##### Job Description

**JOB TITLE: Modern Matron / Advanced Nurse Practitioner**

**RESPONSIBLE TO: Head of Healthcare – HMP Pentonville**

## Job Summary

The post-holder will demonstrably improve the care for people receiving Health Care within the Health in Justice Service line, by providing expert clinical and nursing leadership for the further development of the services. The post-holder will work across the identified region of the Health in Justice Services. They will work alongside the Regional Primary Care Lead and Head of Primary Care for Health in Justice Services and with senior clinicians, nursing and allied health professionals within the health in justice service line to continuously improve the quality of care provided to an often complex patient group.

The post-holder will work within their site, spearheading best practice, auditing practice and ensuring the appropriate training of all staff involved in the management of patients within this highly complex setting. This will need to build strong working relationships with medical, nursing and sub-contracted colleagues, our colleagues across the Justice System and other stakeholders. This will include involvement in developing and improving the skills and competencies of all clinical staff at HMP Pentonville.

Key components of this post are the provision of expert clinical care, strong clinical nursing leadership, the development and implementation of a strategy to ensure education and competence for all staff involved in the care of patients; including the educational, professional and academic development of the nursing team and the development of nursing research activity in this specialty.

The post holder will be expected to have significant input into the implementation of evidence informed national, healthcare policy and in developing innovative ways of delivering health care in this service.

The post holder will undertake the role of the HMP Pentonville Named Nurse for safeguarding adults and children reporting into the Regional Safeguarding Lead. The post holder will ensure that there are strategies and policies in place to promote the early and accurate identification and management of safeguarding concerns and issues associated with vulnerable patient groups through leadership, expert practice and education. This includes safeguarding children and young people, safeguarding adults, domestic violence, PREVENT and other associated agendas and monitoring of PPG’s safeguarding assurance frameworks. The post holder will lead on initiatives to improve patient safety and experience for these groups, where reasonable adjustments must be made to care pathways, working with clinicians, specialists and services across the Division to achieve best practice.

The post holder will work with the Head of Primary Care / Director of Nursing and Quality and HMP Pentonville to meet its safeguarding responsibilities by implementing strategies, policies and pathways to strengthen the management of safeguarding within services to ensure clinical services are able, through service development and adjustment, to respond to individual patient needs. They will be responsible for demonstrating compliance against required legal, regulatory and national policy standards,

There will be a focus on robust risk management and governance systems to ensure safe, efficient, effective and timely management of the safeguarding vulnerable people agenda.

The post holder will be involved with the reviews following incidents including internal learning reviews and clinical case reviews and be expected to plan for and demonstrate learning from outcome.

**Main duties and responsibilities:**

1. **Expert Practice**
* To act as an expert practitioner demonstrating advanced knowledge and skill beyond that associated with traditional nursing roles, legal and professional accountability, including the integration of research evidence into practice by expert clinical reasoning and decision-making.
* Work with the Clinical Teams and Head of Healthcare to plan, implement and evaluate the care of patients requiring Health Care in prison, providing appropriate information to patients where appropriate.
* The post-holder will spend a component of their time working in clinical practice and support the management of the most complex of patients.

* To utilise advanced clinical reasoning skills and evidence based knowledge in the management of the most complex of these patients.
* To work in partnership with the national clinical team to roll out nurse lead clinical training and development initiates
* To use expert theoretical and practical knowledge to refer to other departments/colleagues within or outside the service as necessary relying on own interpretation of clinical information, and expert clinical decision-making.
* To work in partnership with the Lead GP and clinical team as part of the MPCCC to put in place safe pathways of care for patients at HMP Pentonville
* To plan, order, interpret and act upon the results of tests and investigations.
* To interpret and act upon other clinical and non-clinical information.
* Receive and make referrals as appropriate as well as provide guidance to colleagues regarding referrals.
* To ensure that there is appropriate extended supplementary and extended nurse prescribing or patient group directives developed to ensure the appropriate prescription and administration of all medicines used within the service in partnership with all clinical teams.
* To ensure the healthcare service is safely ran and audited in line with Infection Prevention control standards and to address any concerns in partnership with the Head of Healthcare
* To ensure the service is audited in line with clinical / governance and environmental factors and that robust actions plans are maintained and updated in-line with the Practice Plus Group policies.
* To be an exceptional communicator and to drive forward standards of quality with all clinical service leads at HMP Pentonville.

# Advanced Nurse Practitioner

* To deliver face to face services which will enable patients to obtain health information from the appropriate health care professional.
* To provide safe and effective health assessments and treatment of patients within the establishment.
* To be accountable for their own practice including the assessment, diagnosis, treatment and discharge or referral of patients, independent of medical intervention.
* To practice as an Advanced Nurse Practitioner within own sphere of competence and agreed acceptable limits of practice. To assess patients, and order and interpret investigations, diagnose and treat patients who wish to be seen by an Advanced Nurse Practitioner.
* To be responsible for the assessment of care needs the development, implementation and evaluation of programmes of care, without supervision, and to teach other nursing and non-nursing staff.
* To work as part of the multi-disciplinary team in providing quality, evidence-based health care to meet the immediate needs of the patient.
* To take an active role within the cross-disciplinary, multi-skilled team to ensure service quality in line with corporate goals and strategy, and to assist in the implementation of the wellbeing approach which have a positive impact on the health economy.
* Independent Nurse Prescriber - To prescribe medicines within own scope of practise and work at least 1 Out of Hours per week (6pm – 10pm)

**2. Professional Leadership and Consultancy**

* Act as a role model to nursing staff & support workers, encouraging effective working relationships and the development of a cohesive regional team, working with a common philosophy.
* To develop recruitment and retention strategies which ensure that externally Practice Plus Group are known as a leading provider of Health in Justice Services and that we have retention strategies the ensure we retain and grow our staff.
* Provide clinical supervision, mentorship and professional leadership to nursing staff working across the services and for staff caring for patients within the criminal justice healthcare system.
* To lead the development and implementation of policy and guidelines in the care of patients who receive healthcare within the criminal justice environment with particular reference to clinical risk.
* The post-holder will help the nursing and medical staff to oversee the entire patient pathway. This will require strong working relationships with colleagues in other fields across the criminal justice system, Allied Healthcare Professionals, Sub-contracted services and colleagues in Commissioning, the community and other Networks.
* To develop and deliver training and education sessions across the Health Care in the Criminal Justice System care service and externally as appropriate.
* To support and inspire colleagues to improve standards and quality and to develop professional practice.
* Empower the teams to highlight areas for change and development, by demonstrating leadership and change management skills.
* Ensure competence and knowledge within all areas, initiating changes that represent a quality standard of care to patients and encouraging staff to do the same.
* Contribute to the profile of nursing both internally and externally acting as a role model demonstrating the importance of clinical leadership.
* Develop and maintain local relationships and a regional profile as a Nurse, presenting and contributing at local, regional and national conferences.

**3. Education, Training and Development**

* Working with Practice plus Group Head of Education, Learning and Development, identify and respond to the needs of professional colleagues with a focus on integrating theory and practice.
* Identify and respond to learning needs at individual, team and organisational levels.
* Liaise with Universities and Royal Colleges to develop appropriate nursing and multi-professional educational programmes at pre-registration and post-graduate levels.
* Identify and respond to own development needs, taking responsibility for keeping up to date with new developments.
* Work with senior professional colleagues to enable the development of advanced knowledge and skills

**4. Practice and Service Development, Research and Evaluation**

* Ensure that clinical risk management and continuous clinical audit are an integral part of care, promoting this within the multidisciplinary team to demonstrate an improvement in outcome for our patient group.
* To lead on the patient engagement strategy for Practice Plus Group Healthcare.
* Work alongside the operational teams in driving bid development to ensure we retain existing contracts and that we are in a strong position to obtain new service contracts.
* Ensure that the principles of good clinical governance are upheld.
* Use professional knowledge and expertise to deal with ambiguous, unique or novel problems.
* Use professional knowledge and expertise to ensure safe use of equipment and best use of scarce resources.
* Keep abreast of most recent and local national policy and standards which impact upon the service and lead on their implementation.
* Participate in developing professional practice nationally through membership of relevant professional associations and other forums
* Implement innovations in clinical practice, actively encouraging the utilisation of nursing research and evidence informed practice. We would also want this to include IT and technical developments within Prison healthcare.

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* To develop the nursing teams ability to undertake and be involved in relevant research studies and to utilise research in practice.
* Undertake regional presentations and publications in relation to specific area of expertise.
* Participate in the review of staff performance and support the professional development plans for all nursing staff.
* To actively provide opportunities for patient and engagement in relation to all aspects of the role.
1. ***Safeguarding adults and children***
* Contribute to the strategic delivery of safeguarding practice across HMP Pentonville in accordance with national, regional and local legislation, policies and recommendations
* Embed HiJ Safeguarding annex working alongside the rest of Practice Plus Group to share good practice and guidelines to be consistent and standard across the Group
* Deputise for the regional safeguarding lead as required in all matters relating to Safeguarding
* Provide safeguarding updates for local and regional Quality Assurance meetings

***6.0 General***

* To contribute to the development of new business across the Health Care Division
* Promote Practice Plus Group by acting as an ambassador at external functions and by promoting Practice Plus Group as an ‘Employer of Choice’.
* To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.

* To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments

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| **CRITERIA** | **ESSENTIAL** |
| **Qualifications** | * Level one Registered Nurse
* Specialist qualification relevant to Health Care in the Criminal Justice System care or equivalent experience
* 5 + years of experience as a registered Nurse
* Independent prescriber or equivalent
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| **Experience** | * Minimum of 3 years clinical experience as senior nurse within Health Care in the Criminal Justice System and criminal justice healthcare.
* Advanced theoretical and practical knowledge of a wide range of approaches to the management of patients, demonstrated by advanced clinical reasoning
* Experience of facilitating change across other professions and organisations to produce innovative practice and service development showing improved patient outcomes
* Previous experience of student supervision and clinical education at undergraduate and postgraduate level
* Evidence of continued professional development-reviewing current practice and research developments within specialist area and application to clinical practice
* Experience of joint working with academic institutions ensuring the development of research programmes within the workplace
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| **Skills and Knowledge** | * Expert advanced clinical practitioner, ability to work autonomously
* Knowledge of the statutory requirements for the safeguarding of adults and children
* Demonstrates an interest to develop research expertise, knowledge and skills
* Must be able to disseminate information in both written format and in public speaking forum
* Demonstrated understanding of the role of specialist area within the Health Care in the Criminal Justice System environment and the impact of current government/regional policy developments
* Robust understanding of all aspects of Clinical Governance including previous experience of quality issues, audit and risk management
* Ability to lead: within the nursing profession and multi-professional working; within the service and across organisation boundaries
* Excellent written and verbal communication skills demonstrating the use of a variety of media/IT skills
* Excellent time management and organisational skills
* Ability to translate and integrate evidence based research/guidelines into the development of local pathways of care
* Ability to develop working relationships locally, regionally and nationally
* Able to carry out concurrent activities (multi-tasking)
* Ability to build up a rapport with patients and the MDT
* Ability to impart complex information to patients
* Advanced clinical assessment skills or willingness to develop these
* Evidence of involvement with research and audit programmes
* Drives a patient centred approach
* To have proven experience of service development
* Project management skills
* Evidence of developed presentation skills

Advanced knowledge and experience of the monitoring, management and improvement of Infection, Prevention and Control standards – this should be a crucial part of a modern matron roleDemonstrable understanding of the CQC fundamental standards and key lines of enquiry. Experience of responding to CQC recommendations, and the development and delivery of service improvement plans based on the findings of regulatory inspection.Experience in the use of QI methodology in service improvement |