# Advanced Nurse/ Physiotherapist Practitioner – Critical Care

#### **JOB DESCRIPTION**

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| JOB IDENTIFICATION |
| Job Title: Advanced Critical Care Nurse/Physiotherapist Practitioner Band 7 (subject to Annex 21 AfC Arrangements for pay and Banding if Trainee)Responsible to: Chief Nurse/Chief AHPReports to: Lead Nurse, Critical CareDepartment(s): Critical Care Directorate: Critical CareOperating Division: NHS GG&C – Royal Alexandra HospitalNo of Job Holders: 7Last Update: 21st April 2023 |

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| **2. JOB PURPOSE** |
| Working across role and organisational boundaries the Advanced Critical Care Nurse Practitioner (ACCNP)/Advanced Critical Care Physiotherapist Practitioner (ACCPP) manages the complete clinical care for their patients utilising expert knowledge base and clinical competence to support multi-professional teams within NHS Greater Glasgow and Clyde, ensuring a high standard of clinical care, in accordance with the NMC/HCPC and Health and Safety Legislation.As a clinical leader, the ACCNP/ACCPP has the freedom and authority to act autonomously in the assessment, diagnosis, treatment, including prescribing, of patients with multi-dimensional problems. This includes the authority to refer, admit and discharge within appropriate clinical areas.ANP/APP’s can work in or across all clinical settings, dependant on their area of expertise. |

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| **3. DIMENSIONS** |
| The post holder will contribute to the strategic development of the new roles in collaboration with the Lead Nurse, including the planning and evaluation of programmes that will impact on adult critical care. The post holder will participate in research projects and advanced clinical audit methods and is expected to publish and present findings.The post holder will participate in ward rounds, advanced physical examination and patient assessment and perform advanced clinical procedures and participation in the weekly multidisciplinary meeting.The post holder will provide care for critically ill patients during transfer within the hospital. They will participate where appropriate, in the education and support of other members of the multi-professional team.The post holder will be held accountable and responsible for his or her own clinical practice and decision-making. Holding a degree and working towards Postgraduate Diploma level, they will demonstrate autonomy in clinical decision-making within their role, to support the critical care team and patient experience. This will be a supportive role, closely supervised by Consultant Intensivists with clinical responsibilities and duties herein developed via a structured supervised learning programme and competency framework |

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| **4. ORGANISATIONAL POSITION** |
| Director of NursingClinical Director & Chief Nurse/Chief AHPLead Consultant Lead Nurse Critical Care Clinical Service Manager**Advanced Critical Care Nurse Practitioner/Advanced Critical Care Physiotherapist Practitioner (TRAINING)** |

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| 5. ROLE OF DEPARTMENT |
| ANP/APPs are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader they have the freedom and authority to act and accept the responsibility and accountability for those actions. This level of practice is characterised by high level autonomous decision making, including assessment, diagnosis, treatment including prescribing, of patients with complex multi-dimensional problems. Decisions are made using high level expert, knowledge and skills. This includes the authority to refer, admit and discharge within appropriate clinical areas.ANP/APPs have developed a highly specialist knowledge across a range of work practices and procedures underpinned by theoretical and practical knowledge and experience.The post-holder will be expected to work across role and geographical boundaries, providing complete clinical care for their patient as part of a multidisciplinary team. They will:* Assess, diagnose and manage the clinical needs of a wide cohort of patients autonomously and with other members of the interdisciplinary team
* Responsible for ensuring the delivery of evidence based care.
* Provide clinical leadership and advice to nursing staff and other members of the multi-disciplinary team.
* Work autonomously within a multi-disciplinary team.
* Responsible for setting, implementation and evaluation of standards of nursing/physiotherapy practice
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| 1. **MAIN TASKS, DUTIES AND RESPONSIBILITIES**
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| **Clinical*** Performs advanced and comprehensive physical examination and assessment, plans and initiates clinical care and treatment modalities to achieve optimal patient centred outcomes and evaluates their effectiveness, initiating and terminating a care episode regardless of patient location.
* Conducts a comprehensive clinical examination of the patient including a physical examination of all systems and a mental health assessment
* Screen patients for disease using clinical and other findings such as laboratory results or x-rays
* Make diagnostic decisions based on interpretation of clinical and other findings such as laboratory results or x-rays
* Applies high level decision-making and assessment skills to formulate appropriate differential diagnoses based on synthesis of clinical findings.
* Has the authority to request, where indicated, appropriate diagnostic tests / investigations using judgement and clinical reasoning, based on differential diagnoses
* Conduct invasive and non-invasive diagnostic and therapeutic procedures where appropriate
* Interprets and analyses previously ordered results of tests/investigations and works collaboratively with other healthcare professionals when needed.
* Acts on the results to confirm diagnosis and thereby optimise treatment and management outcomes.
* Formulates an action plan for the treatment of the patient, synthesising clinical information based on the patient’s presentation, history, clinical assessment and findings from relevant investigations, using appropriate evidence based practice.
* Prescribe treatment including medications as a Non-medical Prescriber based on a sound knowledge of pharmacology
* Implements non-pharmacological related interventions/therapies, dependent on situation and technical requirements of care
* Has the freedom and authority to admit and discharge from identified clinical areas, dependent on patient need at time of review. This includes the freedom and authority to refer to all appropriate health care professional groups and agencies, working collaboratively with them.

**Professional*** Innovate, develop and lead evidence based clinical practice and professional development
* Lead in the development of appropriate local policy and guidelines
* Contribute to the development of local policies in relation to the implementation of national and regional strategies
* Practice within the Legal & Ethical framework as established by Nursing Midwifery Council (NMC)/Health and Care Professions Council (HCPC) and National Legislation to ensure patient interests and wellbeing are met.
* Work within the National Health Service (NHS), NHS Greater Glasgow & Clyde and Health & Safety Executive (HSE) Legislation, Policy, Guidelines and Procedures.
* Empower patients to take responsibility for their health, well-being and future lifestyle by practising in an open transparent and inclusive manner; thereby ensuring patients have the relevant information to participate in decisions about their care.
* Performance is monitored on an ongoing basis and is appraised annually.

Education and Research/Audit* Maintain professional practice through continuing education, professional updating and when/where available, involvement with professional specialist groups.
* Participate in identifying needs of patients and carers in relation to the specialty, in conjunction with others where appropriate.
* Plans and organises teaching and mentoring of undergraduate nursing/physiotherapy students, graduate nurse/physiotherapy practitioner students, and other members of the healthcare team as appropriate (e.g. physiotherapy, radiology, FY2 medical staff).
* Actively promote and disseminate research-based practice.
* Audit current practice and negotiate appropriate changes to practice.
* Evaluate effectiveness of role in relation to patient outcomes, service needs and professional requirements
* Participate in relevant research / audit projects to service and practice needs and in line with nursing strategy
* Ensure the provision of an appropriate learning environment in line with NES Quality Placement Standards
* Provide guidance, supervision and support for staff undertaking research, audit or teaching activities.

Organisational/Managerial* Organise own time in line with agreed job plan.
* Accountable for the effective management of resources including stores supplies pharmacy and maintenance of equipment.
* Contribute to strategic issues relating to the nurse/physiotherapy practitioner service and the specialty.
* Act in a collaborative and advisory role to share knowledge and expertise to help deliver high standards of patient care.
* Promote the development of a flexible and skilled nursing/physiotherapy workforce.
* Contribute to the wider corporate agenda where appropriate.
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| 7a. EQUIPMENT AND MACHINERY  |
| To safely operate a range of equipment including;Airway adjuncts including endotracheal / tracheostomy tubes, oral / nasopharyngeal airways and ambu-bags.Highly complex diagnostic and treatment devices – such as renal replacement therapy, portable and fixed mechanical ventilators and a variety of non-invasive ventilators.Defibrillators – Manual, semi-automatic and automaticPortable and fixed invasive and non-invasive monitors Volumetric pumps.Syringe driversBlood glucose monitoringNeedles / syringes and blood sampling bottlesSuction equipmentManual handling aids including hoists, boards and slide sheets.Resuscitation trolleyECG Machine |

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| **7b. SYSTEMS**  |
| * Responsible for ensuring that staff are aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.
* Responsible for inputting information into electronic patient record where applicable and also into patient’s written records. They will comply with the Data Protection Act Caldicott Guidelines and local policies regarding confidentiality and access to medical records and ensure all staff comply with policy
* Promote the use of Information Technology to benefit personal development and patient care
* Develop and implement policies and protocols for own area of work
* Propose appropriate changes to working practices and procedures for own area of work
* Responsible for the safe use of equipment, for maintaining appropriate levels of stock in own area of practice, and for ensuring appropriate equipment or supplies are purchased
* Responsible for the safe use of equipment
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| 8. DECISIONS AND JUDGEMENTS |
| Makes highly complex clinical decisions including diagnosis and clinical management based on an in-depth broad expert knowledge, and interpretation and synthesis of clinical and other findings such as laboratory investigations and x-rays. Decisions may include the admission or discharge from Critical Care Department.Instigate, obtain or arrange and interpret appropriate investigations/examinations.Based on assessment the ACCNP/ACCPP can refer patients for specialist opinion.Formulate an action plan for the management of the patient based on a synthesis of clinical information including the patient’s history, clinical assessment, results from relevant investigations and based on appropriate evidence based practice.Uses own initiative and acts independently within the bounds of own existing knowledge and skills. Is guided by broad policies and guidelines (NHSGGC, NICE, SIGN etc).Plans a package of care for individual patients including prescribing pharmacological and non-pharmacological interventions/therapies as appropriate.Demonstrates sound judgement in assessing the emotional and physical care of the patient in a holistic manner.Works autonomously within a multi-disciplinary team.Support and develop staff to broaden their skills, knowledge & experience in the interests of succession planning.Exercises the ability to challenge any interaction, which fails to deliver a quality seamless service.Initiate and follow through appropriate procedures when a breach of policy occurs.Responsible for the development of action plans to address any system failures.Works collaboratively to meet the demands of the service. |

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| **9. COMMUNICATIONS AND RELATIONSHIPS** |
| * Acts as a patient/ staff advocate through the application of ethical, legal and professional knowledge and skills.
* Engage in effective communication with patients, relatives, visitors and staff, often delivering complex and highly sensitive information where there may be barriers to understanding and acceptance of information received, utilising skills of persuasion and negotiation to obtain agreement and co-operation
* Provides effective verbal and written communication to all members of the multidisciplinary team within own department and relevant departments, which service the clinical area.
* Use of electronic systems i.e. TrakCare, Potertrac, Clinical Portal, CareVue etc. Data entry

 electronic or written i.e. medical and/or nursing notes* Makes referrals to a wide range of other healthcare professionals and specialities which may include the admission or discharge of patients from Critical Care Department

 (e.g. Radiology, SAS, Primary Care Colleagues) * Provides support, empathy and reassurance when communicating in a hostile or highly emotive atmosphere
* Contribute to a supportive environment in the interest of staff morale.
* Develop external professional networks that promotes both the profession and organisation.
* To present an alternative choice of care to patients.
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| 10. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMNETAL DEMANDS OF THE JOB |
| **Physical Skills*** Technical and manual dexterity/expertise required for invasive procedures.
* Performing venepuncture, cannulation and administering of intravenous drugs

**Physical demands*** Moving and handling of patients from self-caring to total dependence.
* Moving and handling of equipment.
* Eight hour / Twelve hour shifts active at all times, mostly standing and walking.
* Frequent short periods of moderate physical effort.

**Mental demands*** Requires concentration to analyse and interpret information and formulate a care pathway
* Frequent interruptions, page, telephone and other disciplines

**Emotional demands*** Dealing with distressed patients and relatives, exposure to distressing, emotional traumatic situations on a frequent basis
* Leading and motivating the team and providing reassurance in challenging circumstances

**Working conditions*** Workload is unpredictable as may need to change activity due to patients or departments needs
* Exposure to body fluids/therapeutic products on a daily basis
* Assist with or undertake EPP in defined areas therefore requiring appropriate Occ. Health Screening and clearance.
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| **11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** |

* Eliciting information and making decisions on case management based on highly complex holistic information e.g. patient systems, diagnostic results social circumstances
* Making independent clinical decisions based on own clinical assessment and interpretation of other findings such as laboratory results and x-rays
* Planning and implementing individual patient care within the context of an interdependent healthcare team
* Achieving a balance between the demands of direct patient care within existing resources and job plan.
* Communicating with and supporting distressed/anxious/worried relatives /patients.
* Continually reappraise the effectiveness of resources against the unpredictability of service demands
* Works within a specialty with unpredictable levels of activity.
* Providing a professional advisory role to a wide variety of contacts e.g. patients, relatives, carers, junior and senior nursing, medical and paramedical colleagues.
* Acts as an effective change agent integrating information gained from research and audit into clinical practice
* To participate in reporting, documenting and evaluation of the work of the Advanced Nurse Practitioner/Advance Physiotherapy Practitioner and to demonstrate its importance both to patients and members of the interdependent healthcare team.
* Keep professionally up to date
* Dealing with verbally and physically abusive patients and members of the public.
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| **12. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |

Registered Nurse/Registered Physiotherapist with at least 5 years post registration experience. At least three years of which must be in Critical Care.First degree or equivalent experienceMulti-disciplinary teaching experience desirableRegistered Nurse on the NMC Register / Registered Physiotherapist on the HCPC register.Be recorded as an Independent Nurse/Physiotherapy Prescriber (V300) with the NMC/HCPCAn appropriate Masters level qualification in Advanced Practice which has enabled competencein:* *Clinical assessment*
* *Clinical reasoning, judgement and diagnostic decision making*
* *Anatomy and pathophysiology*
* *Non medical prescribing- V300*
* *Leading, delivering and evaluating care*
* *Practice learning/transferable work based learning*

Significant comprehensive post registration experience within a healthcare setting some of which must be at a senior practitioner levelA commitment to lifelong learning and demonstrates evidence of continuing professional developmentCan demonstrate experience in managing staff, leading a team, providing education and training and establishing a supportive, learning environmentSuccessful track record in working in multi-disciplinary team settings and promotingcollaborative approaches to delivering excellent patient careImmediate Life Support |

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| **13. JOB DESCRIPTION AGREEMENT** |
| A separate job description will need to be signed off by each jobholder to whom the job description applies. Job Holder’s Signature: Head of Department Signature: | Date:Date: |

***APPENDIX 2***



**PERSON SPECIFICATION FORM**

**Job Title: Advanced Critical Care Nurse/Physiotherapist Practitioner**

**Department: Critical Care, Royal Alexandra Hospital**

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| **Qualifications** | **Essential (√)** | **Desirable (√)** |
| NMC Registered Nurse/ HCPC Registered Physiotherapist | X |       |
| Post Registration experience in critical care environment | X |       |
| Evidence of continuing professional development | X |  |
| Module or certificate relevant to specialities | X |  |

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| **Experience** | **Essential (√)** | **Desirable (√)** |
| Minimum 5 years experience  | X |  |
| Minimum 3 years experience within critical care | X |  |
| Evidence of decision making based on own clinical assessment | X |  |
| Ability to manage complex needs of the critical care patient | X |  |
| Evidence of theoretical development in critical care | X |  |

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| **Behavioural competencies** | **Essential (√)** | **Desirable (√)** |
| Excellent interpersonal skillsAbility to communicate effectively while delivering complex and sensitive informationFlexibility to work rotational shift patternAbility to work well within multidisciplinary teamDemonstrates a desire to work within the specialityAbility to use initiative and problem solveAbility to remain calm in stressful situations |      XXXXXXX |  |

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| **Other** | **Essential (√)** | **Desirable (√)** |
| IV Drug administration | X |  |
| Good Health and Attendance record | X |  |
| Valid Immediate Life Support or Advanced Life Support Certificate | X |  |
| Commitment to continuous professional development | X |  |
| Computer Literacy | X |  |
| Evidence of contributing towards quality improvement | X |  |