

JOB DETAILS	
Job Title	Lead Advanced Critical Care Practitioner (Lead ACCP)
Reports to	Consultant Intensivist lead for ACCPs Divisional Nurse Manager
Band	8B
Department/Directorate	Surgery & Critical Care

JOB PURPOSE	
<ul style="list-style-type: none"> In this advanced role, the post holder will provide expert clinical management and care to patients requiring levels 1-3 care in Critical care in a role traditionally performed by medical staff. The post holder will function on the medical rota covering Intensive Care. The post holder will provide enhanced continuity and a high standard of management for deteriorating patients across all areas of the trust. Alongside working as a clinical practitioner, the Lead ACCP is responsible for the daily management of the team including roster management, sickness reviews, annual leave and performance reviews. 	
KEY WORKING RELATIONSHIPS	
<ul style="list-style-type: none"> Clinical area - Intensive Care Unit Directorate of Surgery & Critical Care Multi-disciplinary Team in ICU Anaesthesia Emergency Department All wards Trust/ Health Board wide 	
ORGANISATIONAL CHART	
<p><i>Trust / Health Boards can insert their own organisational chart. ACCPs should have a Consultant linked in to the supervision structure.</i></p>	

JOB SUMMARY

- The post-holder will already be practicing as an experienced autonomous ACCP in an acute Critical Care setting.
- To provide an expert specialist service for patients who require critical care organ support and monitoring. The role includes acting as a specialist resource in developing practice within Critical Care to maintain appropriate clinical standards and quality patient care.
- To be directly responsible for the development and performance management of all ACCPs in the Trust, to ensure that clinical standards, service improvement and service development plans are met.
- Alongside working as a clinical practitioner, holds responsibility for the daily management of the ACCP team including roster management, sickness reviews, annual leave, performance reviews, development of appropriate policies and procedures and service improvement strategies.
- To work with the Multi-Disciplinary Team (MDT) to develop/ review Critical Care Policies and Guidelines.
- To audit the delivery of Critical Care services, procedures/outcomes and mortality.

ADVANCED CRITICAL CARE PRACTITIONER

- Undertakes comprehensive clinical assessment of a patients condition
- Requests and performs diagnostic tests
- Initiates and manages clinical treatment plans

- Provides accurate and effective clinical handovers
- Undertakes invasive interventions within the scope of practice
- Provides professional leadership and support within a multi-professional team
- Works autonomously in recognised situations
- Demonstrates comprehensive knowledge across a range of subject areas relevant to the field of critical care
- Critically analyses, evaluates and synthesises different sources of information for the purpose of assessing and managing the care of a critically ill patient
- Applies the principles of diagnosis and clinical reasoning that underlie clinical judgement and decision making
- Applies theory to practice through a clinical decision-making model
- Applies the principles of therapeutics and safe prescribing
- Understands the professional accountability and legal frameworks for advanced practice, Fulfils the requirement of FICM ACCP Curriculum
- Functions at an advanced level of practice as part of the multidisciplinary team as determined by the competency framework
- Applies the principles of evidence-based practice to the management of the critically ill patient
- Understands and performs clinical audit.

COMMUNICATION AND RELATIONSHIP SKILLS

- To utilise a variety of strategies to communicate highly complex, sensitive information about advanced practice to other staff, Consultant teams, service management and senior management within and outside of the organisation.
- Actively supports patients and their families through communicating difficult and highly complex information using a variety of methods to ensure effective understanding in a timely manner.
- Communicates complex information to patients/carers during the consent process prior to commencement of treatment plans and invasive procedures including explaining treatment options.
- Pro-actively supports patients and carers in coming to terms with their illness/condition.
- Ensures effective communication is maintained between members of the multidisciplinary team to ensure appropriate individuals are informed of changes to the patient's conditions or treatment plan.
- Provides empathy and reassurance through understanding the quality of life issues associated with their illness/condition.
- Supports the Critical Care medical team to provide expert care for patients within the service.
- Exchanges information with patients and staff regarding appointments, admissions, discharges and follow up care in verbal and written form.
- Makes direct referrals to other members of the Health Care Team
- Provide professional leadership and support within a multi-professional team
- To be a core member of the Critical Care multidisciplinary team providing specialist knowledge and advice.
- Monitor and promote high standards of care and documentation.
- To diffuse potential complaints and hostile situations with staff, patients and carers using highly developed negotiation and interpersonal skills.
- Acts as a role model and an expert resource for patients and staff throughout the Trust
- To demonstrate skills in motivating the team of ACCPs and promote engagement in all departmental activities.
- To deal with complaints and incidents involving ACCPs.
- To employ excellent communication skills in emotive, stressful and potentially antagonistic situations.

KNOWLEDGE, TRAINING AND EXPERIENCE

- Uses specialist knowledge, leadership and expertise to assess, plan and implement care interventions for patients requiring Critical Care for monitoring and organ support.
- Uses expertise to recommend adjustments/amendments to treatment plans, in consultation with patients to members of the multi professional team.

- Maintains up to date knowledge in the specialist field, using information to affect change in practice and ensuring the effective dissemination of new knowledge.
- Will interpret new knowledge to ensure that practice is up to date and in line with current thinking.
- Has obtained the theoretical and practical knowledge to a level that allows the job responsibilities to be delivered to a high standard.
- Maintain a professional portfolio and participate in professional continuing development.

CLINICAL RESPONSIBILITIES

- The post-holder will assume direct responsibility for the clinical management of any patient within sphere of own practice.
- To practice as a senior clinician with ongoing requirement to act autonomously within locally agreed Trust guidelines and to set goals and standards for others to follow.
- To use expert judgement skills to interpret and compare possible diagnoses and treatment options.
- Maintain own clinical development by keeping abreast of new treatments/ technologies, ensuring care is evidence based.
- Able to adapt specialist clinical knowledge and skills to different clinical settings, influencing service delivery and patient care for patients and their families.
- Responsible for the delivery of expert Critical Care provision:
 - Critically analyse, evaluate and synthesise different sources of information to assess and manage the care of a critically ill patient
 - Undertake comprehensive clinical assessment of a patient's condition
 - Request and perform diagnostic tests
 - Initiate and manage a clinical treatment plan
 - Provide accurate and effective clinical handovers
 - Undertake invasive interventions within the scope of practice, including:
 - Venepuncture and peripheral Cannulation
 - Vascular access with central lines, arterial lines, Central Venous Access Devices (CVADs), Peripherally Inserted Central Catheters (PICC), Naso-Gastric (NG) tube insertion, thoracostomy tube insertion
 - Interpretation of arterial blood gases and adjustment of Ventilator parameters
 - Support the outreach team for assessment and management of the deteriorating patient
 - Inter/intra-hospital transfer for patients within and between Trusts
 - Requesting and interpreting investigations
 - Assess VTE risk for inpatients within Critical Care
 - Carry out the consent process for appropriate procedures.
 - Expert hand/eye co-ordination to facilitate and complete clinical procedures.
 - Ongoing patient management and referral to members of the MDT, ensuring treatment provision in collaboration with the patient and the parent team.
 - Provide accurate and effective clinical handovers
 - Manage Discharge process from Critical Care
 - Adhere to Professional Code of Conduct, be aware of boundaries of extended practice and manage associated clinical risks effectively at all times.

ANALYTICAL AND JUDGEMENTAL SKILLS

- Autonomous practitioner who provides highly specialised advice and care without direct supervision.
- Performs invasive procedures such as insertion of arterial line, central line, peripherally inserted central catheters, chest drains, adjusts ventilators and makes recommendations for treatment.
- Monitors patient's compliance against treatment plans through interpretation of information from test results and clinical findings.
- Takes remedial action if appropriate based on knowledge and skill to adjust care packages.
- In collaboration with the clinical team considers a range of options and appraises each one when making decisions about commencing/changing care treatments.
- Makes clinical judgements and requests clinical tests in conjunction with the medical team.

- Explains test results and treatment options to patients and relatives
- Makes appropriate referrals to other health care professionals
- Performs clinical examination to assist in diagnosis and take appropriate actions
- Works in collaboration with senior nursing staff to investigate critical incidents associated with critical care patients. Utilises clinical knowledge to identify associated risk, formulate action plans, facilitate change and evaluate change.
- Initiates emergency treatment plans for unanticipated clinical situations.

MANAGEMENT AND LEADERSHIP RESPONSIBILITY

- Lead in the development and implementation and delivery of an ACCP service as a workforce strategy across the Trust.
- Undertake the team's yearly PDR's and managing sickness/absence within the team according to the Trust Policy, and escalating to Clinical Lead and Senior Matron/ Nurse Director as appropriate.
- Monitor and ensure that all team members' Mandatory training is up to date.
- Organise regular team meetings for the Team and ensure that any require information is disseminated in a timely manner.
- Manage team members under the Trust disciplinary policy if required: escalating to Clinical Lead, Senior Matron or Nurse Director as appropriate
- Ensure that the Health Roster is completed to maintain service provision, ensuring that the rotas produced, are safe, efficient, fair and follow the existing trust roster policy.
- Act as a point of contact and support for Trainee ACCPs
- Assist when necessary in the investigation of complaints, incidents/accidents (including Tier 2 Datix investigations), SIs, and produce written reports/ courses of actions, as required and make recommendations for Clinical Lead/ Senior Matron.
- Responsible for managing vacancies and recruitment in conjunction with the Clinical Lead and Senior Matron/Nurse Director.
- To drive the delivery of the advanced practice strategy to continually improve quality within the trust.
- To lead the development the ACCP role and act as a role model and instrumental change agent.
- Exhibit the highest level of interpersonal and communication skills and to develop effective communication strategies with other members of the multidisciplinary team.
- To work collaboratively and strategically with representatives of other clinical areas, disciplines and services to provide a seamless pathway for patients and their families.
- To support and promote the values of the Trust and lead in work to take forward the Trust clinical priorities.
- To be conversant with all Trust policies and procedures and ensure they are correctly implemented and to ensure and promote efficient and effective working practices in accordance with the NMC, HCPC and GMC.
- Attend or arrange for deputies to attend relevant corporate and health group meetings that require representation from the ACCP team and ensure feedback is provided in a timely manner.

RESPONSIBILITY FOR PATIENT CARE

- Autonomous practitioner who develops specialised programs of care and provides highly specialised advice and care under no direct supervision.
- Assess, develop, implement and evaluate specialist nursing care pathways for patients needing Critical Care support.
- Responsible for developing specialist programmes of care for a caseload of patients which include treatment plans, teaching packages and discharge plans.
- Acts as a specialist resource to the organisation, patients and their families.
- Adheres to Professional Code of conduct, to be aware of boundaries of own extended practice and to manage associated clinical risk effectively at all times.
- Responsible for ordering of relevant tests required for patients admitted to Critical Care
- Responsible for the recording of care, treatment advice, requested tests and results in the nursing and medical notes.

- Responsible for effective communication to other specialities within and between Trusts.
- Responsible for the monitoring of quality of care provided by the nursing teams regarding outcomes and ongoing care, liaises with the Matron/Consultant to take the appropriate actions.
- Acts as a role model for the nursing profession.

STRATEGIC SERVICE DEVELOPMENT

- Oversees service development, delegating as appropriate.
- Writes Protocols, Guidelines and Procedures for own remit which, impacts on other members of the MDT (Eg: SOPS/Specific guidance that relates to practices of ACCPs or Critical Care provision).
- Develops and evaluates Protocols and Guidelines and Procedures using current literature and research.
- Act as the central contact for communications relating to / regarding ACCPs within the Trust.
- Implementation of policies informing members of multi professional team of any changes.
- Represent ACCPs on Trust-wide committees.
- Liaise with senior Critical Care clinicians, makes recommendations for service improvements.
- Complies with hospital Policies and Guidelines.
- Actively participates and contributes to the clinical governance agenda, e.g. by ensuring that training programmes are regularly updated, by providing annual reports and undertaking regular benchmarking of clinical practices.
- Keeps up to date with advances in Critical Care, to promote evidence based care in the strategic development of services across the Trust.
- Support the Trusts operational plans in relation to advanced practice and support the delivery of new, innovative and integrated services that meet national quality indicators and targets.
- To participate in appropriate committees, working groups and project teams both internal and external, as part of the National ACCP presence.
- Development of services, both internal and external to Critical Care to ensure appropriate and high quality service provision.

HUMAN RESOURCES

- Utilises professional knowledge and skills, underpinned by theoretical and relevant practical experience to teach, motivate and support junior staff on a range of clinical practice pertaining to Critical Care procedures.
- Responsible for the delivery of specialist training and development of other Health Care Workers within the Trust.
- Responsible for the supervision, teaching and evaluation of staff in the delivery of Critical Care service.
- Delivers specialist teaching sessions to multi professional groups and patients to increase awareness and ensure that appropriate care is given to the client group.
- Provides professional leadership, guidance and support to healthcare professions in order to empower and enable them in matters pertaining to Critical Care provision and procedures.
- Undertake clinical supervision.
- To be directly responsible for development and performance management of all ACCPs in the Trust and maintain accurate records in relation to resources used with the ACCPs.

INFORMATION RESOURCES

- Records personally generated clinical observations.
- Maintains specialist nursing records for patient's caseload in nursing and medical records.
- Responsible for providing accurate and timely records on patient care and performance using paper and IT based systems in accordance with trust policy.
- Participates in the process to ensure compliance to ICS (Intensive Care Society) / FICM (Faculty of Intensive Care Medicine) requirements.
- Supports the development of new and developing IT services.

RESEARCH, AUDIT AND DEVELOPMENT

- Undertaking appropriate audits within Critical Care (both local and national).
- Assists in data collection for Critical Care audits and ICS compliance.
- Undertakes audits to evaluate the effectiveness of care interventions, and disseminates outcomes with any potential changes to clinical practice.
- Supports clinical trials within Critical Care.
- In collaboration with the infection control team establish agreed protocols and audit/research programmes to monitor the incidents of infection.
- Oversee audit processes carried out by ACCPs and provide guidance and support.

BUSINESS PLANNING

- To contribute to the development of business cases across the Trust to ensure the ACCP role involvement is accurately reflected, costed and delivered to maximise clinical delivery, quality and patient safety.
- To support business development programmes and processes within Critical Care to meet the needs of the service provided.
- Support the development of services outside of Critical Care as able, to meet the needs of the patients.
- Reports any potential CRES initiatives to the divisional triumvirate.
- Ensures budgetary requirements are met and appropriate allocation is carried out
- Procure suitable equipment to ensure available for work required.

CLINICAL GOVERNANCE AND PATIENT SAFETY AGENDA

- To support senior nursing colleagues and clinical governance teams and take responsibility for patient safety, experience and clinical governance issues relating to ACCPs
- Promote a culture across the Trust where risk management and governance are known to be the responsibility of everyone.
- To contribute to the corporate governance plan, including relevant audit activity to support the overall evaluation of the ACCP programme.
- To ensure that all ACCPs employ risk management systems for clinical quality and safety improvement.
- To ensure appropriate control systems are in place to manage, reduce and prevent clinical risk to self, other professionals and patients across the Trust.
- To monitor incidents highlighted by members of the team and communicate to appropriate areas to address risk issues.
- Promote best practice in Health and Safety, utilising Trust Policies.

EDUCATION AND TRAINING

- Contribute to components of the MSc Advanced Critical Care Practice with the most appropriate Higher Education Institution (HEI)
- Develop clinical competencies and assist on the development of specialist competencies within Critical Care for ACCPs.
- To represent and support trainee ACCPs and ACCPs through the Trust Governance and National Governance processes for role developments.
- To organise, plan, facilitate and teach on the ACCP teaching programme, delivered in line with the appropriate HEI objectives.
- To work alongside trainee ACCPs to provide opportunities for development and supervision.
- To assist the clinical education teams in providing education and training to the Critical Care nursing teams

NATIONAL REPRESENTATION

- Provides/ensures regional representation at both local and National ACCP events, to ensure input in the development / changes to the role.

- Develop additional skills pathways for ACCPs Nationally, to increase skill-sets in line with developing practices and required interventions.
- As the ACCP role is an outward facing national role, organisation of local input from other centres and input at other centres with ACCP presence is required.
- To support other centres who do not have ACCPs, develop a programme.

PHYSICAL SKILLS

- Perform specialist interventions within scope of practice including:
 - Venepuncture and peripheral Cannulation
 - Vascular access with central lines, arterial lines, vascular catheters, PICC lines, thoracostomy tube insertion
 - Interpretation of arterial blood gases and adjustment of Ventilator parameters
 - Support the outreach team for assessment and management of the deteriorating patient
 - Inter/intra-hospital transfer for patients
 - Expert hand/eye co-ordination to facilitate and complete clinical procedures.
 - Undertake point of care assessment and base treatment and complex decision making on the outcomes e.g. Focussed cardiac echo FICE /thoracic USS according to National standards.
 - Delivers core clinical nursing skills to ensure the patients comfort at all times.

RESPONSIBILITY FOR PATIENT CARE

- Autonomous practitioner who develops specialised programs of care and provides highly specialised advice and care under no direct supervision.
- Assess, develop, implement and evaluate specialist nursing care pathways for patients needing critical care support.
- Participates in clinical audits
- Responsible for developing specialist programmes of care for a caseload of patients which include treatment plans, teaching packages and discharge plans.
- Acts as a specialist resource to other members of the organisation, patients and their families.
- Adheres to Professional Code of conduct, to be aware of boundaries of own extended practice and to manage associated clinical risk effectively at all times.
- Responsible for ordering of relevant tests required for patients admitted to the intensive care unit.
- Responsible for the recording of care, treatment advice, requested tests and results in the nursing and medical notes.
- Responsible for effective communication to other specialities within and between Trusts/ Health Boards.
- Responsible for the monitoring of quality of care provided by the nursing teams regarding outcomes and ongoing care, liaises with the Matron/Consultant to take the appropriate actions.
- Acts as a role model for the nursing profession.

FREEDOM TO ACT

- A lead specialist for the defined area of critical care who is accountable for own professional actions with no direct supervision.
- Actively participates in the development of patient centred, evidence based care within the Trust in the sphere of Critical Care.
- As the specialist nurse the post holder plans their workload using guidance, policies and professional code of conduct in accordance to the needs of the patient group.
- An autonomous practitioner who organises own work schedule, referrals and support of outreach.
- Uses own initiative, acts independently and takes appropriate action.

PHYSICAL EFFORT

- Performs physical examinations.
- Frequently admit, resuscitate and initiate organ support to critical care admissions.

- Working a rota which include weekend and night on-calls
- Moving and handling of patients and equipment.
- Required to drive between different sites across the Trust as required.
- Frequent use of a computer, VDU and data projector.

MENTAL EFFORT

- Required to perform invasive procedures as part of initial resuscitation and management of critically unwell patients.
- Regular concentration required during vascular access insertion procedures.
- Required to produce specialist care packages and reports to ensure patients receive appropriate care.
- Daily concentration on patient assessment and delivery of care.
- Responsible to respond to patient's needs, thus sometimes unpredictable work arises.

EMOTIONAL EFFORT

- The post holder is required to deliver critical care support via a range of treatments and experiences, which can be highly distressing and challenging. i.e.
 - Frequently dealing with agitated/sedated patients.
 - Discusses diagnosis with patients and their relatives.
 - Provides advice and support to the critically unwell patients/carers who may be concerned about an aspect of their plan of care.
 - Explores the quality of life issues and end of life issues associated with all Specialities within the trust.
 - Explaining possible diagnoses for unfavourable test results.
 - Responsible for the counselling and information giving to patients and families who are admitted to Critical Care

WORKING CONDITIONS

- Work consistently involves body fluids, i.e., blood/ faeces and sharps
- The post holder will have direct patient contact, delivering direct care in a variety of settings in accordance with the need of patients.
- Frequent exposure to uncontained body fluids/foul linen during general patient care.
- Exposed to patients with infectious conditions.

HEALTH AND SAFETY

In addition to the Trusts/ Health Boards overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such, you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust/ Health Board employee, you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You will be required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use and to report any defects immediately to your line manager.

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the current post. It may be subject to change in the light of developing organizational and service need, and wherever possible change will follow consultation with the post holder.

Lead ACCP – Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Advanced Critical Care Practitioner • MSc Advanced Practice (or equivalent) • Non- medical authorisation of blood products training completed • Independent non-medical prescriber • Leadership qualification • Management qualification • Teaching qualification 	
Professional Registration	<ul style="list-style-type: none"> • Current HCPC/NMC registration • FICM Member status 	
Knowledge & Experience – Non-Clinical	<ul style="list-style-type: none"> • Experience of conducting audit/research • Experience in teaching 	<ul style="list-style-type: none"> • Conference presentations, publications
Knowledge & Experience – Clinical	<ul style="list-style-type: none"> • Significant post registration critical care experience – to the level of advanced practice (minimum 5 years) • Enhanced clinical skills relevant to the area of critical care • Interpretation of basic laboratory tests, and imaging/CXR 	<ul style="list-style-type: none"> • Subspecialist interests/expertise.
Communication & Interpersonal	<ul style="list-style-type: none"> • Excellent written and spoken English • Competence in numeracy and literacy • Teaching and presentation skills, incl. to multi-professional groups • Experience of communication with multi-professional team across a large and complex organisation, or network or care 	<ul style="list-style-type: none"> • Experience of presenting at local, national or international meetings or conferences
Analytical & Judgment	<ul style="list-style-type: none"> • Experience of applying research or audit to clinical practice 	
Planning & Organisational	<ul style="list-style-type: none"> • Experience of leading a change project within the clinical area • Project management experience 	
Financial	<ul style="list-style-type: none"> • Budget holder in a work context (incl. monitoring of expenditure, reprioritisation, development of service-level budget) • Experience of managing financial resources (e.g. budget management) – in a work, voluntary or home context. 	
<ul style="list-style-type: none"> • Information & Communication Technology 	<ul style="list-style-type: none"> • Computer skills including use of databases, spread sheets. Word, Excel. PowerPoint and other clinical support systems • Experience of generating and presenting data reports • Able to access databases to do literature searches • Formal qualifications in IT use (e.g. ECDL) 	
<ul style="list-style-type: none"> • Supervisory & HR Management 	<ul style="list-style-type: none"> • Experience of contributing to student supervision and assessment • Experience of managing teams 	<ul style="list-style-type: none"> • Understanding of Trust level HR infrastructure

	<ul style="list-style-type: none"> • Experience of managing staff • Experience of employment processes, interviews and appointing candidates. 	
• Freedom to Act	<ul style="list-style-type: none"> • Able to work autonomously and to set own objectives 	
Physical	<ul style="list-style-type: none"> • Highly developed physical dexterity. Accuracy and hand-eye co-ordination for precision clinical skills and making fine adjustments on equipment. • Able to move and handle patients and inanimate loads using appropriate equipment • Able to work shifts 	
• Mental	<ul style="list-style-type: none"> • Able to organise & prioritise own workload • Able to work effectively within a pressured environment 	
• Emotional	<ul style="list-style-type: none"> • Able to cope with frequent exposure to distressing or emotional circumstances (and occasional exposure to highly distressing or highly emotional circumstances). • Developed coping strategies, resilience practices 	
• Working Conditions	<ul style="list-style-type: none"> • Able to cope with regular exposure to bodily fluids, unpleasant smells and cramped working conditions • Regular use of VDU 	
• Personal Attributes	<ul style="list-style-type: none"> • Clean, tidy, professional appearance. • Able to demonstrate an understanding of the Trust Values & Behaviours and their application • Innovative, self-motivated with a high level of organisational skills 	