

## Emergency Department

### Job Description

<b>Job Title:</b>	<b>Apprentice Emergency Practitioner</b>
<b>Band:</b>	6 (to progress to Band 7 on successful completion of training)
<b>Hours of Work (p/m):</b>	150hrs, full rotation (including nights / weekends)
<b>Service Centre/Directorate:</b>	Emergency Department
<b>Base:</b>	St. George's Hospital Urgent Treatment Centre & Queen Mary's Enhanced Primary Care Hub
<b>Accountable to:</b>	Head of Nursing, Emergency Department
<b>Reports to:</b>	Lead Emergency Practitioner, Emergency Department
<b>Responsible for:</b>	Autonomous practice within agreed policies/procedures.
<b>Key working relationships:</b>	Lead Practitioner, Senior Management Team, UTC Lead Consultant, Medical staff, GPs, ED staff
<b>Role of the Department:</b>	To support patients to receive the right care by the right person as quickly as possible. To provide urgent attention to an illness or injury that is not a life-threatening situation.
<b>Job Summary:</b>	To commence on an agreed training Programme to develop the necessary skills required to work autonomously to assess and treat adults and children attending urgent care services with minor injuries and minor health problems

We are thrilled to introduce a unique and exciting apprenticeship opportunity that offers a dynamic learning experience working alongside our clinical professionals. This apprenticeship, known as the "Enhanced Clinical Practitioner," is designed to provide a comprehensive and enriching pathway for individuals aspiring to excel in the field of healthcare.

About the Apprenticeship:

The Enhanced Clinical Practitioner apprenticeship is a one-of-a-kind program where you will have the chance to collaborate with our skilled clinical professionals, gaining hands-on experience and knowledge that will set you on a rewarding career path. This apprenticeship is specifically crafted

to nurture your skills and knowledge in a practical, real-world setting.

St George's University Hospitals NHS Foundation Trust is the regional specialist care provider for south west London, Surrey and beyond. The trust provides a high quality, comprehensive range of health services from leading edge tertiary and trauma care to community services.

With national and regional referrals added to our local 3.5m catchment, we serve a population of around 5m. Co-located with St George's, University of London and with both organisations now in a formal strategic alliance with King's Health Partners, the trust delivers with its partners high quality research and education both of which contribute to the healthcare provision of tomorrow.

### **Trust Vision & Values:**

The postholder is expected to have a clear understanding of how this post contributes to the achievement of the Trust's vision of:

*A thriving Foundation Trust at the heart of an integrated healthcare system. One that delivers improved patient care at a community, hospital and specialist setting, supported by a unique and nationally recognised programme of research, education and employee engagement.*

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflects these.

St George's University Hospitals NHS Foundation Trust is committed to safeguarding children and vulnerable adults and expects that all staff will share in this commitment. The Trust is clear that all staff have a responsibility to be aware of children and adult safeguarding policies and procedures and that each member of staff, clinical and non-clinical, will attend child or adult safeguarding training that is provided at an appropriate level to suit their role. The Trust has the additional expectation that all staff will be able to identify concerns and know what action to take.

## **Main duties/key results areas and responsibilities**

### **Emergency Practitioner training and competencies**

- To develop the competency and capability to become an autonomous Emergency Practitioner(EP) in line with local competency frameworks through supervised practice and assessment of a designated EP mentor
- To undertake and successfully complete essential training courses required for EP practice including minor injuries course, minor illness course, advanced history taking (or equivalent) and independent non-medical prescribing
- To commit to one day/week university attendance and bring skills learnt back into clinical practice
- To undertake and successfully complete IRMER training and local competency framework for requesting and interpreting limb x-rays, facial x-ray views and neck soft tissue x-rays. This includes clinically reasoned ultra-sound Doppler requests
- To demonstrate understanding and application of local referral pathways through supervised training
- To undertake and successfully complete local competency frameworks including history taking and assessment of common minor injury and illness presentations and the treatment and management of common minor injury and illness presentations. This includes a non-exhaustive list of the following:
  - Musculoskeletal conditions
  - Traumatic limb injuries, joint dislocations
  - Non-traumatic limb or joint pain/swelling
  - Eye complaints
  - Skin conditions
  - Minor torso injury
  - Wounds and wound management including human/animal bites, insect bites/stings, minor burns, wound closure, suture removal, foreign body removal, nail injury
  - Localised infections including cellulitis, abscess, paronychia, wound infections
  - Minor head injuries
  - Removal of easily accessible vaginal foreign bodies
  - ENT presentations including epistaxis, suspected nasal fracture, throat foreign body
  - Musculoskeletal/mechanical low back pain
  - Neck soft tissue injury/pain
- To undertake and successfully complete local competency frameworks for the assessment and management of paediatric patients (>1years of age) presenting with minor limb injuries, wounds, minor eye complaints, skin conditions and systemically well, minor head injuries and localised wound infections for example.

- To undertake and successfully complete Patient Group Directive (PGD) competencies in order to safely prescribe and issue medications for specified presenting conditions.
- Opportunity to complete advanced procedural skills including haematoma blocks, fracture-dislocation reductions, specialist suturing techniques for example.

Once competency and capability has been successfully achieved through formalised supervision and assessment processes in the agreed timeframe, expectations to be fulfilled as an autonomous Emergency Practitioner are as follows:

### **Clinical Practice**

- To independently undertake highly specialized clinical assessments, diagnose, treat and discharge patients with a wide range of minor health problems and injuries, including management of complex cases
- To refer appropriately for opinion to specialty teams within the Trust
- To act as a source of clinical expertise to less experienced staff within the team
- To work in a non-supernumerary role on the Emergency Practitioner roster undertaking the full range of shift patterns
- To work in other areas of the Emergency Department within scope of competence, and in line with developing service need (i.e. triage, Rapid Assessment and Treatment)
- Communicate and work with the multi professional team to promote comprehensive, high quality patient care
- To ensure that patient records and documentation are maintained in line with NMC/HPC standards and Trust and department guidelines
- To delegate duties / tasks to other members of staff where appropriate
- Provide specialist advice relating to urgent care to local healthcare teams, patients, relatives and carers
- Be pro-active in leading, developing and undertaking innovative practice within the department, including new initiatives to interface with primary care and ensure appropriate redirection of patients
- Ensure the safe management and administration of medicines in line with the Trust Medicines Management Policy and NMC/HPC standards.

### **Management and Leadership**

- Proactively manage issues to support performance of the ED 4-hr operational standard
- Proactively work to the Trusts Internal Professional Standards and achieve timelines for patient assessment and treatment set out in local and national performance metrics

- Promote and lead nursing services in the treatment of patients presenting to UTC and with specialist knowledge and skill
- Be responsible for the management of the clinical environment in order that clinical and organisational standards are maintained
- Promote and participate in Clinical Governance issues, including multidisciplinary audit and quality initiative
- Be aware of contracting issues and budgetary constraints to manage resources effectively
- To contribute to the development of the Emergency Practitioner service
- To represent the department at meetings and actively participating in projects relevant to UTC
- Promote health education and provide appropriate information and advice to patients and their carers

### **Education and Research**

- Take a role in the education and assessment of all pre and post registration students in accordance with the University and Trust and NMC/HCPC requirements
- To work with the Practice Education Team to deliver skills based education programmes for ED staff relevant to UTC/EPCH
- To provide clinical and educational support as needed to ensure staff develop and maintain the necessary level of competence
- To undertake a clinical liaison role covering a specific area of practice within the resuscitation room and to ensure feedback on progress to senior nursing team and Directorate
- To work with the Lead Practitioner/UTC Lead and Matrons to participate in quality and audit initiatives to promote excellent standards of care
- To contribute to the development of research projects in UTC, including recruitment of patients into clinical trials

### **General**

- To be responsible for own personal and professional development and practice, and to undertake education and training courses relevant to any new areas of practice
- To act in accordance with the NMC Code for Nurses, Midwives and Health Visitors or HCPC and to be accountable for own clinical practice and professional actions at all times
- Ensure continued and effective registration with the NMC/HCPC

- To be aware of your role and responsibilities in the event of a major incident
- 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
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery
- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role
- To comply with St. George's University Hospitals NHS Foundation Trust No Smoking Policies
- To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service

### **Apprenticeship Information**

**Training Provider:** Greenwich University. The University of Greenwich has a tradition in education that dates back over 125 years. Our hands-on learning style and real-world approach has helped us build strong links with public and private sector employers. We invest in facilities across our three campuses in London and Kent setting high standards in everything we do. Our academics are inspiring teachers and leading-edge researchers who believe everyone deserves the opportunity to learn and develop. We provide our apprentices with the skills, knowledge and expertise that employers are looking for. Our apprenticeships enable businesses to attract and retain employees with potential, expanding workplace diversity and benefiting the local community and wider economy.

**Apprenticeship Standard:** Enhanced Clinical Practitioner Level 6

**Typical Duration:** 18 – 24 Months

**This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder.**

**St. George's University Hospitals NHS Foundation Trust is an Equal Opportunities employer and operates a No Smoking Policy.**

## Person Specification

### Job Title: Trainee Emergency Practitioner

**Band: 6**

Factor	Essential	Desirable	Method of assessment
Qualification & training	<ul style="list-style-type: none"> <li>- NMC Level 1 registered Nurse or HCPC registered paramedic or HCPC registered physiotherapist</li> <li>- Evidence of post registration professional development</li> <li>- 1<sup>st</sup> level degree or equivalent</li> <li>- Willingness and ability to undertake a 2-year apprenticeship level 6-7 study</li> </ul>	<ul style="list-style-type: none"> <li>- ILS course</li> <li>- Mentorship qualification</li> </ul>	AF, R
Experience	<ul style="list-style-type: none"> <li>- Experience at band 6 in an acute setting for a minimum of 3 years</li> </ul>	<ul style="list-style-type: none"> <li>- Service development and audit</li> <li>- Mentoring of staff and students</li> <li>- Experience of multi-disciplinary working</li> </ul>	AF, I
Skills	<ul style="list-style-type: none"> <li>- Able to manage own workload</li> <li>- Able to recognize own boundaries of practice, maintain standards, working within local protocols and in accordance with NMC/HCPC</li> <li>- Excellent oral and written communication skills</li> </ul>		I, R
Knowledge	<ul style="list-style-type: none"> <li>- Understanding of clinical governance and risk assessment</li> <li>- Up to date knowledge of evidence based guidelines and policies</li> <li>- Knowledge and understanding of current changes in the NHS and social services particularly in</li> </ul>		I

	<p>relation to Emergency and primary care</p> <ul style="list-style-type: none"> <li>- Knowledge of relevant/current professional issues</li> <li>- Understanding of equal opportunities</li> <li>- Understanding of patient confidentiality</li> </ul>		
Attributes	<ul style="list-style-type: none"> <li>- Excellent interpersonal &amp; communication skills</li> <li>- Demonstrate an understanding of the need to work flexibly across a variety of organisational cultures.</li> <li>- Work as a team player with the ability to motivate staff</li> <li>- Confident decision maker</li> <li>- Work flexibly to facilitate and encompass change</li> <li>- Ability to work under own initiative</li> <li>- Ability to work under pressure</li> </ul>		A, IF, R
Additional Requirements	<ul style="list-style-type: none"> <li>- Commitment to working as part of a multi-agency team</li> <li>- Ability to adapt to the needs of the service and explore alternative working practices</li> <li>- Flexibility of working hours e.g. weekends, bank holidays, evenings</li> <li>- Willingness and ability to work towards the Emergency Practitioner credentialing</li> </ul>		I, AF

AF = Application Form  
R = Reference  
I = Interview