



SCOTTISH AMBULANCE SERVICE

JOB DESCRIPTION

1. JOB IDENTIFICATION	
JOB TITLE	Clinical Lead - Advanced Practice (Critical Care)
JOB DESCRIPTION REFERENCE	
DEPARTMENT	Clinical Directorate
NO OF JOB HOLDERS	1
DATE JOB DESCRIPTION AGREED	

Notes
<i>Terminology in job descriptions may change over time. This does not invalidate the job description and is only required to be updated when the entire job description is under review</i>
<i>Please refer to job description guidelines before completing a new job description</i>

2. JOB PURPOSE

To provide national and regional clinical leadership to progress the Scottish Ambulance Service (SAS) strategic vision in implementing and developing a national programme for Advanced Practice Critical Care.

The Clinical Lead will provide clinical and professional leadership in advanced practice and clinical decision making to all staff, especially the Advanced Practitioner Critical Care (APCC) cohort across SAS, to improve the quality of the patient's experience, assessment and care outcomes.

The post-holder will work in partnership and collaboration across a range of service delivery structures both within SAS and across local Health Boards and Health, the Scottish Trauma Network and with clinical and managerial colleagues to influence policy, strategy, protocols and standards of patient care.

The Clinical Lead will have responsibility for clinical governance, including clinical audit of Advanced Practice Critical Care

The post holder will liaise with other Consultants (Doctors, Nurses and AHP's) to enhance clinical decision making and developments in keeping with evidence base, policy and patient needs.

The main focus of the role is to provide strong leadership in Advanced Practice and to develop the ongoing requirements of clinical supervision, sign-off and support for our cohort of APCCs throughout the service. This includes the facilitation of learning opportunities for APCCs that support academic and experiential learning in a variety of settings.

The post-holder will have national and regional responsibility for Advanced Practice Critical Care recruitment.

The Clinical Lead will be a qualified APCC with experience of working across role and organisational boundaries. The APCC will manage the complete clinical care for their patients across a variety of clinical conditions. Working as an autonomous practitioner the APCC will provide advanced clinical management and decision making to patients requiring complex and challenging care. The Clinical Lead will continue to work to all elements of the APCC job description in addition to the content of this job description.

The Clinical Lead will have responsibility for a number of functions including:

- Expert clinical practice and leadership, including the provision of professional supervision, education and support nationally for all APCCs working across the service.
- Professional leadership and consultancy, both within emergency medicine, acute care and to the wider community within the Ambulance Service. This will necessitate being an expert resource in clinical decision making for paramedics and other health care professionals.
- Strong professional leadership contributing to research, development and education in advanced clinical practice.
- Collaborating with the service Medical Director, Associate Medical Directors, Lead Consultant Paramedic and Consultant Paramedic for Major Trauma and other clinicians to ensure continuous professional development and supervision of the APCC cohort and evaluation of the service decision making tools, process and patient outcomes.

*The APCC Job Description should also be taken into consideration due to the requirement to be a qualified to undertake the Clinical Lead role.

3. DIMENSIONS

The role requires an experienced clinician to work with senior managers and clinicians within SAS and the wider health community to further develop and refine clinical supervision, support and sign-off for APCCs.

Expert clinical practice and leadership, including the provision of professional supervision, education and support for all APCCs working within the service.

Professional leadership and consultancy, both within emergency medicine, acute and to the wider community within the Ambulance Service. This will necessitate being an expert resource in clinical decision making for paramedics and other health care professionals.

Strong professional leadership contributing to research, development and education in advanced clinical practice.

Provision of direct / indirect patient care.

Develop systems to maintain and develop the quality of clinical decision making in SAS in line with clinical governance and risk assessment frameworks.

Scope & Range

- National & regional responsibility.
- Strategic and operational remit, ensuring effective alignment between national policies and guidelines, influencing and supporting local implementation.
- Provide leadership and influence when implementing the Advanced Practice strategy, ensuring this aligns to national strategic policy from clinical and educational perspectives.
- National and regional working and collaboration across the Regions, Health Boards, Higher Education Institutions and Health & Social Care Partnerships.
- Provide leadership, autonomous decision-making and development in respect of clinical governance for advanced practice, clinical risk management & quality of care and improvement to the APCC cohort.
- Predominantly working within a national advanced practice remit but close links with operations and other support functions is essential, specifically to ensure local delivery of national strategy and government direction.
- Representation at Advanced Practice and non-Advanced Practice related groups, shaping and influencing both advanced clinical practice and non-advanced clinical practice within SAS.
- Chairing and representation at national Advanced Practice and non-Advanced Practice clinical groups.
- Member of the National Advanced Practice Senior Leadership Team and Regional Senior Leadership Team.
- Operating across the organisation, working in partnership to develop a culture of shared learning and clinical improvement.

Budgetary Management

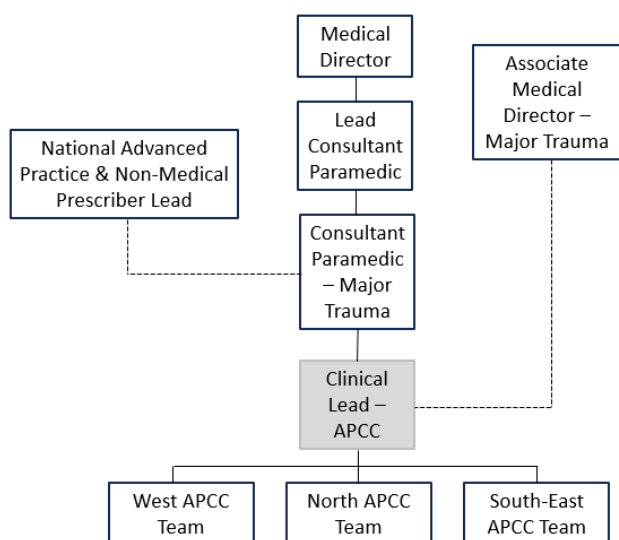
- Regularly authorises financial payments for advanced practice related transactions.
- Development of business cases to support the advanced practice programme, such as the introduction of new roles within the advanced practice clinical team to support implementation of the Advanced Practice and SAS 2030 strategy.

- Awareness of funding availability for vacancies when aligning new recruits to vacancies across all 3 regions.
- The post holder will be expected to contribute to the formulation of the departmental budget to ensure sufficient resources are available for projects and research. The post holder will be expected to monitor any approved spend against these projects to ensure appropriate cost control.

Professional management and leadership

- Support and advice to operational managers and clinicians across the service on a range of staffing, clinical and advanced practice related governance issues.
- Professional management responsibility for clinical supervisors and APCCs within the area of responsibility.
- Responsible for the leadership and clinical supervision of the clinical supervisors and trainee and qualified APCCs.
- Responsibility for trainee APCC sign off and conducting qualified APCC annual clinical appraisals.
- Responsible for scoping out advanced practice professional workforce requirements across the area of responsibility.

4. ORGANISATIONAL POSITION *(organisational charts can be included as an appendix if preferred)*



5. MAIN TASKS, DUTIES AND RESPONSIBILITIES

EXPERT CLINICAL PRACTICE FUNCTION

The core focus of this post will be to develop excellence in Advanced Clinical Practice nationally and regionally to improve the quality of patient care and to support the continuing development of the APCCs professional and clinical competence. The post holder will:

- Provide leadership for the development of effective advanced clinical practice.
- Maintain Paramedic or Nurse registration and complete regular APCC shifts as part of an active clinical role.
- Demonstrate a high degree of personal and professional autonomy.
- Provide leadership and consultancy within a multi-professional context.
- Provide specialist clinical decision-making advice to ambulance staff to enable them to deal effectively with a range of care needs encountered within their clinical area.
- The post holder will be expected to provide specialist advice to clinical colleagues to ensure that patient diagnoses are supported by protocol and evidence. The post holder will be responsible for developing the quality assurance associated with advanced practice roles.
- Provide and deliver specialist training, education, clinical supervision and support to staff in clinical decision-making and judgement.
- Align and schedule trainee and qualified APCC education in line with the Advanced Practice national programme.
- Demonstrate the ability to reach highly complex critical judgements. This will require the analysis of research and options to provide judgement in the event of for example complaint or conflict resolution.
- Function at an advanced clinical and academic level and will possess detailed knowledge of the evidence and research regarding health and social care needs of people requiring critical pre-hospital care.
- Initiate and participate in clinical audit to inform the development of clinical practice.
- Provide and deliver high quality support and development to clinical staff at all levels who are underperforming.

RESEARCH AND EDUCATION FUNCTION

- Work collaboratively within SAS, NHS Scotland and other agencies including higher education institutions to develop and support education and research initiatives for a wide range of professionals.
- Influence the research community agenda identifying key areas of research interest.
- Develop effective links with Higher Educational Institutions, particularly those with a portfolio in clinical decision making, to develop education and research which meets the needs of patients and APCCs.
- Work collaboratively with a range of stakeholders to develop research proposals and opportunities.
- Initiate and conduct research relevant to the practice utilising the findings from research to inform, enhance and develop clinical practice.
- Establish links with higher education institutions, NES and Scottish Government s to ensure new research and guidance is made available as required.
- Develop and establish clinical and multi-agency networks across Scotland, UK Ambulance Services and other relevant organisations across the UK and beyond to influence and develop best clinical practice through research and education.
- Co-ordinate, implement and evaluate advanced practice research and development activity.

PROFESSIONAL LEADERSHIP AND CONSULTANCY FUNCTION

- Deputise for the Consultant Paramedic – Major Trauma and national leads for Advanced Practice when appropriate.
- Monitor and audit care delivered within the pre-hospital care environment to ensure accordance with both national and local clinical guidelines.
- Provide clinical leadership for APCCs through supporting the development of clinical practice for all relevant staff groups.
- Influence and lead clinical practice by undertaking clinical audit and research and by promoting evidence-based practice.
- Develop relationships with professional organisations and networks.

- Review research and national guidelines to improve clinical practice, provide judgements where decision making practice may differ.
- Contribute to the investigation of serious and adverse events and clinical complaints relating to advanced practice critical care. Provide judgements and clinical expert opinion from the analysis of the events and incidents.
- Research and prepare papers for publication, develop networks and participate / present at multi-disciplinary conferences.
- Provide consultancy regarding clinical care and support colleagues to develop research and audit proposals.
- Provide direct clinical supervision and support to APCCs.
- Challenge clinical competence in a supportive and constructive manner to change behaviour and develop sound clinical judgements.

SERVICE DEVELOPMENT FUNCTION

- Provide all staff delivering clinical services with a consultancy resource with regard to clinical issues, patient care, clinical effectiveness, at all times promoting professional development and reflective practice.
- Support APCCs, paramedics and others to implement evidence-based practice and to integrate theory into practice.
- Work collaboratively with the Clinical Directorate, the Medical Director and a wide range of internal and external colleagues
- Propose policy and service changes based on new guidelines and research findings. This includes the leadership, development of and driving national change for advanced practice and SAS strategy and policy.
- Support regional and senior managers to establish and review health board costings for invoicing purposes for non-SAS APCC rotations.
- The post holder will be required to frequently delegate activities and coordinate the work of others to represent the area of responsibility.
- Undertake a leadership and supervision role in non-medical prescribing for APCCs.

6 EQUIPMENT AND MACHINERY

- The use of ambulance patient care equipment to the level of APCC, which can involve the use of a variety of complex clinical equipment, for example syringe drivers, video laryngoscope. While providing clinical supervision, the clinical lead will also be required to have a specialist knowledge of this equipment to develop others' skills.
- Use of radio equipment/mobile telephone.
- Daily use of laptop/computer for prolonged periods of time (4-5 hours on a daily basis).
- Teleconferencing and videoconferencing equipment.
- Use of a Service car for business work
- Use of emergency systems when responding to Emergency calls
- Microsoft Office Suite
- MIS Alert Systems
- AMPDS system
- C3 Remote Clinician system.
- NHS Health board systems i.e., Vision, EMIS, Clinical Portal.

7. SYSTEMS

The post holder is required to use software packages and electronic equipment for:

- Word processing • Presentations • Spreadsheets • Databases.
- ACC command and Control systems
- Advanced Medical Priority Dispatch System
- Electronic Patient Report System
- Satellite navigation system “in car” and “in Ambulance”
- Intranet
- Internet for medical research
- Email
- Microsoft 365
- PRISM/PIS for prescribing data and audit
- Pecos

This is in order to collate, manipulate and present information whilst ensuring the adequate storage and protection of confidential, statistical and other data.

Use systems to collate qualitative and quantitative information regarding the evaluation of research.

To disseminate information to identified stakeholders.

To process and generate up-to-date professional information.

8. DECISIONS AND JUDGEMENTS

- This role involves working as an APCC and in the main unsupervised, exercising a high degree of own initiative.
- Clinically and professionally expected to make autonomous decisions on a daily basis which includes supporting and guiding staff in clinical decisions.
- Discretion to make decisions regarding patient care within clinical / professional guidelines and as part of the multi-disciplinary team.
- Interpret policy and clinical guidelines with regard to the impact of required change to practice for service development.
- Judgements will require analysis, interpretation and comparison of a wide range of options. This will require analysis of wide ranging, highly complex research material.

9. COMMUNICATIONS AND RELATIONSHIPS

The role requires excellent communication and positive working relationships both nationally and locally with colleagues at all levels across all disciplines. This will require utilising a variety of motivational, persuasive and reassuring communication techniques. The post holder will be required to disseminate highly complex and at times contentious clinical and professional information to APCCs, paramedics and other healthcare staff. This includes providing feedback to APCCs about clinical audit, requiring advanced communication skills.

- Present complex and contentious information and research to challenge current thinking and accepted practice to multi-disciplinary groups who will hold different views. There may be considerable challenges to the post-holder's point of view and gaining acceptance to these ideas will require discussion and negotiation in highly emotive situations.
- Acting as clinical lead and as an APCC, engage in effective communication with patients, relatives, visitors and staff, often delivering complex and highly sensitive information. Frequently overcoming barriers to understanding and acceptance of information received.
- Provides support, empathy and reassurance when communicating in a hostile or highly emotive situation.
- The post holder will be a permanent member of the Senior Leadership Team
- Actively encourage participation of practitioners in all development and learning situations,
- Develop and deliver formal and informal training to healthcare professionals and others.
- Providing presentations to local, national and international conferences.
- Arrange trainee APCC clinical placements with partner health boards, which involves negotiation and persuasion.
- Arrange and facilitate APCC staff engagement sessions, presenting specialist content and arranging subject experts to present at engagement sessions.
- Highly developed impact and influencing skills are essential in this role along with the ability to build professional credibility with a wide audience, with the following key stakeholders' groups:

Internal

• Regional Directors • Senior Managers • National Clinical Directorate including National Clinical Governance Managers, Lead Consultant Paramedic and other clinical and project leads • All relevant Groups/Committees e.g., Advanced Practice Strategic Group, Advanced Practice Operational Delivery Group • Heads of Service, Area Service Managers and Team Leaders • Frontline clinical and non-clinical staff.

External

• NHS Boards, Scottish Trauma Network, Regional Trauma Networks, • Regional Non-Medical Prescribing Leads and Groups • NHS Board clinical teams • Universities • Advanced Practice subject matter experts from regional boards.

10. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

- Critically appraise literature for its effect on practice, policy development and organisational change which requires a high level of concentration.
- Create, write and present reports at times under tight time constraints.
- The post requires a high level of concentration to be exhibited whilst participating in meetings.
- Spend on average 40-60% of day working on personal computer.
- The post holder may be interrupted at any time during the working day and may be asked to make decisions and judgements on limited information at that time or respond to emergency incidents. They then have to return to their original task and quickly operate at a high level.
- The post holder will be required to drive a large amount of business miles per annum and will undertake an element of business driving during their working day.
- The post holder will have to undertake periods of emergency driving which require a high level of concentration.
- The post holder will require to carry an immediate response bag and other ambulance related equipment when attending patients.

- The post holder will be expected to fulfil the full role of an appropriately qualified Paramedic or Nurse, delivering direct patient care either as a lone responder or as part of an ambulance crew.
- Respond to incidents acting as incident officer where required.
- Respond to Major Incidents and assume any of the officer roles.
- Dealing with life threatening emergencies as a paramedic or nurse requires a significant amount of emotional effort and tact.
- Monitors, analyses and assesses progress of all APCCs simultaneously across a diverse geographical area and patient population.
- Dealing with death, including supporting APCCs, relatives and members of the public. This is especially distressing in cases of sudden death and infant mortality.

11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Demonstrate effective leadership skills that enhance and inspire in order to promote commitment, motivation and empowerment in colleagues. The post holder will act as a role model, promoting positive attitudes and behaviours. When there are challenges with attitudes and behaviours from within the APCC cohort, the post holder will provide support and input.
- To establish and facilitate clinical supervision, annual appraisal, continuing professional development and personal development plans within pre-hospital critical care delivery.
- Playing a key strategic role in the management of change within a multidisciplinary professional/agency context
- Intelligently challenge and positively motivate clinical colleagues to consider their own practice and ways of improving this.
- Maintaining own clinical practice knowledge including APCC knowledge base in a constantly changing service.
- The participation in service delivery to maintain professional credibility by participating in clinical care delivery within scope of professional competence while maintaining visibility within the area of responsibility.
- Overseeing clinical decision-making effecting patient outcomes in the unpredictable clinical environment, where patient safety is the priority.
- Ensuring standardisation and compliance of national policy and procedures.
- To facilitate partnership working.
- Facilitate and encourage leadership qualities and management skills in others and act as an expert resource for clinical decision making and triage.
- Facilitate national and regional recruitment processes for trainee and qualified candidates. This involves setting the job advert and entry requirements, and shortlisting. Objective Structured Clinical Examinations (OSCE) and interview questions to allow the candidates to demonstrate their suitability for the role are set by the clinical leads. The OSCEs and interviews are organised and conducted by the clinical leads, who chair the interview panel and take responsibility for providing feedback to the candidates. This can involve complex and contentious decisions, which require to be transparent and justifiable to the candidates.
- In conjunction with the Consultant Paramedic for Major Trauma, plan, organise and evaluate the clinical lead workload to support the SAS Major Trauma team in delivering the advanced practice strategy. This includes complex work planning made up of several components, where there is an allocation and reallocation of tasks which could be conflicting. Part of this process involves communication, negotiation and coordination with work force planning, clinical team leaders/area service managers and the NHS clinical placement areas, where there are conflicting interests due to time and space for trainee placements.
- Time management and evaluation of competing priorities to ensure competency sign-off is delivered within specified parameters and to specified standards.
- Prioritising workload daily, including consideration for travel which can be significant.
- Assessment decisions that may impact upon individuals' employment and career aspirations.
- Supporting individual's ongoing Health and wellbeing in context of clinical and professional development.

- Dealing with highly distressed/stressed staff, patients and families during the investigation/review of serious adverse incidents or fiscal investigations.
- Provide and receive highly contentious and/or sensitive information relating to DATIX and SAER investigations, which may involve interviewing clinical staff and families of bereaved relatives.
- Offer expert opinion, which may conflict with operational decisions / delivery.

12. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- HCPC registration as a paramedic or NMC registration as a nurse, including maintaining an operational skill level with demonstrated CPD. Be flexible, self-disciplined and have a high degree of autonomy and ability to self-direct.
- Excellent operational, strategic and analytical skills.
- Excellent communication skills with a demonstrable ability to influence others.
- Meets SAS requirements for a qualified APCC, this includes a Post Graduate Diploma in Advanced Practice qualification and relevant Competency Framework completion.
- Independent prescriber qualification and provides leadership and supervision for prescribing within SAS.
- Teaching and/or assessment qualification (e.g., PGCert in Education) or evidence of experience of facilitation of learning.
- Educated to Masters degree level or equivalent knowledge and experience.
- Highly developed specialist knowledge and experience in face-to-face assessment, critical thinking and decision making.
- Demonstrates a portfolio of career-long learning.
- Has extensive knowledge of the health care needs of people requiring emergency and critical care.
- Has experience of research and a willingness to publish to influence care at an International level.
- Has an exceptional level of clinical expertise.
- In-depth knowledge and experience of health services across Scotland, i.e. A and E and Scottish Trauma Network.
- Ability to build and manage collaborative relationships with key stakeholders.
- Has experience of clinical audit and report writing.
- Experience in delivering local and national presentations to large and diverse audiences.
- Full Driving Licence.

13. JOB DESCRIPTION AGREEMENT

Job Holder's Signature: _____ Date _____

Head of Department Signature: _____ Date _____