Clinical Nurse Prescriber – Weight Management

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| Job title: | Clinical Nurse Prescriber – Weight Management |
| Department: | Private |
| Location: | Remote  (with some Face to Face requirements in Southampton) |
| Reporting to:  (job title only) | Head of Weight Management Services |
| Direct reports:  (job title only) | Nil currently |
| Accountable to:  (where applicable) | Head of Weight Management Services |
| Job purpose: | The Clinical Nurse Prescriber will work closely with the Weight Management team, supporting patients to access effective and timely care. They will:   * Independently deliver remote weight management clinics as part of the Tier 3 Injectables pathway, implementing expert assessment skills and evidence based management plans, with a diverse caseload * Work as part of a multidisciplinary team, working closely with the Service Lead to contribute to the clinical development of the Weight Management service |
| Role and Responsibilities: | **Clinical Duties**   * Practice as an autonomous advanced practitioner and independent prescriber, demonstrating advanced clinical competence and utilising highly specialised knowledge and skills to plan, deliver and evaluate programmes of care for weight management patients * Safely prescribe, administer and adjust weight management drugs (injectable and non-injectable) in order to treat to target and maintain patient safety via 1:1 Assessment and Follow-up sessions (predominantly virtually, with potential for some sessions in person at our Southampton site) * Be responsible for a caseload of complex patients, with the aim of delivering the best possible outcomes * Provide professional clinical leadership, expert knowledge, education and clinical advice to the weight management clinical team * Employ advanced communication skills to communicate complex, sensitive and challenging information to patients in ways that convey empathy and facilitate shared clinical decision making * Accurately access the need for injections for a patient. * Safely triage weight management referrals, demonstrating advanced clinical knowledge and decision making skills * To provide specialist nursing advice, clinical assessment and support to patients, their families/carers where appropriate * To ensure continuity of a high standard of evidence based nursing care, assessing health related and holistic needs of the patients, their families and other carers by identifying and initiating appropriate steps for effective care * Ensuring clear documentation in the patients record of all significant consultations in accordance with Best Record Keeping Guidance * To be actively involved in liaising with all staff in the MDT including escalation to GP * Ensuring patients receive the appropriate follow up and that relevant information is available to enable patients to make an informed choice about their care * Be competent and fulfil the requirements as a non-medical prescriber, ensuring appropriate prescribing from local formulary * Support patients with decision making about their care and treatment, ensuring shared decision making * Attend MDT meetings where appropriate * To deliver seamless service through the development of enhanced MDT team processes and communication * To participate in the identification and development of clinical protocols and strategies to enhance both the continuity and standard of specialist care whilst ensuring equity of access to the service * Review and update clinical information offered to patients in the specified timescales * Ensure all care given meets local and national pathway standards.   **Wider Clinical Reponsibilities**   * To communicate effectively with wider system partners and allied healthcare professionals across primary and secondary care * To actively engage in opportunities to provide primary care education around weight management * Be a thought leader and Subject Matter Expert within the market that can push service expansion and wider education across the service.   **Management Duties**   * Responsible for supporting the Service Lead in the management and leadership of the Weight Management clinical team, maintaining an appropriate management style that maintains good morale, a team approach to work and a culture which fosters innovation and positive change * Managing clinic diaries and bookings efficiently with the admin and clinical team * Assist with the review and implementation of all clinical Standard Operating Procedures (SOP’S) * Support the service lead in Identifying workforce requirements relating to the Weight Management team. Supporting on the effective recruitment, retention and management of staff including appraisals, performance, management and sickness absence * Support the service lead to ensure the clinical team undertake the necessary clinical and mandatory training required for their related area and that any related competencies are signed off * Ensure any new colleagues are welcomed to the team and undertake induction and orientation programmes. * Ensure the implementation and completion of robust clinical audit schedules relating to weight management and injectable pathways * Ensure that all medical equipment is stored securely, used appropriately e.g. single use is disposed following use, is kept in a safe condition e.g. maintained in line with manufacturers requirements, is ready for use when required, and that faulty equipment is reported and/or replaced as necessary * Responsibility for ensuring equipment is properly used and maintained.   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do.  Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal with all internal and external stakeholders.   * Be aware of the impact of your behaviour on others * Ensure that others are treated with fairness, dignity and respect * Maintain and develop your knowledge about what EDI is and why it is important * Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice * Be prepared to speak up for others if you witness bias, discrimination or prejudice |
| Clinical Governance:  (where applicable) | * Work in a safe competent manner, working within agreed protocols and guidelines * Contribute to ensuring relevant Quality targets are met * Contribute to internal and external audits or inspections e.g CQC * Contribute to Quality Performance Monitoring * Demonstrate continuous evaluation of practise including the use of recognised outcome measures and audit tools * Work with the wider Governance/NHS Team to provide annual information for the NHS Quality Account submission |
| Training and supervision: | * Demonstrate a developed understanding of clinical practice with effective supervision, mentoring and assessment skills * Participate in education and training programmes appropriately and provide feedback to the team as part of shared learning. * Identify own personal development needs, clinical competency deficits, education and development needs at own Performance, Wellbeing, Development (PWD) (appraisal), demonstrating alignment with VHG’s objectives, vision and values. * Provide clinical advice as required to staff, patients and carers which promotes evidence based clinical practise and reduces risk of avoidable harm to patients. * Participate in clinical training including teaching and supervision of new staff * Ensure all team members maintain appropriate workforce compliance including ongoing registration with their professional body, mandatory training |
| Additional information: | VHG have highly successful services and value our clinical staff who are offered regular training and supervision to maintain a high performing workforce and achieve the best results possible for our service users. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * NMC Level 1 registered nurse * Relevant Post registration qualification and evidence of professional development * Non-Medical Independent Prescriber | * Post-grad qualification in Weight Management/Obesity |
| **Experience** | * Extensive clinical experience relevant to a Weight Management setting * Experience managing a varied caseload * Experience to work independently and as part of an MDT * Up to date knowledge of current clinical practice and professional issues * Understanding of clinical governance and risk assessment | * To have demonstrable experience in service development * Experience of data collection for audits, analysing data and delivering presentations |
| **Skills/knowledge** | * Specialist training in Weight Management specific assessment and treatment including non-medical prescribing * Communication skills: ability to impart complex information to patients, relatives and carers, with different levels of understanding * Ability to build rapport with patients and MDT * Diagnostic skills * Ability to prioritise workload independently | * Understanding of how mental health and physical health factors interrelate and influence wellbeing * Speaks another language |
| **Personal competencies and qualities** | * Excellent verbal and written communication skills * High level of enthusiasm and motivation * Ability to work individually or within a team and foster good working relationships * Ability to work under pressure * Excellent time management skills |  |

# Version Control

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
| V1.3 | 18/07/25 | Updated for Tier 3 Weight Management Services |