

JOB DESCRIPTION

JOB TITLE:	Frailty and Long-Term Conditions Practitioner
PAY BAND:	BVP Band 6 (£32,725.32-£40,925.74) Pro Rata Depending on Experience
LOCATION:	Blackmore Vale Partnership Practice area
ACCOUNTABLE TO:	Clinical Director
LINE MANAGER:	PHM & Quality Transformation Lead
KEY RELATIONSHIPS:	Multi-agency stakeholders and other professionals, patients, and service users, and the wider public
HOURS OF WORK:	This is a part-time post of 20 hours per week. The post holder may be required to work flexibly to meet the needs of the service.

SECTION A: MAIN DUTIES AND RESPONSIBILITIES

1. CLINICAL RESPONSIBILITIES

- 1.1 To assess, plan, implement and evaluate care plans for patients; promoting proactive independence and autonomy; working within a multi-disciplinary team.
- 1.2 To build and continually advance own clinical knowledge, skill and competence based on current evidence through educational programmes.
- 1.3 Provide specialist advice around the management of fragility to others.
- 1.4 To work in collaboration with other professionals to deliver and ensure care is delivered appropriately.
- 1.5 To demonstrate clinical effectiveness of service delivery by use of evidence-based practice and outcome measures.
- 1.6 To have the skills to take a history, assess, examine, diagnose, and develop a management plan.
- 1.7 To recognise, assess and manage risk across the immediate and wider working environment and make appropriate decisions autonomously ensuring statutory requirements are met.
- 1.8 To be responsible for patient safety through knowledge of systems, legal requirements and understanding of litigation.
- 1.9 To communicate effectively verbally and in written form in the exchange of highly complex, sensitive, or contentious information in demanding situations using de-escalation, mediation, resolution, and professional Duty of Candour.
- 1.10 To evaluate care, taking appropriate action leading to improvement in quality standards through clinical audit, root cause analysis and dealing with complaints.

2. MANAGERIAL RESPONSIBILITIES

- 2.1 To demonstrate leadership qualities collaborating with stakeholders to deliver a vision for the frailty service that embrace continuous service improvement and development.
- 2.2 Support the management of change through strategic thinking and operational delivery, use of negotiating skills, self-awareness, and communication.

- 2.3 Act as a role model whilst promoting proactive, positive, respectful, supportive, reliable, and trustworthy behaviours.

3. RESPONSIBILITY FOR HUMAN RESOURCES / WORKFORCE

- 3.1 To provide clinical support to and receive clinical support from other colleagues.
- 3.2 To provide regular advice/guidance/support to more junior staff.
- 3.3 To be responsible for teaching and assessing in clinical practice to junior staff.

4. RESEARCH & DEVELOPMENT

- 4.1 Participate in surveys, regular audits, and clinical trials relevant to the role as required
- 4.2 To take responsibility for keeping abreast of developments and research relevant to specialist clinical work and the profession.

5. POLICY & SERVICE DEVELOPMENT

- 5.1 Responsible for contributing to the development of policies, procedures, and practices applicable to the role.

6. RESPONSIBILITY FOR INFORMATION / DATA

- 6.1 To maintain and ensure the highest quality of recording of patient data into the relevant record system,

7. PROFESSIONAL RESPONSIBILITIES

- 7.1 Ensure that personal performance meets job requirements, Professional Codes and Standards, and competency standards always.
- 7.2 Ensure the required level of IT competence required for the role to process, record, evaluate, analyse, and report data.
- 7.3 Demonstrate commitment to the role and to service improvement through innovative thinking and small-scale project management.
- 7.4 Challenge poor practice and take appropriate action as required.
- 7.5 Provide a positive, compassionate role model to junior staff to ensure the delivery of people-centred care and the key components of compassionate care
- 7.6 Create effective teamwork across professional boundaries using team building skills, creating common goals, and through engagement.
- 7.7 Respect and apply the requirements of equality, diversity, and inclusion, promoting and role modelling these across the multi-disciplinary team.

8. OTHER RESPONSIBILITIES

- 8.1 To provide proactive, holistic assessments of adults living with frailty working with people and their families/carers to develop and support personalised care planning to promote independence and reduce unplanned admission.
- 8.2 To proactively assess, manage and monitor the health and social care needs of people with complex long term health conditions.
- 8.3 To be able to recognise deteriorating patients and respond appropriately
- 8.4 To work in collaboration with the wider frailty service to promote proactive, enhanced clinical management that reduces unwarranted hospital admissions.
- 8.5 To work flexibly to meet the demands of the service and adapt to changing priorities within the working day/week

9. **ENVIRONMENTAL FACTORS**

- 9.1 The role will require developed physical clinical skills where accuracy is important e.g., for patient interventions

PERSON SPECIFICATION – Specialist Practitioner Band 6

1.	KNOWLEDGE, SKILLS, AND TRAINING	ESSENTIAL	DESIRABLE
1.1	Registered practitioner with further professional qualifications or demonstrable extensive experience in the relevant specialty	Yes	
1.2	Membership of the relevant Professional Body	Yes	
1.3	Evidence of recent professional development in an up-to-date portfolio	Yes	
1.5	History taking and Physical Examination course HAPE or Enhanced Assessment Skills for Clinical Practice		Yes
1.6	Knowledge and understanding of primary care relevant to role		Yes
2.	JOB SPECIFIC EXPERIENCE		
2.1	Experience at Practitioner Band 5 level or above	Yes	
2.2	Experience of working with Frailty and Long-Term Conditions		Yes
2.3	Recent previous experience within a comparable role		Yes
2.4	Experience of managing change	Yes	
2.5	Demonstrable knowledge of assessment and therapeutic interventions in area of frailty	Yes	
2.6	Able to demonstrate specialist clinical reasoning skills to assimilate information to make a clinical judgement regarding diagnosis and intervention.	Yes	
2.8	Ability to prioritise and organise workload effectively	Yes	
3.	MANAGERIAL/SUPERVISORY EXPERIENCE		
3.1	Experience of providing clinical supervision and mentoring to junior staff	Yes	
3.2	Experience of devising and delivering training	Yes	
5.	INFORMATION TECHNOLOGY/RESOURCES		
5.2	Experience of using electronic patient / service user record systems	Yes	
6.	PERSONAL QUALITIES/ATTRIBUTES		
6.1	Evidence of demonstrating the organisations values and behaviours.	Yes	
6.2	Able to communicate effectively at all levels of an organisation and with staff, patient/service users, visitors, or external organisations both verbally and in writing in the exchange of highly complex, sensitive or contentious information which may require the use of negotiating and/or persuasive skills.	Yes	
6.3	Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes	
6.4	Able to analyse and assess situations and to interpret potentially conflicting situations and determine appropriate action, where there is a range of options and judgement is required.	Yes	

6.5	Experience of planning and organising complex activities, e.g., organise own time and that of junior staff and learners, planning off duty rotas and undertaking discharge planning involving co-ordination with other agencies.	Yes	
6.6	Ability to use own initiative within sphere of authority	Yes	
6.7	Knowledge and understanding of legislation relevant to practice	Yes	
6.8	Demonstrable leadership qualities and the ability to perform as a role model	Yes	
6.9	Willingness to advance own clinical knowledge, skill and competence based on current evidence	Yes	
7.	BUSINESS TRAVEL		
7.1	Able to travel using own vehicle	Yes	
8.	ADDITIONAL REQUIREMENTS		
8.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to conduct the full range of duties and responsibilities of the role effectively.	Yes	