

**NHS Golden Jubilee
Recruitment Person Specification – Advanced Critical Care Practitioner**

Essential	Desirable	How or where to be judged
Qualifications 1. Degree (eg: BSc) 2. Full Registration with professional body	13. Higher level or research degree	1. Application 2. Application 13. Application
Training 3. Experience in Intensive Care Medicine 4. Evidence of continual professional and academic development	14. Experience in Cardiothoracic intensive care 15. Evidence of ability to critically appraise information	3. Application/Interview 4. Application/Interview 14. Application/Interview 15. Application/Interview
Skills/Knowledge 5. Effective Multi-disciplinary team working 6. Aptitude for analysis of clinical investigations	16. Experience with clinical IT	5. Interview 6. Interview 16. Application/Interview
Understanding of the objectives of NHS Golden Jubilee Clinical Strategy		Interview
Teaching & Education 7. Experience in teaching	17. Evidence of interest in Education 18. Diploma in Education or equivalent	7. Application/Interview 17. Application/Interview 18. Application/Interview
Clinical Audit & Risk Management 8. Demonstrate experience of clinical audit and evidence based practice 9. Key principles of Clinical Governance and Data Protection		8. Application/Interview 9. Interview

10.Understanding of risk management and patient safety initiatives		10.Interview
Research and innovation	19.Previous and/or current active interest in research with evidence of publications/presentations	19.Application/Interview
Understanding of requirements of Professional Body		
11. Knowledge of requirements of Professional Body	20.Knowledge of KSF/revalidation process	11.Interview 20.Interview
Leadership		
12.Demonstrate leadership potential	21. Previous management and leadership roles 22. Management qualification or leadership training e.g. MBA	12.Interview 21.Application/Interview 22.Application/Interview

Advanced Critical Care Practitioner
JOB DESCRIPTION

JOB IDENTIFICATION

Job Title: Advanced Critical Care Practitioner

Responsible to: Director of Nursing/ Medical Director

Reports to: Lead Consultant for ACCPs
Clinical Nurse Manager – Critical Care

Department: Anaesthesia & Critical Care

Directorate: Heart, Lung and Diagnostics Division

Operating Division: Golden Jubilee National Hospital

Job Reference:

No of Job Holders:

Last Update:

JOB PURPOSE

The post holder will have highly specialised knowledge and advanced clinical experience of the critically ill patient. They will have the ability to practice as an expert clinical practitioner, responsible for providing care within the intensive care area. They will be expected to function as an independent practitioner and clinical expert by virtue of their specialist in-depth knowledge. They will work with nursing and other members of the multi-professional team to ensure a safe, efficient and person centred pathway for each patient referred to the Cardiothoracic Intensive Care Unit. The post holder will establish and maintain highly effective communication links with other multidisciplinary teams internally and with other external agencies.

The post holder will be accountable for ongoing professional and personal development to ensure the delivery of evidence based advanced practice within the service. They will provide an expert knowledge base on which clinical excellence can be supported whilst also acting as a positive role model to other members of the multidisciplinary team.

The main feature of this role is the clinical coordination and direct patient management of patients within intensive care in collaboration and consultation with senior medical staff ensuring that NWTC board Quality Strategy is embraced to provide an optimal patient journey.

The post holder will be expected to take part in a flexible rota commitment over 24/7 within the intensive care unit of the Golden Jubilee National Hospital once all positions are appointed.

DIMENSIONS

The post holder will provide care for critically ill patients. They will participate in ward rounds, advanced physical examination, patient assessment and management. The post holder will perform routine and advanced clinical procedures.

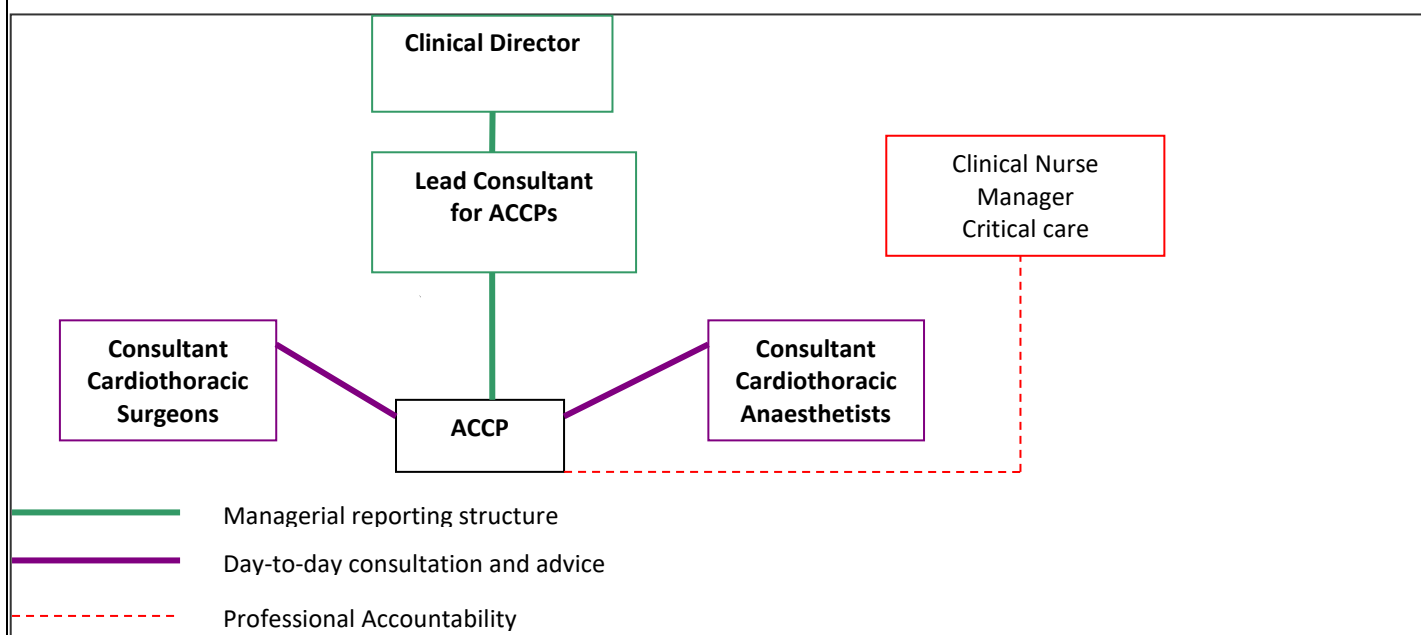
The post holder will contribute to the strategic development of the new role in collaboration with the Lead Consultant for ACCPs. This will include the planning and evaluation of programmes that impact adult critical care. The post holder will participate in research projects and advanced clinical audit methods and is expected to publish and present findings.

The post holder will provide care for intensive care patients during transfer within and outwith the hospital. They will participate where appropriate, in the education and support of other members of the multiprofessional 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 Masters level, they will demonstrate autonomy in clinical decision-making within their role, to support the intensive care team and patient experience.

This will be a supported role, closely supervised by Consultant Intensivists with clinical responsibilities and duties developed via a structured supervised learning programme and competency framework.

ORGANISATIONAL POSITION



SCOPE & RANGE

The Department of Anaesthesia provides adult cardiothoracic critical care at the Golden Jubilee National Hospital. The intensive care unit also supports the regional Optimal Reperfusion Service and National Services provided by Scottish Adult Congenital Service (SACCS), Scottish National Advanced Heart Failure Service (SNAHFs), Cardiac Transplant Centre and the Scottish Pulmonary Vascular Unit (SPVU) as well as adult critical care support for a small number of patients undergoing non cardiac surgery.

The post holder will use highly specialised knowledge and continually develop clinical expertise in the pursuit of clinical excellence and provide a seamless high quality holistic service to patients and their

families.

The post holder will provide a high quality, safe and supportive environment in order to care for patients within intensive care, meeting any identified, physical and psychosocial needs. They will work closely with the Consultant within intensive care reviewing patient's needs and planning ongoing management. The service is consultant led, working with a highly skilled multi-professional team delivering quality care. This will include the requirement for non medical prescribing.

They will lead the proactive management of the patient with the multi disciplinary team, ensuring safety, effectiveness and person centeredness is central to decision making for each patient. They will facilitate collaborative practice between all members of the multi disciplinary team. The post holder will liaise with senior medical and nursing staff both internal and external, assessing clinical condition of referred patients prior to transfer and assessing their suitability for in-patient transfer.

They will have attained an in depth knowledge of the highly complex disease processes encountered, and have advanced practice management skills allowing them to care for patients with a wide range of complex cardiac conditions.

This role also requires an in depth working understanding of the spectrum of cardiac procedures delivered within GJNH, balancing pressures of both elective and urgent caseloads.

The post holder will be responsible to the Consultant lead for ACCPs and the Clinical Nurse Manager in Critical Care for delivery of the service, clinical guidance, professional management, work review and formal appraisal of performance.

MAIN DUTIES/RESPONSIBILITIES

Clinical

- To practice clinically; coordinating, supervising and evaluating practice, ensuring that all patients within their caseload have their needs assessed. That programmes of care are developed to meet these needs and are delivered in accordance with agreed policies and procedures.
- Performs advanced and autonomous comprehensive physical examination and assessment. Plans and initiates clinical care and treatment modalities of critically ill patients to achieve optimal patient centred outcomes. The post holder must possess an advanced level of knowledge and interpretive skills, decision making and clinical judgement skills that are necessary to support the complex patient requirements within the critical care unit.
- Undertake a wide variety of complex clinical procedures, requiring advanced levels of knowledge and highly developed manual dexterity.
- Provide clinical advice, often complex, to the multidisciplinary team on the care of critically ill patients. Contributes to the development, implementation and research evaluation of independent integrated critical care pathways and bundles of care.
- Having established a differential diagnosis, they will initiate and undertake therapeutic and clinical procedures, using expert clinical judgement and decision-making skills, guided by agreed local policies and guidelines.
- Use advanced and autonomous professional judgement to refer patients to consultant Intensivists /specialist nurses/allied health professionals/junior medical staff and other healthcare agencies.
- Ability to prescribe and administer drugs in accordance with Golden Jubilee National Hospital policy, Nursing and Midwifery Council guide to the administration of medicines as non-medical prescriber and/or agreed Patient Group Directives (PGDs).
- Undertake transfer of critically ill patients, who may require advanced respiratory and cardiovascular support from other departments within the hospital to support investigations and/or their ongoing care.

- Undertake admission and discharge procedures in line with agreed protocols and in consultation with the Consultant Intensivist.
- Conduct advanced analysis and interpret physiological data including laboratory results and radiological investigations such as chest X Rays
- Manage patients receiving advanced complex clinical support modalities, such as non-invasive and invasive ventilation, mechanical circulatory support and renal replacement therapy.
- In collaboration with consultants, utilise decision-making skills in the assessment, triage and retrieval of patients requiring intensive care services from other areas within the hospital
- The post holder must be able to communicate effectively with senior colleagues (Consultant anaesthetists, Surgeons & Cardiologists external and internal, senior nursing colleagues), to plan the optimal management for each patient in the context of the available resource. Including involvement in MDT meetings.
- They will ensure communications between different clinical areas, both internal and external are maximised to allow safe, effective and timely care for these patients. All relevant clinical information will be shared with appropriate clinical areas prior to transfer to maximise patient safety and timely, efficient transfer. They will organise and liaise with referring hospitals to ensure all appropriate preparation and information is available at time of in-patient transfer from base to GJNH.

Practical skills will include:

- Insertion of invasive haemodynamic monitoring. Removal of blood samples both venous and arterial puncture, application of non-invasive ventilation techniques.
- Transthoracic echo skills to level of Critical Care Sonography at basic level
- Advanced life support skills as team leader and team member of cardiac arrest team.

Professional

- Work as an effective member of the multidisciplinary team, delivering on all aspects of the Nursing Strategy and NWTC Quality Strategy within GJNH. Practice within the National Health Service (NHS), NWTC and Health & Safety Executive (HSE) Legislation, Policy, Guidelines and Procedures and adhere to and promote the NMC Legal & Ethical framework and Code of Professional Conduct at all times.
- Participate in a rota, with consultant supervision, to provide ICU non-medical cover as part of the intensive care team.
- 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.
- Develop, support and share best practice within clinical areas.
- Maintain patient records in line with NMC guidelines for records and record keeping and ensure adherence to Caldicott data protection.

Education and Research/Audit:

- The post holder will have completed a period of specialist training in critical care and may work towards masters degree in advanced practice.
- Lead and develop the provision of up to date, evidence based multidisciplinary information through continuing education, professional updating and involvement with specialist professional groups to maintain expert professional and clinical practice. Accountable for ongoing professional and personal development to ensure the delivery of evidence based advanced practice within the service, whilst

acting as a positive role model to other members of the nursing team.

- Develop and assess the effectiveness of the Advanced Critical Care Nurse Practitioner role and participate in personal objective setting and review, including the creation of a personal development plan. Demonstrate own professional development with evidence from and for PDP and KSF dimensions. Attend statutory training sessions, ensuring self development, both clinical and non clinical roles.
- In collaboration with clinical and academic partners, government and professional bodies, initiate programmes of clinical audit and advanced methodologies that will ensure the post holder can impact on the planning and implementation of the strategic direction of critical care.
- Lead and implement audit of current practice and act as effective change agent integrating information gained from research and audit to update clinical practice and ensure the delivery of holistic quality care. Uses the outcomes of audit and role evaluation to assist in the planning and direction of future service provision that will impact on the Golden Jubilee National Hospital's strategic workforce plan in the Surgical division.
- Support role in the use of audit tools at a local and national level to collate information that is essential for national benchmarking purposes e.g. Ward Watcher, SIGN guidelines, secondary prevention, NICE guidelines, etc.
- Support the wider professional multidisciplinary group with education and research, supporting training at both the bedside and, when appropriate, in the classroom setting.

Organisational/Managerial:

- Contribute to and formulate division wide policies and procedures to support advanced clinical practice to develop new and existing roles. Participates in unit/departmental/CPD meetings and contributes towards the development and production of critical care strategy in line with the divisional strategic aims and the local delivery plan.
- Provide expert advice and support on the commissioning of resources relating to the speciality.
- Assume responsibility for the coordination and provision of safe and effective patient care. Contribute to the development of an effective team and the culture of shared clinical governance. Initiate and follow through appropriate procedures when a breach of policy occurs.
- Responsible for the development of action plans to address any system failures.
- Performance is monitored on an ongoing basis and is appraised annually and PDP agreed with the Consultant lead for ACCPs and the Clinical Nurse Manager Critical Care.
- Participate in the recruitment and selection process within remit where appropriate.

SYSTEMS AND EQUIPMENT

- Must be aware of the responsibilities 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.
- The post holder is responsible for inputting information into electronic patient record where applicable and also into patients written records. They will comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records.
- Use of medical devices and all other equipment used in their clinical environment.
- Ability to maximise the use of Information Technology to benefit personal development and patient care.

Information Systems:

- e-mail using outlook and NHS.net
- intranet / internet
- Q pulse
- SSTS
- eKSF
- HRNet/eEES
- Report Manager
- Helix
- Trakcare (in development)
- SCI gateway/SCI Store
- Datix Clinical Governance database
- Minerva/ CaTHI Database
- Working knowledge of office systems including access of patient information systems.
- Activity and performance reporting databases, ability to create and work with excel spreadsheets for workforce planning and activity reporting.
- MS Teams

DECISIONS AND JUDGEMENTS

- The post holder will have the freedom to act within the scope of their role, thus effecting clinical decision making which on occasion will require the post holder to take immediate action on their own initiative. This equates to the decision-making autonomy of an equivalent role as a medical officer at Foundation Year 2 (FY2).
- Makes autonomous clinical decisions in association with senior medical colleagues. This includes diagnosis and planning initial clinical management for patients, based on knowledge and interpretation of clinical and other findings such as laboratory investigations, ECG's and X-rays. Facilitates safe effective and person centred planning for each patient referred to the service.
- Uses initiative and acts independently within the bounds advanced knowledge and skills. Proactively manages the patient pathway, including decision making regarding discharge, non medical prescribing etc.
- Requires expert specialist knowledge and skills to manage critically ill patients with complex cardiac conditions using that specialist knowledge to ensure appropriate care planning is in place.
- Participate in active discussions to stop or continue life support in active resuscitation.

- Contribute to the professional discussion and case review of critical care patients as part of the intensive care team –e.g. Morbidity and Mortality meetings.
- Demonstrate a clear appreciation of the spectrum of patient care delivery within GJNH and the pressures these exert, balancing all patient needs in a measured and professional manner. Has a clear understanding of pressures upon and professional respect for colleagues in base hospitals
- Anticipates conflicts and difficulties arising from differences in expectations among the team within the department and develops solutions for both intra and inter professional differences.

COMMUNICATIONS AND RELATIONSHIPS

- The post holder will be required to use a variety of advanced verbal, written and computerised communication methods to ensure communications between different clinical areas, both internal and external, are maximised allowing safe, effective and person centred care for patients. They will build and maintain excellent working relationships with all staff founded on safe effective and timely care for patients across the clinical area which patients may encounter.
- Proficiently acts as both patient and staff advocate through the advanced knowledge and application of ethical, legal and professional skills. Must effectively communicate with all relevant team members, from Consultant to ward nurses, about rapid changes in plan or patient condition. The post holder will be expected to communicate and liaise with the patient, their relatives and the critical care team involved in the provision of care. Particular emphasis is required to ensure effective and concise communication between the intensive care team, (Senior and Junior nursing, medical and AHP staff), including issues, concerns and robust patient handover.
- Contribute to a supportive environment in the interest of staff morale.
- Communicate sensitive, and complex clinical information on cases that generate ethical and legal debate, such as the withdrawal and withholding of treatment and decisions on not attempt cardiopulmonary resuscitation to members of the multidisciplinary team, relatives and carers.
- Engage in effective and proactive communication with referring hospitals including senior nursing staff, Medical Staff and Consultants, bed managers and other clinical staff.
- The post holder will develop external professional networks which promote both the profession and the organisation. They will critically analyse the ACCP role and ensure the intensive care team are kept informed of progress, and provide opportunities for constructive review, comment and feedback to improve the efficacy of the role.

PHYSICAL DEMANDS OF THE JOB

These will include:

- Working at computer some of the time.
- Frequent interruptions in person and by telephone and email due to clinical information changes.
- Walking/ standing for most of the shift in intensive care.
- Frequent environmental changes including humidity and temperature.
- Patient movement with use of mechanical aides, manoeuvring patients to insert lines.
- Insertion of arterial lines, removal of blood samples.
- Insertion of central lines and patient assessment may require working in cramped conditions for short periods frequently throughout the shift.
- Attending cardio-respiratory arrests and other medical emergencies
- Ability to deal with violent and aggressive and/or confused patients.

MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Continuously required to make advanced autonomous and highly accurate, concise often-urgent clinical decisions with constant pressure on time management. The post holder must have advanced critical care knowledge and skills, which requires constant theoretical and clinical updating. There will be direct involvement with acute clinical emergencies.
- Advanced physical full body assessment – respiratory- cardiovascular, neurological etc. Advanced and complex manual dexterity skills. Intense concentration required daily, however concentration is frequently disrupted in response to constantly changing clinical priorities and responding to intensive care emergencies.
- Ability to perform complex mentally challenging tasks whilst being constantly interrupted by outside influences such as other staff members, relatives and the phone.
- Achieving a safe, effective and person centred balance between the demands of facilitating patient care within existing resources.
- Ensuring consistent and accurate communications between all relevant parties about changes in patient plan/condition. Effective utilisation of human resources including the decision to involve senior medical staff.
- Mental demands associated with this new advanced nursing role and changing responsibilities
- Participation in professional reviews–discontinuing advanced life support, end of life decisions, withdrawal and withholding treatment, interactions with relatives.
- Caring for the terminally ill with regular exposure to distressing and emotional situations. Communicating and supporting distressed / anxious / worried relatives / patients / colleagues.
- Discussion and promoting the acceptance of change with junior and senior medical and nursing colleagues. Clinical supervision of junior staff and encouraging the acceptance of this new role.

REQUIRED KNOWLEDGE, TRAINING and EXPERIENCE

- Allied health professional with an established critical care background who possesses excellent communication, analytical and problem solving skills.
- Minimum a degree or evidence of equivalent experience.
- Evidence of professional/clinical knowledge in specialised area and of continuing professional and academic development. Aptitude for communication and management skills which motivate others. Able to work using own initiative.
- Aptitude for analysis and judgement in the interpretation of complex clinical situations. Critical reasoning skills. Knowledge of interpretation of clinical investigations including ECG, X-ray and blood results.
- Some knowledge of cardiothoracic surgery and the complications associated with procedures within this speciality.
- Non medical prescribing skills – either achieved or capability to achieve during training.
- Good communication and interpersonal skills.
- Effective time management skills.

JOB DESCRIPTION AGREEMENT	
<p>A separate job description will need to be signed off by each jobholder to whom the job description applies.</p> <p>Job Holder's Signature:</p> <p>Head of Department Signature:</p>	<p>Date:</p> <p>Date:</p>

Delivering care through collaboration

NHS Golden Jubilee

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Telephone: 0141 951 5000

www.nhsgoldenjubilee.co.uk



Chair: Susan Douglas-Scott CBE

Chief Executive: Jann Gardner

Recruitment line: 0800 0283 666

Dear Candidate

POST: Advanced Critical Care Practitioner

HOURS: 37.5 hours per week

CLOSING DATE: 15th June 2021

The Golden Jubilee Foundation welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for short listing.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **two years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees, please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call.

In the meantime, I wish you success with your application and should you require any further information please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely
Recruitment Assistant

Golden Jubilee Foundation
General Information for Candidates



- This information package has been compiled to provide prospective candidates with details of the post and background information about the Golden Jubilee Foundation (GJF).
- The contents of this package are as follows:-
 - Job Description/person specification
 - Terms and Conditions of Service
 - Application Form
 - Equal Opportunities Monitoring Form
 - Information on Agenda for Change
- The Equal Opportunities Monitoring form is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- Please note, to ensure that we adhere to our current policy on Equal Opportunities; CV's received with Application Forms will be destroyed prior to Application forms being passed for Short listing.
- GJF operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of two year's satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence under the act for barred individuals to apply for regulated work.
- Please submit your completed application through the Jobtrain Recruitment System to:-

recruitment@gjnh.scot.nhs.uk

- The short listing process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities all applicants who are disabled and who meet the minimum criteria expressed in the person specification will be guaranteed an interview.
- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
 - Valuing dignity and respect
 - A "can do" attitude
 - Leading commitment to quality
 - Understanding our responsibilities
 - Effectively working together

Golden Jubilee Foundation
Terms and Conditions of Service

The terms and conditions applicable to this post are those of all NHS Scotland Employees.

1. Superannuation

You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension.

Employees contributions to the NHS Scheme range from 5.2% to 14.7% of salary (depending on rate of Pensionable Pay) and the employers' contribution equates to 13.5% of salary. Employees in the NHS Scheme are "Contracted-out" of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available.

2. Salary

£40,872 to £47,846 per annum

3. Grade

This post is offered at Band 7.

4. Annual Leave

The annual leave entitlement in a full year commencing 1st April to 31st March is 27 days, rising to 29 days after 5 years' service and 33 days after 10 years' service. There are 8 Statutory and Public Holidays in each leave year. (Pro rata where applicable)

5. Hours of Duty

37.5 Hours per week

6. Tenure of Employment

This post is offered on a permanent basis

7. Asylum and Immigration Act 1996

Under the Asylum and Immigration Act 1996, we are required to carry out checks to ensure that all prospective employees are entitled to live and work in the United Kingdom. You will therefore be asked to provide appropriate documentation prior to any appointment being made.

Benefits

NHS Superannuation scheme:

New entrants to the Golden Jubilee Foundation who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme. Employee contributions vary from 5.2% to 14.7% depending on annual pensionable pay. Benefits include a lump sum and pension when you retire, life assurance of 2 years' pay - while you are working, pension and allowances for your spouse and children in the event of your death, and benefits for ill-health retirement.

Our pension scheme is provided by Scottish Public Pensions Agency. This scheme is a qualifying pension scheme, which means it meets or exceeds the government's new standards. All benefits including life insurance and family benefits are explained on the SPPA website <http://www.sppa.gov.uk/>

Annual leave entitlement (including public holidays):

35 days' annual leave on appointment
37 days' annual leave after 5 years
41 days' annual leave after 10 years

Free car parking

Continuing professional development opportunities

Discounts at the Golden Jubilee Conference Hotel

Leisure Club membership – Get fit and healthy at the Centre for Health and Wellbeing with a discounted membership rate of £25 per month.

Discounted Room Rates - Rooms rates discounted subject to specific conditions.

Discounted Dining - 20% off food and beverage when dining in the hotel.

Golden Bistro (Hospital Restaurant) - Discounted food in our award winning hospital restaurant.

NHS Staff Benefits

As a staff member in the Golden Jubilee Foundation, you will have access to a wide variety of offers and discounts from local and national businesses using your NHS ID badge. For more information and to view these discounts, visit www.nhsstaffbenefits.co.uk - new offers are added on a weekly basis.