

JOB DESCRIPTION

Job Title:	Trainee Advanced Critical Care Practitioner
Department:	Adult Critical Care Services
Division:	Anaesthesia & Critical Care – Clinical & Scientific Services
Salary Band:	Band 7
Accountable to:	Relevant Unit Medical Lead and Lead Nurse (reports to Unit Matron)

JOB SUMMARY

The post holder will work within Adult Critical Care Services at Manchester University NHS Foundation Trust. The post holder will undertake a Masters in Advanced Clinical Practice with aligned FICM Advanced Critical Care Practitioner competencies to enable them to work towards independent, autonomous clinical practice. During training, the post holder will be allocated a medical supervisor to ensure successful achievement of the clinical skills required to fulfill the role. On successful completion of training the post holder will:

- Have an advanced knowledge of critical care medicine
- Function as a competent clinical practitioner assessing and managing critically ill patients and their families as an integral part of the Critical Care team
- Develop locally agreed advanced skills in response to service and clinical demand
- Will have successfully completed a non-medical prescribing course and demonstrate ability to apply principles of therapeutics and safe prescribing
- Work as part of the critical care medical team to provide cover for critically ill patients as part of the resident rota for critical care. This may include rotation to nights
- Undertake transfers of selected critically ill patients between hospital departments for diagnostic and treatment purposes
- Initiate and participate in audit and research projects relevant to critical care
- Will be accountable for his/her actions and act in accordance with the NMC Code of Professional Conduct/ Health Care Professionals Council Code of Conduct
- Will act in accordance with the local Trust and statutory guidelines and policies

KEY AREAS OF RESPONSIBILITIES

The Trainee Advanced Practitioner (Critical Care) with supervision and training will develop the skills to be able to:

- Support the clinical management of critically ill patients encompassing the initial assessment and resuscitation, subsequent care in the critical care unit and until safe discharge to general wards.
- Provide a professional portfolio of skills including clinical assessment, basic diagnosis, treatments and advanced practical skills.
- Develop a high level of complex decision making in relation to the assessment, planning, intervention and evaluation of patient care.
- Provide safe intra-hospital transfer service for stable critically ill patients.
- Provide follow up and specialised supportive advice as required for all members of the multi professional team caring for patients discharged to general wards.
- Develop a locally approved formulary and prescribe within agreed limits under supervision.
- Work in collaboration with the multi professional team to promote quality care, participating in

audit and assisting in developing unit protocols and practice.

- Facilitate effective communication and handover within the multi-professional team and ensure patients and their families are appropriately involved and informed.
- Support and assist with training of the multi professional team as they induct onto the critical care rota.
- Gather, analyse and report a wide range of data and information

RESPONSIBILITY FOR PATIENT CARE (including monitoring, diagnostics and investigations)

- To be professionally and legally responsible and accountable for all aspects of own work, ensuring a high standard of clinical care is delivered.
- To act as the patient's advocate at all times.
- To ensure appropriate supervision and clinical support is sought when required and always work within own scope of professional practice and in accordance with the level of developing competence.
- To work towards developing the skills and knowledge to accept clinical responsibility for a diverse and often complex caseload of patients, and to develop the ability to organise this efficiently and effectively with regard to clinical priorities and use of time.
- To prescribe medications under supervision from an agreed formulary and ensure appropriate medication is prescribed by means of transcribing.
- Under appropriate supervision, to receive referrals from and make referrals to consultants, GPs and other healthcare professions, review the patient and act accordingly
- To actively promote a clinical environment that is conducive to high quality patient care and high standards of service delivery

INTERVENTION AND TREATMENT

To develop the skills required to practice at an advanced level to include:

- Assessment and clerking of patients as they are admitted to the critical care unit
- Request or perform a range of diagnostic tests as indicated by patient needs
- Interpret the results of diagnostic tests and act accordingly
- Apply the skills of history taking, notes assimilation and collating medical information.
- Daily assessment of existing critically ill patients and participation in the Consultant led ward round
- Progress towards independent and safe vascular access via peripheral, subclavian, internal jugular and femoral routes as service needs require
- Work with the Critical Care team to reduce incidence of patient harm events by providing expert knowledge, skills, teaching and leadership skills e.g. VAP / Pressure ulcer formation
- Evaluate the effectiveness of interventions/treatments and make any necessary modifications to the management plan
- Maintain accurate and legible patient notes (written and electronic) in accordance with Trust and national professional policies and guidelines

RESPONSIBILITIES FOR HUMAN RESOURCES

The Trainee Advanced Practitioner (Critical Care) with supervision and training will develop the skills to:

- Identify own development needs and set own personal development objectives in discussion with his/her supervisor and line manager, keeping abreast of any new trends and developments and incorporate them as necessary into own practice
 - Be involved in the appraisal system and Trust development programs.
 - Undertake annual mandatory training updates and other relevant courses in line with Trust and local policies.
 - Contribute to the development of others enabling them to develop and apply their knowledge and skills in practice and provide timely feedback
- Generate and share clinical knowledge and expertise with all members of the multi-professional

team, utilising any new knowledge feedback to inform and change practice

RESPONSIBILITIES FOR PHYSICAL AND FINANCIAL RESOURCES

- To be responsible for equipment used in carrying out clinical duties, and to adhere to departmental policy, including ensuring competence to use equipment and to support the safe use of equipment by others through supervision of practice.

COMMUNICATIONS AND LEADERSHIP

- To act as a role model, inspire others and seek advice and solutions to problems
- Ability to make judgments, analyze and interpret highly complex clinical situations and effectively communicating these to colleagues.
- To be empathetic and reassuring when communicating highly sensitive condition related information and advice to patients, carers and relatives.
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals to ensure a consistent approach to patient care.
- To use a range of effective communication skills to adapt the delivery of information through changing the environment, methods of communication or delivery of content to a wide range of people using persuasive, reassuring skills as required e.g. breaking bad news/special needs/dealing with anxious relatives.
-

PLANNING & ORGANISING

Under supervision, to develop the skills to:

- Decide priorities for own work area, balancing other patient related, professional and academic course demands in order to meet learning/development needs and the needs of the service.
- Accept clinical responsibility for a diverse and often complex caseload of patients, organizing this efficiently and effectively with regard to clinical priorities and use of time.
- In partnership with their medical and academic advisor, develop learning goals and objectives to develop advanced practice skills and knowledge, and plan how these will be achieved.
- Actively seek feedback on performance and achievement of goals, addressing any areas where further support may be required.

POLICY AND SERVICE DEVELOPMENT

- Contribute to the ongoing clinical and service developments in order to enhance quality care.
- To adhere to Trust Policies, procedures and current legislation which relate to own workplace
- To only undertake practice and procedures which have been agreed with their supervisor and for which they can receive appropriate direct supervision to achieve competence

RESEARCH, DEVELOPMENT AND AUDIT

- Keep up to date and act consistently with quality standards and guidelines
- Actively promote a clinical environment that is conducive to high quality patient care and high standards of service delivery
- Raise quality issues and related risks with relevant people, follow up concerns and address poor performance in accordance with Trust policy and professional codes of conduct
- Inform and influence Clinical Governance issues and participate in achieving clinical governance objectives

This job description is an outline of the key tasks and responsibilities of the role and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services, as well as the personal development needs of the post holder.

Where particular Directorates require the post holder to focus on specific issues and/or areas of concern, this will be discussed through the performance management process.

Health and Safety

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

Security

The post holder has a responsibility to ensure the preservation of NHS property and resources.

Confidentiality

The post holder is required to maintain confidentiality at all times in all aspects of their work.

Team Briefing

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

Smoking Control Policy

The Trust operates a smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas. Staff appointed will agree to only smoke in designated areas.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

Signed (Employee):

Date:

Signed (Manager):

Date:

PERSON SPECIFICATION

Job Title: Trainee Advanced Critical Care Practitioner

	Essential	Desirable	Method of Assessment
Training & Qualifications	First level registered nurse/professional UK registration First Degree Post registration course in critical care	Non medical prescribing course ALS	Application Form Portfolio Interview
Experience & Knowledge	Significant and current critical care experience at a senior nurse level including managing and leading teams Ability to demonstrate specialist expertise underpinned by theory through CPD Excellent clinical reasoning /clinical decision making skills Evidence of involvement in the development of programs of care, protocols and guidelines Knowledge of Clinical risk management and Governance		Interview Portfolio
Skills and Abilities	Excellent written and verbal communication skills demonstrating negotiation and persuasion skills Ability to manage demanding and challenging workload Ability to handle sensitive situations with tact and diplomacy Ability to make effective decisions Interpretation of diagnostic tests		Interview References

	<p>Ability to build rapport with colleagues, patients and relatives</p> <p>Strong leadership and team building skills</p> <p>Ability to use own initiative</p> <p>Effective time management skills</p> <p>Enthusiastic, dynamic, self-motivated</p> <p>Ability to work autonomously or within a team</p> <p>Confident with IT</p>		
Work Related Circumstances	<p>Adhere to the Trust uniform and dress policy</p> <p>To work flexibly within the critical care services</p>		Interview

Date: Updated Aug 2018

