

Post Description

1. Post Identification

Grade: Practice Nurse

Title: Practice Nurse - Neurology

Scale: 7

Accountable To: Chief Nursing Manager or his/her delegate

2. Summary of the Post

The post holder will provide expert nursing care, education, and care coordination for patients living with neurological conditions such as, but not limited to epilepsy in children and adults, multiple sclerosis, neurodegenerative conditions such as Huntington's and Parkinson's disease, and those undergoing deep brain stimulation within the hospital setting and in the community in collaboration with the interdisciplinary team. S/he will be responsible for; (a) the developments in nursing care delivery in the respective contexts of evidence-based care of neurologic conditions, (b) education, training and mentorship of staff, and (c) education of patients and their informal carers and, (d) research initiatives across the respective contexts in liaison with other health care professionals and relevant entities. S/he will take a leading role in making sure that patients with neurological conditions get the best holistic care possible in the hospital setting and, in the community, and experience better outcomes. The post holder will also be involved in active participation and liaising with the various NGOs, governmental, educational providers and national and international entities to promote the wellbeing and quality of life of persons with neurologic conditions

3. Main Tasks, Duties and Responsibilities

The Practice Nurse must:

3.1 Be an active member of the interdisciplinary professional team and work in collaboration with all members of the health care team in the respective contexts to ensure a seamless service.

3.2 Lead the drafting and implementation of clinical guidelines and standard operating procedures with regards to the delivery of health care in the respective contexts such as: In Parkinson's the importance of giving medicines even when the patient is Nil by Mouth, giving medicines on time and the cardinal signs of Parkinson's. In Epilepsy, such as the development of protocols in the interdisciplinary care of persons with epilepsy, the administration of medicines and first aid such as rescue medication.

3.3 Liaise with professionals, entities, organisations, and authorities according to the individualised needs of patients and their informal carers for the provision of comprehensive care, together with the provision of reliable sources of information and other available resources as community services and non-governmental organizations.

3.4 Act as a clinical coordinator for any clinical, educational, and professional issues and challenges related to the nursing care organisation and delivery in the respective units/ wards and with other members of the interdisciplinary team within the hospital settings and the community.

3.5 Provide a holistic needs assessment and devise an individualised health care plan addressing the needs of people with neurologic conditions, at all stages of the disease process and in all areas of their life in collaboration with neurologists, and the interdisciplinary team.

3.6 Co-ordinates patient care pathways and ensures that all the necessary investigations, treatments and referrals to other professionals and support community services are timely organised.

3.7 Assist in the preoperative assessment, provide support and education pre and post procedure, and helping with programming and troubleshooting of devices and battery of patients undergoing deep brain stimulation and other surgical interventions that the patients may require along the progression of their condition.

3.8 Evaluate the training needs of the healthcare organisation and develop appropriate information sessions, conferences, material, and induction programmes focusing on knowledge and skills related to care of patients with neurologic conditions.

3.9 Support Accident and Emergency staff to prevent hospital admissions when possible.

3.10 Support the discharge from hospital to home or other health care facilities liaising with hospital staff, health care professionals working in the community and other agencies/entities to ensure optimum care and use of resources.

3.11 Support and empower individuals with neurological conditions to maximise independence and remain living in their own homes as long as possible.

3.12 Ensure that arrangements for provision of special equipment and home alterations are initiated immediately if needed to ensure optimal care and ongoing support in the community.

3.13 Provide individualised and/or group educational programmes, information and resources to patients and their informal carers on a variety of topics: the clinical aspects of the condition, benefits, risks, managing and compliance with medications, relapse management, prevention and management of symptoms and complications, diaries to monitor symptoms, lifestyle changes and adjustment, movement and balance, psychological and cognitive changes, dietary requirements, driving, employment, advice to those of child bearing age, and issues related to elderly comorbidities and drug interactions.

3.14 Provide telephone advice and carry out home visiting when necessary to ensure continuity of care, continuous assessment, and management of condition, prevent complications and reduce unnecessary admissions to acute care.

3.15 Provide support and advice to the patient and his/her informal carers to maximise coping and minimise the psychological impact of the condition on their lives.

3.16 Provide one to one advice through formal and informal processes in an outpatient setting, inpatients setting as well as in the community to ensure continuity of care and optimal management of the neurological condition.

3.17 Act as an advocate, resource, and an accessible point of contact for clients, informal carers, nursing, medical staff, and allied health care professionals across different health sectors.

3.18 Maintains and ensures accurate and detailed documentation of all care provided.

3.19 Provide expert advice and liaise with different hospitals including the Gozo General hospital according to the exigency of service.

3.20 In collaboration with interdisciplinary team and informal carers, prepare patients with neurologic conditions such as Parkinson's and Multiple Sclerosis for end of life.

3.21 Seek to continuously improve their knowledge of the latest developments through participation in ongoing continuous educational activities, conferences, and relevant educational fora.

3.22 Participate and conduct research in relation to the holistic care of patients with neurological conditions and encourage the implementation of evidence-based practice.

3.23 Generate evidence through audit and research and use outcomes from such evidence to inform the development of care organisation and delivery and to improve patient care.

3.24 Be a key player in the introduction, implementation, and maintenance of new treatments.

3.25 Coordinating patient care between primary and secondary care.

3.26 Help identify patients who may benefit from non-oral therapies such as deep brain stimulation and apomorphine infusion pumps in people with Parkinson's.

3.27 Use of the Information Technology systems which may be in operation within the respective entity.

3.28 Any other duties according to the exigencies of the Public Service as directed by the Principal Permanent Secretary or Director General (Nursing and Midwifery Services Division) – office of the Deputy Prime Minister and Ministry of health.

4. Leadership

The post holder should be:

- Visible, accessible, approachable, and assertive.
- Able to build effective professional relationships, motivate and lead innovation and expertise in the clinical area.
- Able to inform the interdisciplinary team and the patients, through effective communication and to address challenges and conflicts.
- Accept criticism, and feedback constructively.
- Manage change.
- Develop and maintain optimal levels of care delivery.
- Respect and ensure that all policies, protocols, and procedures determined by respective authorities are adhered to.

5. Research

The post holder should:

- Be able to identify the need for research activity.
- Be able to develop research initiatives and disseminate and report research outcomes accordingly.
- Engage the support of the interdisciplinary team and respective authorities towards indicated research initiatives.

6. Staff Development

The post holder should be able to:

- Identify the need to for training/ education/ mentorship opportunities across staff accountable to oneself.
- Develop relevant opportunities accordingly, and secure resources (HR, Funding, etc) accordingly.
- Secure the effective and efficient uptake and participation of the respective opportunities.
- Monitor the outcomes of such opportunities.
- Ensure support by respective authorities, and report accordingly to such authorities.

7. Confidentiality

The post holder is required to respect and maintain confidentiality in all matters relating to the diagnosis and treatment of patients, to the individual members of staff, and to the organisation.

8. Data Protection

The post holder is to abide by the Data Protection Act.

9. Health and Safety

The post holder is to uphold all Health and safety regulations held by the respective authorities in the contexts Infection Prevention and Control

10. Infection Prevention and Control

The post holder is required to observe and comply with the Infection Prevention and control Policies held by the respective authorities in the contexts.

11. Other Policies, Protocols and Procedures

The post holder is required to abide by all policies, protocols and procedures held by the respective authorities in the contexts.

12. Person Specifications

The Practice Nurse (Neurology) should have the following knowledge and competencies:

- Good knowledge on the causes, classification, and symptoms of different types and bio-psycho-social- spiritual implications of neurologic conditions.
- Good knowledge and understanding of investigative tests, use of medications and their side effects, complications and management of neurological diseases and treatments.
- Analytical and judgemental skills to assess and anticipate needs, prevent, and detect complications.
- Case Management responsibilities.
- Being able to work autonomously as well as part of an interdisciplinary team both within the health care setting as well with relevant stakeholders such as patient organisations.
- Assessing and care planning for patients with neurological disorders and their informal carers.
- Being able to identify long term needs and act and refer accordingly.
- An understanding and commitment to equal opportunities and customer care.
- Ability to prioritise situation.
- Excellent communication, empathy, and interpersonal skills.
- The ability to motivate and inspire individuals and groups.
- Demonstrates sound work ethics and maintains standards of conduct.
- Information giver
- Recognise the limitations of own competency and professional boundaries and make appropriate referrals to other specialists.
- Researcher /Auditor
- Motivated and able to work flexibly within the hospital and in liaison with professionals in the community.
- Demonstrates proficiency in the use of information technology and good presentation skills.