs; case reviews; facilitating clinical supervision to other members of the team). * Educating others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision and engagement in continuous professional development. * Demonstrating 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. * Demonstrating accountability in considering access, cost and clinical effectiveness when planning, delivering and evaluating care {**insert here**} (for example key performance areas, key performance indicators, and metrics).   **Domain 4: Communication and Interpersonal Competences**  Standard 4  The RANP **(insert specialty)** will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:   * Communicating effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements as per established referral pathways. * Demonstrating leadership in professional practice by using professional language (verbally and in writing) that 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. * Facilitating clinical supervision and mentorship through utilising one’s expert knowledge and clinical competences. * 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 **(insert specialty)** will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:   * Promoting a culture of quality care. * Proactively seeking quantitative and qualitative 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. * 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 **(insert specialty)** will lead in multidisciplinary team planning for transitions across the continuum of care by:   * Demonstrating clinical leadership in the design and evaluation of services {**insert here**} (for example findings from research, audit, metrics, and new evidence). * Engaging in health policy development, implementation, and evaluation {**insert here**} (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 {**cite speciality**}). * Identifying gaps in the provision of care and services pertaining to their area of advanced practice and expand the service to enhance the quality, effectiveness and safety of the service in response to emerging healthcare needs. * Leading in managing and implementing change. |
| **Legislation , regulations, policies and guidelines** | The RANP **(insert specialty)** practises 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) {list as relevant to the service for example: * National Consent Policy (HSE 2013, revised 2016); * Houses of the Oireachtas Committee on the Future of Healthcare (Sláintecare, 2017); * Local policies, procedures, protocols and guidelines * Current legislation {list as relevant to the service for example: * Government of Ireland (2015) Assisted Decision-Making Capacity Act {Insert as appropriate to the RANP (insert specialty) service} |
| **Performance Management and Evaluation** | Performance Indicators (PI’s) are required to evaluate nursing interventions and implement initiatives to improve the quality and quantity of nursing care provided. PI’s should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In addition, PI’s should 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 PI’s.  In collaboration with the Director of Nursing, the RANP will identify and develop Nursing PI’s for their area of practice, collect and collate data which will provide evidence of the impact and effectiveness of the interventions undertaken {**insert here**} (for example relevant integrated clinical care programme and associated KPIs, Department of Health).  The RANP **(insert specialty)** will participate in clinical audit and evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing and multidisciplinary team colleagues (primary and secondary care). |
| **Professional Practice Portfolio** | The RANP **(insert specialty)** must maintain a professional practice portfolio, incorporating evidence of learning from continuing professional development, clinical supervision, reflective practice and review of their own scope of practice in accordance with regulatory requirements and service need. |
| **Health and Safety, Quality Assurance, Risk and Clinical Governance** | The management of Risk, Infection Control, Hygiene Services and Health and Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment. These organisational standards and procedures are developed and managed to comply with statutory obligations.  The RANP (**insert specialty**) will:   * Demonstrate knowledge of clinical governance structures and processes supporting service provision. * Be familiar with and is responsible for attending the necessary education, training and support to enable them to meet this responsibility. * Be responsible for ensuring that they comply with hygiene services requirements in their area of responsibility. Hygiene services incorporate environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment. * Adequately identify, assess, manage and monitor risks within their area of responsibility. * Foster and support a quality improvement culture throughout their area of responsibility. * Take reasonable care for their own actions and the effect that these may have on the safety of others. * Be responsible for ensuring they become familiar with the requirements stated within and that they comply with the Hospital Group’s/ Community Healthcare Organisation’s PPPGs. * Have a working knowledge of PPPGs in relation to the care and safety of any equipment supplied for the fulfilment of duty within the RANP **(insert specialty)** nursing service. Ensure the advice of relevant stakeholders is sought prior to procurement. * Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards or Mental Health Commission (MHC) (as relevant) as they apply to the RANP (insert specialty) nursing service, for example: Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards or MHC regulations/standards and legislation as relevant. Comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. * Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service |
| **Management and Leadership** | The RANP (**insert specialty**) 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 **(insert specialty)** 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 **(insert specialty)** nursing service. * Participate in the appropriate and effective management of the RANP **(insert specialty)** service. * Participate in the development of the overall service plan and in the monitoring and review of RANP **(insert specialty)** 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 **(insert specialty)** 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 **(insert specialty)** 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 the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. * Engage in IT 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. * To act as spokesperson for the Organisation as required * Demonstrate pro-active commitment to all communications with internal and external stakeholders   **The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.** |
| **Skills, competencies and/or knowledge** | ***For Example:***  The RANP **(insert specialty)** will be required to continue to demonstrate the ability to practice at a higher level of capability across six domains of competence as defined by (NMBI 2017), along with the specialist knowledge and clinical skills in the (**insert specialty**) area of practice.  The RANP **(insert specialty)** must continue to:  **Professional/Clinical Knowledge**   * Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision. * Demonstrate evidence of Policy, Procedure, Protocol, Guideline (PPPG) development and the translation of PPPG into action. * Demonstrate knowledge and experience of quality audit/assurance systems. * Demonstrate experience in developing, implementing and evaluating quality improvement initiatives. * Demonstrate awareness of relevant legislation and policy developments. * Demonstrate a commitment to continuing professional development.   **Planning and Organising Resources**   * Demonstrate ability to proactively plan, organise, deliver and evaluate a nursing service in an efficient, effective and resourceful manner, within a model of person-centred care and value for money. * Demonstrate ability to manage deadlines and effectively handle multiple tasks.   **Building and Maintaining Relationships: Leadership, Staff Management and Team Work**   * Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment. * Demonstrate the ability to communicate a change vision and engage stakeholders in a sustainable change process. * Demonstrate the ability to foster a learning culture among staff and colleagues to drive continuous improvement. * Demonstrate ability to work effectively within multi-disciplinary teams.   **Evaluation Information and Judging Situations**   * Demonstrate the ability to evaluate information, identify risks and solve problems.   **Commitment to Providing Quality Services**   * Demonstrate understanding of and commitment to the underpinning requirements and key processes in providing quality, person-centred care. * Demonstrate the ability to lead on clinical practice and service quality.   **Communication and Interpersonal Skills**   * Demonstrate effective communication and interpersonal skills including: the ability to present information in a clear and concise manner. * Demonstrate ability to engage collaboratively and influence others. * Demonstrate competency in the general use of information technology – computers, office functions, internet for research purposes, email, preparation of presentation materials etc. * Demonstrate evidence of skills in data management and report writing. |