

Job Title	Paediatric Advanced Clinical Practitioner- Clinical Lead
Band	Band 8A
Responsible to	Clinical Lead Nurse Urgent Care Centre
Accountable to	Head of Clinical Services
Base	Parson Green WIC, SW6 4UL St Charles UCC, W10 6DZ Soho WIC, W1D 3HZ

Job Purpose

We are looking to recruit three Paediatric Advanced Clinical Practitioner (ACP) one will be based at each of our Walk-In centres. The post holder will be practising autonomously as an ACP to provide patient-centred quality care. This will encompass the skills of assessment, examination, diagnosis, and treatment within an agreed scope of practice within the Walk-In service. The post holder will support a way of working that emphasises a more efficient and child focused service and will ensure the safe referral and discharge of patients with undifferentiated and undiagnosed presentations across the service provision.

The post holder will deliver both a clinical and leadership role with a focus development of the service, research, along with management responsibilities.

Key Working Relationships

Internal

- Paediatric Lead Inner Northwest Walk-In Centres
- Clinical Lead for Urgent Care Walk-In Centres
- Staff

External

- General Practitioners
- Local Paediatric A&E departments

Main Duties and Responsibilities

MANAGEMENT AND LEADERSHIP

- Carry a clinical caseload utilising expert diagnostic and clinical skills to provide autonomous, unscheduled medical care and management of patients presenting with acute undifferentiated and undiagnosed conditions and injuries.
- Work within clinical guidelines, and procedures utilising expert judgement to work outside these frameworks where necessary.
- Prescribe as an Independent prescriber as required, within professional competence, ensuring that all duties in relation to medicines management meet required professional and organisational standards.
- Request and interpret a range of x- rays, with reference to local and national protocols and guidelines. Take accountability for own professional actions and ensure all staff working within the service on a day-to-day basis do the same
- Demonstrate a high level of clinical judgement, acting autonomously, supporting the Walk-In Centre, ensuring patients are referred in a timely manner for assessments and diagnostic procedures when required.
- Work closely with the Paediatric Lead ACP across the three sites, and support the structuring and redevelopment of Paediatric care within the Walk-In centres.
- Lead the clinical team on a day-to-day basis within a defined WIC/UCC and provide expert clinical knowledge and skills to support high quality, evidence-based care delivery.
- Ensure clinical supervision of all clinical staff in designated team to facilitate and support continuous improvement in the quality of care to patients
- Provide leadership to a designated team within the WIC/UCC and work at all times within the professional bodies code of practice (NMC /CSP)) Professional Code of Conduct and adhere to the Trust's Policies, Procedures and Clinical Guidelines.
- Undertake 1:1's with staff in designated team, focusing on performance, productivity, clinical record keeping and prescribing.
- Promote and maintain an evidence- based culture for staff updating and reviewing clinical guidelines and protocols and implementing NICE guidance and standards.
- Responsible for gaining valid, informed consent for assessment and treatment interventions, sharing of information following legal and professional guidelines and ensuring these guidelines are adhered to with patients/ clients who do not have the ability to provide informed consent.
- In conjunction with the Lead Nurse at the named WIC/UCC, be responsible for recruitment, retention, induction, appraisals, professional support and development and performance management of a designated team within the service.
- Ensure that designated team within the service comply with CLCH policies, procedures and protocols including mandatory training, appraisals and HR policies.
- Responsible for complying with legal and professional confidentiality at all times.

CLINICAL DUTIES

- To be the Paediatric expert at the Walk-In centre and provide exceptional patient care to those presenting to the area of practice.
- To work within scope of practice and cross-cover to provide occasional care for adults (this will be highly supported).
- To provide a level of advanced and comprehensive assessment in Paediatric care.
- To be directly responsible for the management of patients within own case load and supervision /development of junior members of the service.
- To appropriately assess, examine, investigate, diagnose, and treat patients; both adults and paediatrics, resulting in the safe management and appropriate referral or discharge of patients with undifferentiated and undiagnosed presentations
- To contribute to the development and improvement of systems and processes that facilitates patient flow
- To maintain own clinical development by keeping abreast of new treatments and technologies
- To improve the quality of the patient experience by identifying and meeting the individual clinical needs of patients
- To rigorously review all aspects of the patient's plan of care and identify and address issues that may result in a sub-standard service
- To contribute and review / develop integrated care pathways and clinical guidelines to ensure a standardised approach to clinical care in the service
- To practice with confidence and competence within professional bodies guidelines (E.g. NMC/HCPC)
- To ensure that accurate documentation and records of patient care are kept
- To provide expert advice on patient care to the healthcare team taking into account all aspects of clinical governance, and act as a specialist resource within the team and other assessment areas and the Trust
- To lead the implementation and development of assessment systems, processes and tools within the area of expertise and adjacent clinical/assessment areas
- To be able to adapt expert clinical knowledge and skills to different clinical settings and influence service delivery and patient care
- To actively implement effective systems and processes for effective care, management and relevant audit / research within their clinical area

COMMUNICATION

- In conjunction with the Lead Nurse, ensure an environment that positively encourages the involvement of service users and carers in all aspects of service delivery and evaluation.
- Communicate regularly and appropriately with the Lead Nurse on relevant clinical or service issues.
- Deputise for the Lead Nurse when absent in attending meetings as required.
- Rotate as chair of monthly clinical team meetings within the service.
- Be able to provide and receive highly complex, sensitive or contentious information where it may be necessary to persuade or negotiate using empathetic or re-assurance skills.

PROFESSIONALISM

- Manage and prioritise own workload
- Demonstrate appropriate assertiveness and ability to challenge others when the rights of patients and others may be infringed.
- Display good analytical ability and sound decision making in changing clinical situations. Develop insight into evidence underpinning care.
- Demonstrate ability to assess, plan, implement and evaluate the needs of patients.
- Demonstrate concise, accurate, timely record keeping and ensure that all work carried out is recorded accurately.
- Be a confident and competent computer user with good IT skills and experience.
- Provide skilled, evidence-based care which adheres to agreed policies and procedures.
- To make judgements and decisions within the confines of own professional code of conduct boundaries and within national and trust guidelines/policies for self and report to the Vaccination Management Team. (Freedom to Act)
- Ensure that the practice complies with Data Protection/ Confidentiality/ Caldicott principles in addition to Statutory and Regulatory guidelines of the Professional Bodies (NMC, GPhC, HCPC and others)
- Actively promote diversity and sustain relationships that promote dignity, rights and responsibilities. Identify and take action to address discrimination and oppression
- Safeguard people by recognising and responding when an adult or child might be at risk from abuse but also recognising their own limits and asking for help and escalate concerns when necessary.
- Reflect on everyday practice to identify areas where improvements in safety or quality can be made

TEACHING AND TRAINING

- In collaboration with the other 8A Nurse Practitioner's to support the development and implementation of research and development, teaching and training programmes within the named and wider WIC/UCC's.
- Complete and attend mandatory training

- Supporting and mentoring trainee ACPs, junior staff and students.

CLINICAL GOVERNANCE

- Maintain accurate and contemporaneous records.
- Ensure timely and correct entry of clinical data onto System One.
- Actively participate in clinical supervision.
- Facilitate clinical supervision on a regular basis to designated nursing team.
- Participate in annual appraisal and maintain a personal development plan.
- Responsible for conducting regular 1:1's and annual appraisals for your designated team.
- Work in collaboration with the Lead Nurse to support the clinical governance, complaints and risk management process for the named WIC/UCC in monitoring of compliance with clinical governance standards, other organisation wide policies and processes and best practice requirements.
- Work in collaboration with the Lead Nurse in the named WIC/UCC to ensure that processes and procedures are in place to achieve and exceed national standards e.g. National Service Frameworks, NICE.
- Facilitate the resolution of complaints, conflicts and issues from patients and staff in a timely and appropriate manner in line with CLCH policy, procedures and service delivery values and priorities.
- Ensure designated nurses in team are aware of and compliant with child and adult safeguarding policies and procedures.
- Oversee and undertake clinical audit to establish the efficacy of clinical pathways within the service. In collaboration with the Lead Nurse to implement and manage action plans to address audit outcomes as required.
- Contribute to and on occasion lead on the development or review of clinical policies, clinical standards and guidelines related to the care of patients within CLCH WIC/UCCs.

RESEARCH

- In collaboration with the other 8A Nurse Practitioner's to support the development and implementation of research and development, teaching and training programmes within the named and wider WIC/UCC's.
- Complete and attend mandatory training.

OTHER DUTIES

Policy Development

- Ensure that appropriate clinical policies are implemented and adhered to by the nursing team.

- Work in collaboration with the Lead Nurse at the named WIC/UCC to ensure appropriate national and CLCH clinical and operational policies are embedded within the service.
- Work in collaboration with the Lead Nurse, take responsibility for updating and reviewing treatment guidelines and protocols in line with evidence-based practice and NICE guidelines.

Person Specification Job Title: Paediatric Advanced Clinical Practitioner

Factors	Criteria	Assessment
Education/Qualification		
Essential	<ul style="list-style-type: none"> First level registered Paediatric Nurse. Bachelor Degree in nursing, health or management related studies or evidence of equivalent knowledge and experience. MSc. Nursing, Health or Management related studies. Or Post Graduate Diploma Mentorship qualification and extensive experience of teaching and mentoring peers and junior staff. Non-medical Prescribing. Advanced Assessment course. 	AF. C.
Desirable	<ul style="list-style-type: none"> Post Registration qualification within Primary Care/ ED or specialist paediatrics or equivalent experience . Clinical and classroom teaching / facilitation experience. Leadership course. Recognised qualification in Minor Injuries. IMER or equivalent radiation protection certificate. 	AF. C.
Experience		
Essential	<ul style="list-style-type: none"> Extensive experience of working in an autonomous role as a Paediatric Advanced Clinical Practitioner. Experience in a clinical leadership/ management role within a complex healthcare environment. Extensive theoretical & practical knowledge relating to assessment & treatment of minor injuries and illnesses. Proven experience of utilising expert diagnostic and clinical skills to provide autonomous, unscheduled medical care and management of patients presenting with undifferentiated and undiagnosed conditions. Experience of assessing and providing quality care to people with Long Term Conditions Track record of practice excellence. Proven ability to prioritise and manage own workload with minimal supervision. Experience of team / service/ staff management including HR processes Experience of implementing evidence-based care and developing others to do so Experience of conducting research projects and audit. Experience of change management and implementing change in practice. Evidence of innovation in practice. 	AF. I.
Desirable	<ul style="list-style-type: none"> Experience in Accident & Emergency 	AF. I.

Skills and Knowledge		
Essential	<ul style="list-style-type: none"> • Ability to analyse complex problems and to develop practical and workable solutions to address them. • Ability to lead, enthuse, motivate, and involve individuals and the clinical team and have them understand the organisations and your performance expectations. • Ability to adapt leadership style to differing situations. • Ability to manage and deliver deadlines within resources. • A strong sense of personal and team accountability coupled to a clear understanding of the boundaries around delegated authority, responsibility, and accountability. • Excellent inter- personal and communication skills. • Ability to communicate effectively both verbally and in writing. • Good working understanding of the changing NHS environment. • Evidence of comprehensive range of clinical skills and expertise relevant to the role • Specialist knowledge in clinical reasoning, history taking, physical examination, diagnostic skills and prescribing/treatment. • Clinical knowledge across a range of acute and chronic conditions. • Highly competent in the physical examination of patients presenting with: a range of clinical conditions depth knowledge of pharmacology. Knowledge of and experience in the provision of care to vulnerable adults and children in line with best practice of safeguarding. • Able to work autonomously, planning and prioritising own workload and that of others. • Able to delegate work effectively and safely • Able to deal with conflict and manage appropriately • Able to manage difficult situations and address poor practice. • Able to identify own and other's learning and development needs and actively seek ways to meeting those needs • Competent IT skills including use of Microsoft Office package, System One and email • In depth knowledge of NMC/CSP Code of Professional Conduct. • Knowledge of Personal Development Planning. • Knowledge of risk management and incident reporting. • Detailed knowledge of Primary Health Care and collaborative working with other care providers, e.g. social care and voluntary services • Knowledge of the audit process and able to implement in practice. 	AF. I.

	<ul style="list-style-type: none"> • Knowledge of evidence-based practice and able to implement in practice • Knowledge of clinical governance processes, assessing and managing risk • Knowledge of clinical supervision. • Knowledge of how to implement equal opportunities in practice. 	
Desirable	<ul style="list-style-type: none"> • Experience in Paediatric nursing 	
Other		
Essential	<ul style="list-style-type: none"> • Able to carry out the duties of the post. • Health cleared by Employee Health for the role specified. • Able to work flexible shifts, weekends, and bank holidays. • Cross cover at other sites within the division • Able to provide evidence of where you have demonstrated the Trust's Values and Behaviors • Able to demonstrate excellence in Customer Service • Able to meet the required IT Skills for the post 	IV. T. (Employee Health).
Desirable	<ul style="list-style-type: none"> • 	
<p>* Assessment will take place with reference to the following</p> <p>AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</p>		