

# Job description

## POST

Children's Advanced Clinical Practitioner

## SALARY

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

## CARE GROUP

Child health

## BASE

EKHUFT

## CONTACT

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## Welcome to East Kent Hospitals

As a team we are working hard to ensure we put children and their families at the heart of everything we do. We are on an exciting improvement journey and can offer you a rewarding and supported role with our care group.

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.



# Children's Advanced Clinical Practitioner

## Role specific duties

The post holder is an experienced children's nurse qualified to Degree Level, and will have completed a MSc in Advanced Practice and can evidence a clinical portfolio and relevant competencies.

- Practicing in compliance with the Code of Professional Conduct outlined by the professional body, working within the individual's scope of practice, being responsible and accountable for decisions, actions and omissions made at this level of practice.
- Be clinically competent and proficient within the acute paediatric setting, independently managing clinical conditions, making autonomous decisions, seeking advice, and prescribing where appropriate.
- Work collaboratively within the Child Health Medical team to meet the needs of children and their families, playing a key role in service delivery and adherence to policy and procedures. They will also be instrumental in supporting junior medical and nursing staff in relation to relevant protocols and procedures.
- Demonstrate advanced communication skills. Working collaboratively and recognising the different roles and contributions of all members of the multidisciplinary team. Exhibiting a strong patient and family focus, applying the principles of patient and family-centred care and shared decision making with children, young people, and their families.
- Primarily to work within the Children's assessment unit (CAU) but be visible and supportive to all areas of Child Health. This includes the inpatient areas and Paediatric Emergency Department (PED) undertaking primary and secondary assessments alongside medical colleagues.
- Provide and assure safe care is given to patients and service users. Maintaining a safe environment for all according to local and national standards, aiding in the evaluation of patient safety across all areas of Acute Child Health.
- Play a pivotal role in the operational development of the CAUs. Initiating, managing, and driving practice for the benefit of patient care in line with current trust and local programmes utilising the four pillars of advanced practice.
- Evidence ongoing professional development, evaluating own practice, ensuring clinical skills and competence are maintained, developing the role in line with the needs and objectives of the service.
- Facilitate an effective workplace culture across all areas of Child Health and the organisation to sustain person-centred, safe and effective care through self-awareness, leadership, active learning, development, improvement and innovation and at all times functioning as a role model for advanced clinical practice.



## 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 Katharine Forwood via [kforwood@nhs.net](mailto:kforwood@nhs.net)



## Person specification

| Requirements                                   | Essential   | Desirable   | Method of assessment                                       |
|--|---|---|--|
| <b>Education - Qualifications and training</b> | Registered Practitioner.<br>Completion of MSc (Level 7) or credentialed in Paediatric Advanced Clinical practice evidencing all four pillars of advanced practice.<br>PLS<br>Evidence of continuing professional development.<br>Knowledge of local and national safeguarding procedures.   | Registered Independent prescriber.<br>EPLS/APLS<br>Completion or an up to date mentorship/ practice assessor course.<br>Experience in Teaching.<br>Evidence of completion of advanced practice competencies.  | Application / Form<br>Interview/<br>professional portfolio |
| <b>Clinical skills and experience</b>          | Significant clinical experience of working autonomously within the acute paediatric setting including physiology, assessment, clinical reasoning, and decision making.<br>Delivery of evidence-based practice demonstrating a patient focused approach.<br>Willingness to perform or learn advanced clinical skills appropriate to the area of practice.<br>Ensure clinical governance is embedded within practice.             | Evidence of competence in role specific clinical skills including blood gas, ECG, cannulation and CXR interpretation.<br><br>Management of patients with complex needs.<br><br>Knowledge of diseases and complexities prevalent in acute and emergency paediatric care.     | Application / Form<br>Interview/<br>professional portfolio |
| <b>Leadership</b>                              | Evidence of leading effectively, managing change and improving patient experience.<br>Experience of successfully resolving complex problems.<br>Ability to prioritise a caseload of patients and prioritise a workload.<br>Team building skills and ability to manage emerging practitioners.<br>Operational knowledge of adjacent services.<br>Knowledge of the national and local NHS healthcare agenda and its implications. | Experience in service development.<br><br>Leadership qualification.<br><br>Experience with adjacent services.<br><br>Management and leadership experience.<br><br>Experience in service development.<br><br>Ability to lead a team to support effective safe clinical care. | Application / Form<br>Interview/<br>professional portfolio |
| <b>Research</b>                                | Clinical audit experience.<br><br>Skills in research.   | Previous publications.<br><br>Ability to produce and formulate guidelines, policies and reports.  | Application / Form<br>Interview/<br>professional portfolio |
| <b>Personal attributes</b>                     | Highly motivated self directed practitioner with excellent organisational skills.<br>Excellent communication skills both verbally and written.<br>Well-developed facilitation and influencing skills, effective negotiation and conflict management skills.<br>Team player.<br>Flexible.<br>Upholds and models the trust values.  |   | Application / Form<br>Interview/<br>professional portfolio |



## The small print

|                                 |  |
|---------------------------------|--|
| <b>Band</b>                     | Band 8a  |
| <b>Salary Scale</b>             | £50,952 - £57,349 per annum (pro rata, if applicable)<br><br>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):<br><br>On Appointment = 27 days<br>After five years = 29 days<br>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.<br><br>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<br>Bands 5-6 = 2 Months notice<br>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                 | To have an awareness of budgetary requirements within the Trust   |
|                               | Impacts                 | None  |
| <b>Workforce</b>              | Manages (Bands and WTE) | Will support colleagues in all bands up to Band 6. Will support the Band 7 midwives and act up to manage a clinical area in their absence |
|                               | Located                 | Within Acute and Community settings as service needs and development dictates   |
|                               | Impacts                 | None  |
| <b>Other</b>                  |                         | None  |

## Communications and working relationships

|                 |  |
|-----------------|--|
| Internal        | Managers within the Woman's Health Directorate<br>Supervisors of Midwives<br>Department Managers<br>Anaesthetic / paediatric and obstetric medical staff<br>Midwives<br>Special care baby unit / neonatal Intensive Care Unit staff<br>Lead midwife in chi |
| External to NHS | Health Visitors and child protection advisors<br>Local supervisory authority<br>General Practitioners<br>Nursing and Midwifery Council   |
| Other           | Social Services Midwives teachers Students of midwifery, nursing and medicine Universities   |

## Environment

| Category                  | Description/Definition  | Frequency/Measures |
|---------------------------|---|--------------------|
| <b>Working Conditions</b> | Unpredictable exposure to adverse environmental conditions, i.e. occasional aggression by patients or their partners, also unpleasant working conditions when visiting patients at home. Frequent | Frequent           |



|                         |  |          |
|-------------------------|--|----------|
|                         | contact with body fluids when providing care   |          |
| <b>Physical Effort</b>  | This post involves several periods of moderate physical effort including walking or standing for most of the shift, pushing or pulling trolleys or commodes, kneeling and crouching to support women's choice of delivery position, and manoeuvring women.   | Frequent |
| <b>Mental Effort</b>    | Frequent concentration is required i.e. checking documents, recording accurate and timely clinical information, and calculating drug dosages. Working in some stressful emergency situations   | Frequent |
| <b>Emotional Effort</b> | Dealing with distressed relatives, caring for women and their family who have suffered a bereavement, caring for women who are extremely unwell, caring for women at a particularly emotionally vulnerable period in their life. Dealing with situations when choices women make regarding their care challenge Trust guidelines and policies. | Frequent |

### Most challenging part of the job

To be an active team member providing the full range of midwifery care at the same time as developing your skills in order to become an advanced midwifery practitioner. To enhance your midwifery role by developing excellent leadership and managerial skills to ensure a dynamic and innovative approach to team building / performance. You will be required to change your unit on a temporary basis to maintain service provision and develop your practice. You will be required to develop your competencies set out in the practice portfolio relating to the knowledge and skills framework for Band 6. To develop competencies in line with working towards development of band 7.

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.

