

JOB DETAILS	
Job Title	Lead Advanced Critical Care Practitioner (Lead ACCP)
Reports to	Senior Matron for Critical Care Consultant Intensivist lead for ACCPs
Band	8A
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>

ADVANCED CRITICAL CARE PRACTITIONER

- Undertakes comprehensive clinical assessment of a patient's 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, Fulfills 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

- 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.
- Proactively 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 Consultant Intensivist and the Intensive care doctors in training, in providing patients with treatment plans on critical care.
- 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
- Maintains accurate and up to date clinical records.
- Core member of the Critical Care multidisciplinary team providing specialist ACCP knowledge and advice.

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.
- The Advanced critical care practitioner is accountable for own professional actions and not directly supervised.
- 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.
- Develop and organise study days and training sessions.

CLINICAL RESPONSIBILITIES

- Responsible for the delivery of an ACCP specialist service which offers highly specialised advice
- Critically analyse, evaluate and synthesise different sources of information for the purpose of assessing and managing 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

- Requesting and interpreting investigations
- Consent process
- Clinical skills i.e. intravenous management, Cannulation
- Ongoing patient management and referral to the MDT team
- Manage Discharge process

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.

PLANNING AND ORGANISATIONAL SKILLS

- Responsible for managing and prioritising own workload against the needs of patients and service requirements.
- With the support of the Matron/Consultants, makes representation as appropriate at various meetings, providing feedback to the organisation on clinical and professional issues which have an impact on care and standards of practice within their sphere of responsibility.
- Apply theory to practice through a clinical decision-making model
- Apply the principles of therapeutics and safe prescribing

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.

RESPONSIBILITY FOR POLICY/SERVICE DEVELOPMENT

- Participates in service development. Writes protocols, guidelines and procedures for own remit which, impacts on other members of multi-disciplinary team. Develops and evaluates these protocols and guidelines and procedures using current literature and research.
- Implement policies informing members of multi professional team of any changes.
- Liaise with the Consultant Intensivist, and Senior Leaders in the development of Critical Care services, contributes ideas and 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.

RESPONSIBILITIES FOR FINANCIAL AND PHYSICAL RESOURCE

- Responsible for reporting faults with equipment, and removing from the clinical area until repaired.
- Maintains own time management.
- Responsibility for budget holding and effective spending within the team
- Uses specialist equipment to assist in the monitoring and diagnosis of patients.

RESPONSIBILITIES FOR 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/ Health Board.
- 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.
- Participates in the supervision and mentorship of students, trainees
- 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.
- Carries out appraisals and sickness reviews
- Carries out appropriate advertisement and fulfilment of vacancies in accordance with business cases developed.
- Ensure adequate staffing as per Trust requirements.
- Tier 2 Datix reviewer for those inputted in relation to the ACCP team.

RESPONSIBILITY FOR 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 / Health Board policy.
- Participates in the process to ensure compliance to ICS (intensive Care Society) / FICM (faculty of intensive care) requirements.

RESPONSIBLE FOR RESEARCH AND DEVELOPMENT

- Undertaking appropriate audits within the intensive care unit ~ 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 the intensive care department.
- To be aware of the relevant research findings and introduce the best research based practice for the care of patients.
- In collaboration with the infection control team establish agreed protocols and audit/research programmes to monitor the incidents of infection.

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 includes 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"> Completed Post Graduate Diploma in Advanced Clinical Practice (or equivalent) Supplemented by specialist training, experience and short courses Independent non-medical prescriber (where applicable to role/professional group) Leadership qualification Management qualification 	<ul style="list-style-type: none"> Teaching qualification MSc Advanced Critical Care Practice (or equivalent) Non- medical authorisation of blood products training completed (as applicable to role/professional group)
Professional Registration	<ul style="list-style-type: none"> Current HCPC/NMC registration 	<ul style="list-style-type: none"> FICM Membership
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 3 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, as would contribute to the development of the service
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 	<ul style="list-style-type: none"> Project management experience
Financial	<ul style="list-style-type: none"> Experience of managing financial resources (e.g. budget management) – in a work, voluntary or home context. 	<ul style="list-style-type: none"> Budget holder in a work context.
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 	<ul style="list-style-type: none"> Formal qualifications in IT use (e.g. ECDL)

Supervisory & HR Management	<ul style="list-style-type: none"> • Experience of contributing to student supervision and assessment • Experience of managing teams • Experience of managing staff 	
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 	