

# Job description

## POST

Advanced Critical Care Practitioner and Critical Care unit  
Reporting to Dr Neil Richardson

## SALARY

£50,952 - £57,349 per annum  
(pro rata where applicable)

## CARE GROUP

Surgery and Anaesthetics Care Group

## BASE

William Harvey Hospital

## CONTACT

Dr Neil Richardson neil.richardson3@nhs.net

## Welcome to East Kent Hospitals

The critical care unit at the William Harvey Hospital is a dynamic and busy mixed level 18 bedded unit. Later this year we will be moving to a brand-new purpose-built critical care unit with 24 funded beds.

The post holder will take a principal role in the development and leadership of a new and innovative Advanced Critical Care Practitioner (ACCP) programme in partnership with Southampton University, and provide expert clinical care to patients requiring level 1-3 care both in ITU and Trust wide (e.g., working with the critical care outreach team & Resuscitation Team), using skills set out in the National Education and Competence Framework for Advanced Critical Care Practitioners and the FICM curriculum for a Postgraduate qualification in Advanced Critical Care Practice or equivalent.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

### About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



# Job title

## Role specific duties

The post holder will take a principal role in the development and leadership of a new and innovative Advanced Critical Care Practitioner (ACCP) programme in partnership with Southampton University, and provide expert clinical care to patients requiring level 1-3 care both in ITU and Trust wide (e.g., working with the critical care outreach team & Resuscitation Team), using skills set out in the National Education and Competence Framework for Advanced Critical Care Practitioners and the FICM curriculum for a Postgraduate qualification in Advanced Critical Care Practice or equivalent.

## Managerial Leadership

- Provides effective leadership and acts as a positive role model. Delegates appropriately, and encourages staff to develop and advance their skills.
- Ensure the Critical Care team are kept informed of the progress of the role and provide opportunities for suggestions and comments to improve care delivery.
- Communicates well with staff and uses different communication approaches to ensure team are conversant with relevant information.
- Is pro-active in the management of change and can support staff through times of change.
- Investigates complaints and adverse incidents within own service as required and provides reports for senior Critical Care staff.
- Ensure Health and Safety regulations are complied with.
- Ensure that staff and self are aware of the Trust's policies and procedures and the need to comply with these.
- Identify potential areas for service improvement.

## Clinical and Professional Leadership

- To have current Critical Care clinical expertise to provide comprehensive, holistic assessments of the critically ill regardless of location so that clinical decision-making leads to prompt and appropriate actions in the best interests of the patient.
  - Evaluating and/or collecting information from physiological assessments, patient history, and diagnostic data to identify relevant problems.
  - Using clinical decision making to initiate and adjust appropriate management/treatments according to agreed protocols and clinical judgement.
  - Performing invasive procedures as competent, such as insertion of arterial line, central line, peripherally inserted central catheters, chest drains.
  - Evaluating patient's progress against treatment plans through interpretation of information from test results and clinical findings, invasive and non-invasive monitoring systems.
- Excellent verbal and written communication skills so that professional advice or care guidance and instructions are well understood by patients, their relatives and/or carers, and other members of the multidisciplinary team; using verbal and non-verbal skills to effect improved management of the critically ill.



- To work competently in the role of Advanced Critical Care Practitioner, being aware of the boundaries of the role, referring patients appropriately to other healthcare professionals as required.
- Prescribing as a non-medical prescriber and administering an appropriate range of drugs by enteral, parenteral and other routes as required.
- To assist with tracheostomy management in Critical Care and ward areas, initiating and managing tube changes and de-cannulation.
- To undertake advanced airway procedures as appropriate under varying levels of supervision dependent on the clinical context.
- Initiation of, management of, and weaning from invasive and non-invasive ventilation.
- To assess and retrieve patients requiring critical care from ward areas.
- To undertake intra- and inter-hospital transfer of the critically ill in the absence of a medical practitioner according to agreed protocols as appropriate.
- Initiate admission to and discharge from Critical Care after consultation with the consultant in charge of the unit.
- Recognise and take appropriate actions with reference to complications using appropriate referral system.
- Ensure that all aspects of discharge documentation have been completed pre discharge.
- To work in accordance with the code of conduct for the relevant professional body, and Trust Policies and Procedures.
- Communicates effectively with patients, their relatives and carers, colleagues and students.
- Works effectively as part of the multidisciplinary team.
- To participate in a rota system providing cover to patients within Critical Care as well as those referred to the service. The rota will provide 24/7/365 cover.
- Functions as an effective role model in the clinical setting in demonstrating the application of breadth and depth of knowledge and skills, and in advising and supporting members of the multidisciplinary team.
- Helps facilitate the professional development of others.
- To ensure compliance with the Trust's Equality and Diversity Policy, supporting the delivery of the Trusts Race Equality Scheme and the Trust's duty to positively promote race equality and equality of opportunity for disabled people ensuring services are responsive to the needs of equality groups.
- To have full knowledge of the Trust Major Incident Plan and key roles within it.

### **Patient Safety and Quality Improvement**

- Participate and lead in the collection and evaluation of clinical audit data within the speciality and present at local, regional and national conferences.
- Contribute to and lead in relevant directorate audit and research programmes as identified or requested.
- Identify topics and develop nursing research in relation to specialist area of practice.
- Lead on relevant departmental audit programs.
- Utilise evidence-based knowledge within practice development.
- Support and promote an integrated approach to quality, seeking always to improve patient care.
- Contribute to the clinical governance agenda within the team and the Trust as required.



## **Education/research**

- To play a leading role in the design and development of an innovative clinical ACCP service and with it the management of our new ACCP professional training programme.
- To be a resource to staff, providing orientation, supervision and ongoing development, working collaboratively with Clinical Leads, senior nurses, the Practice Development and Education team and consultant body.
- To provide informal and formal clinical education for Critical Care staff on management of the critically ill, including to trainee APs / ACCPs.
- To contribute to the wider educational activities within the Division – ensuring attendance at and contributing to the delivery of educational activities to the multidisciplinary team within the Division.
- To provide formal and informal education of ward staff where required.
- Engage in regular evaluation of teaching activity and act on feedback to ensure delivery is appropriate to service needs.
- To promote and support the application of research and of evidence-based practices.
- To ensure staff, including self, are participating in data collection and clinical audits.

## **Clinical Governance**

- Ensure adherence to the Clinical Governance Framework by ensuring appropriate policies, protocols and guidelines are in place to support practice
- Report, investigate and act upon complaints and Adverse Incidents in line with directorate and Trust policies collating themes and identification of learning points for the team and directorate
- Where there are areas of concern, ensure that these are escalated appropriately identifying a clear reason for escalation

## **Personal and Staff Development**

- To identify own personal development needs and maintain the knowledge and skills necessary to perform role effectively
- To participate in an annual appraisal with relevant reviews and to follow personal development plan as agreed with line manager
- To keep updated of current professional issues and maintain the knowledge and skills necessary to perform your role effectively.
- Develop and maintain a professional portfolio.
- Act as a role model demonstrating high standards of care, sharing knowledge and proving professional and clinical leadership at all times.
- Ensure statutory and mandatory training is completed in accordance with trust policy.



## Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

## Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

## Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

## Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

## How to apply

For more information or to arrange to visit us, please contact Dr Neil Richardson via [neil.richardson3@nhs.net](mailto:neil.richardson3@nhs.net)



## Person specification

Requirements	Essential	Desirable	Method of assessment
Qualification and training	<p>Recent experience managing in an intensive care unit</p> <p>Experience of undertaking audit, in managing change and collaborating with other multidisciplinary agencies</p> <p>Current teaching experience</p> <p>Evidence of contributing to the development of healthcare staff at departmental and Trust level</p>	<p>Management and leadership experience</p> <p>Lecturing and teaching experience</p>	Application form and interview questions
Clinical skills and experience	<p>Analytical and judgmental skills</p> <p>Ability to prioritise a complex workload and work within a rapidly changing environment</p> <p>Complex problem solving and assessment skills</p> <p>Advanced communication and interpersonal skills.</p> <p>Excellent time management skills</p> <p>Ability to work under pressure</p> <p>Initiate changes in practice</p> <p>Commitment to achieving corporate objectives of organisation.</p> <p>Able to negotiate with and influence the work of staff who are not managed within the team.</p> <p>Ability to work autonomously or as a member of a team, as well as part of the wider multi-disciplinary team</p> <p>Evidence of capability and commitment to teach and train other staff.</p> <p>Ability to lead/manage staff and the service to optimise resources</p>	<p>People management skills</p> <p>Evidence of managing complex issues</p>	Application form and interview questions
Governance	<p>Knowledge of strategic issues which influence management of critically ill patients</p> <p>Knowledge of the NSFs, NPSA and NICE guidance related to the speciality area</p>	<p>Research experience</p> <p>Publishing experience</p>	Application form and interview questions
Personal/professional attributes	<p>Professional qualification and registration with the NMC or HCPC</p> <p>Relevant UK recognised Degree</p> <p>Eligible for independent prescribing status</p> <p>Completed Post Graduate Diploma in Advanced Clinical Practice (or equivalent)</p> <p>Evidence of Continuing Professional Development</p>	<p>Advanced Life Support Instructor</p> <p>Level 1 ultrasound</p> <p>MSc ACP</p> <p>NHS Leadership qualification</p>	Application form
Other requirements	<p>To be aware of and adhere to the Trust's Vision, Mission and Values.</p> <p>Current understanding of key issues facing the NHS both locally and nationally</p>		Application Form Interview Questioning Reference



## The small print

<b>Band</b>	Band 8a
<b>Salary Scale</b>	£50,952 - £57,349 per annum pro rata, if applicable) Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.
<b>Hours of work</b>	37.5 hours per week
<b>Annual Leave Entitlement</b>	Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable): On Appointment = 27 days After five years = 29 days After ten years = 33 days
<b>Pension Scheme</b>	As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.  Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.
<b>Contractual Notice</b>	Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice
<b>Probationary Period</b>	New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.



## Dimensions

<b>Financial and Physical</b>	Manages	
	Impacts	Authorised signatory for financial payments
<b>Workforce</b>	Manages (Bands and WTE)	Responsible for influencing and supporting departmental teams in purchasing equipment/drugs for these in acute pain
	Located	Trust wide
	Impacts	Flexible approach to working patterns
<b>Other</b>		

## Communications and working relationships

Internal	<p>Critical Care Outreach</p> <p>Anaesthetists Surgical Care Practitioners Care Group Head Nurse Director of Nursing Clinical Ward teams Clinical Service Manager Palliative Care Team Matron Physiotherapists Pharmacy Occupational Therapists Radiology</p>	
External to NHS	<p>GP Surgeries PCT D/N Liaison Community Nurses Visiting Clergy CCP</p>	
Other	<p>Patients Relatives Company Representatives Higher education institutes</p>	



## Environment

Category	Description/Definition	Frequency/Measures
<b>Working Conditions</b>	Occasional exposure to highly unpleasant conditions including verbal aggression.	
<b>Physical Effort</b>	This post will involve moderate to intense physical effort for several long periods during a shift as part of the clinical team	
<b>Mental Effort</b>	Frequent requirement for intense concentration for delivery of service and decision-making. Work pattern will be variable according to the needs of the service with frequent interruptions from members of the multi-disciplinary team, ward staff, visitors and telephone inquiries	
<b>Emotional Effort</b>	Frequent exposure to highly distressing or highly emotional circumstances. Supporting staff deal with distressed patients/relatives.	

### Most challenging part of the job

Advanced Critical Care Practitioners work as part of the consultant led multidisciplinary critical care service at the William Harvey Hospital. They will be responsible on a day-to-day basis to the on-call consultant intensivist responsible for the patient. ACCPs will perform a range of clinical activities, some of which were previously in the domain of doctors. ACCPs must acknowledge any limitations in their knowledge and skills and must not undertake activities they do not feel skilled or competent to perform; and, as part of their training, must develop a high level of clinical judgement and decision making.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

