

Job Title	Advanced Clinical Practitioner		
Agenda for Change Band	8a	Budgetary responsibility	Responsible for safe use of expensive equipment
Date reviewed	25/05/2023	Management responsibility	Provides training in own discipline

Job Summary

- a) The Advanced Clinical Practitioner (ACP) will perform at an advanced level under the core capabilities across the four pillars of Advanced Practice (Health Education England Multi-Professional Framework 2017):
 - Clinical Practice
 - Leadership and Management
 - Research
 - Education
- b) To deliver an advanced level of practice within a specialist field, acting as a role model
- c) The ACP will practice both independently and in partnership with the multidisciplinary team under the clinical supervision delegated by a consultant and/or Specialist Registrar and under the guidance of the Lead ACP
- d) The post holder will use collaborative and independent judgement to assess, investigate, diagnose, plan, implement, manage, and evaluate the clinical care and management of the patients
- e) Responsible for the providing clinical leadership, supervision, and structured teaching for the multidisciplinary team to facilitate ongoing training and education.

General Duties

Professional and Clinical Responsibilities:

1. Provide direct expert advanced clinical practice through assessment, treatment and monitoring of care ensuring interventions and treatments are undertaken in line with best practice.
2. Undertake advanced clinical assessment of the patient, analysing complex clinical signs, findings from physical examination, patient history and investigation results to diagnose medical/surgical conditions whilst considering differential diagnoses and initiating treatment.
3. To assess the need for and appropriately order investigations including (though not exhaustive blood tests, laboratory investigation, x-rays, ultrasound scans, MRI and CT scans in accordance with IR(ME)R regulations.
4. Interpret clinical results and act on findings, initiating treatments accordingly.
5. Perform highly skilled and advanced clinical procedures adhering to agreed protocols, capabilities in practice, guidelines and competencies; including (though not exhaustive): Peripheral and Central line cannulation, Intravenous/intra-arterial cannulation and blood sampling.
6. Initiates emergency treatment plans for unanticipated clinical situations, including actively assisting in resuscitation of patients when required.
7. Admit and discharge patients in accordance with unit policies, guidelines and scope of practice.

8. Where required prescribes medications, therapeutic interventions and intravenous fluids within their sphere of competence whilst complying with the Non-Medical Prescribing policy the requirements of their professional regulatory body and the Royal Pharmaceutical Frameworks for prescribers **or** prescribe / administer medicines under patient group directive (PGD).
9. Leads in the undertaking of advanced skills, initiating interventions and treatments and evaluating their effectiveness.
10. To function at an advanced level of practice as part of the multidisciplinary team as determined by capability and competency frameworks.
11. To develop and maintain effective communication with the patient, relatives, and MDT. Where required communicates complex information to patients/carers during the consent process prior to commencement of treatment plans and invasive procedures including explaining treatment options.
12. Use advanced communication skills to impart highly sensitive, complex, and potentially distressing information to patients and carers, provide them with details of additional agencies available for emotional support in hospital or upon discharge as appropriate.
13. To provide accurate and effective clinical handovers across all professional boundaries.
14. Make and receive patient referrals to/from other medical specialities, health care professionals or agencies, ensuring accurate written and verbal communication.
15. Solo transfers of patients both intra and inter hospital where applicable, documents in medical notes, history, clinical findings, physical examination, interpretation, and plan of care.
16. To actively support the discharge planning process of patients and communicates with the receiving area/team discharge in collaboration with the healthcare team.
17. Recognises own limitations and effectively seeks appropriate help from a range of multiagency and interprofessional resources in their practices.
18. Maintains adequate patient documentation to the requirements of professional regulatory bodies for all patients seen and where advice is given in any practice setting.

Leadership and Management:

19. Work collaboratively and in partnership with other health care professionals, providing appropriate leadership, guidance, and supervision to colleagues. Assisting in the recruitment, selection, and training of Trainee ACPs.
20. Be involved in planning and implementing standards of care, practice guidelines and where appropriate Integrated Care Pathways, and to continually evaluate the quality of patient care.
21. Development of protocols, documentation systems, standards, policies and clinical guidelines for others to use in practice through interpreting and synthesising complex information from a variety of sources.
22. Contribute appropriately to clinical governance activities that relate to own area of practice and patient/client group.
23. Contribute to the management of the service, in collaboration with multidisciplinary team and relevant Care Group Management Teams, and in support of Trust and Care Group objectives. Ensuring cost-effective use of resources, adherence to personnel policies and the achievement of service targets.
24. To participate in delivering the UHS corporate agenda, taking a lead role for specific activities and projects as appropriate.
25. Challenge professional and organisational boundaries in the interest of patients and clients and to improve health outcomes.

26. Develop and sustain appropriate collaborative relationships, partnerships and networks to influence and improve health outcomes and healthcare delivery systems.

Professional Development and Education:

27. Identify own continuing professional development needs in line with service needs and maintenance of ongoing capability and competence in practice.
28. Act as an academic and educational resource, providing advice, information, and support to the multidisciplinary team.
29. Provide supervision, advice, support and training for other practitioners and junior medical staff.
30. To actively seek and participate in peer review of their own practice and participate in annual appraisal, 360 feedback for self, demonstrate ongoing professional development by keeping up to date with national and local developments in specialist area of practice.
31. Maintain a professional portfolio to demonstrate ongoing professional development and capabilities under the four pillars of advanced practice.
32. To take an active role in educating and developing members of the multidisciplinary team through formal and informal teaching sessions.

Evaluation and Research:

33. Maintains up to date knowledge in the specialist field, using information to affect change in practice and ensuring the effective dissemination of new knowledge.
34. To critically appraise and synthesise the outcomes of relevant research, evaluations and audits and act on this information in collaboration with colleagues to continually develop the service.
35. Able to review and critically appraise new evidence to ensure that practice is evidence based and in line with current local and national guidance.
36. To identify gaps in evidence or areas of practice requiring development, undertaking audit, initiating research, implementing change of practice where appropriate and evaluating outcomes.
37. To actively participate in clinical research within the department, working in partnership with members of the research team.
38. Share good practice through creating positive opportunities to network locally, regionally, and nationally, and contribute to the wider development of area of practice through publication and dissemination.

Trust Values

All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values, every patient, every colleague, every day.

Each post holder is expected to ensure they live the values of:



PATIENTS FIRST



WORKING TOGETHER



ALWAYS IMPROVING

These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff, and partners in continuing to improve the experience people have using and delivering our services.

Person Specification

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Skills and competencies
Ability to learn and assimilate information quickly
Communication
Influencing
Interpersonal skills
Keyboard skills
Leadership
Microsoft Office skills
Negotiation skills
Networking skills
Presentation skills
Prioritisation
Research skills

Qualifications, knowledge and experience	
Essential	Desirable
Registered Healthcare Professional on relevant part of NMC / HCPC register	Act in the role of Practice Assessor or supporting the progression of learners / supporting challenges as needed
MSc in Advanced Clinical Practice –full master (180 credits) Or equivalency pathway –the portfolio route –recognition by HEE centre of Advanced practice, via the supported portfolio route. Including NMP where professional registration permits. Or have formally credentialed on a nationally recognised specialty specific Advanced Clinical Practice programme for example FICM or RCEM EM ACP	ALS instructor
Speciality specific post registration qualification or training	EPLS/PALS provider
Provide evidence of Leading learning in practice	
Provide evidence of supporting colleagues to promote learning in practice providing an excellent learning environment for all	
Provide evidence of Supporting /managing and supervision a range of learnings in practice	
Leadership and Management qualification	
Able to develop and implement policy, guidelines and projects from initiation to completion	
Completion of IR(ME)R Training	
Extensive post registration experience in a relevant speciality	
Experience of Service Development	

Additional Information

This job description is designed to help post-holders understand what is expected of them in their role though, please note, it focuses upon the core requirements of the post. Other related duties within the employee's skills and abilities will be expected whenever reasonably instructed. The job description may be amended in consultation with the post-holder within the scope and general level of responsibility associated with the post. It is the post-holder's responsibility to ensure that they adhere to all Trust policies, procedures and guidelines relating to their employment, regardless of their position.

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast-moving organisation and therefore changes in employees' duties may be necessary from time to time.

Safeguarding

The Trust is committed to safeguarding children, young people, and adults at risk within its care. As an employee you are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person, or adult at risk. The Trust will support you in this process by providing training, support, and advice. There is a Corporate Safeguarding Team who can be contacted for guidance, support, and safeguarding supervision. For children and adults, you should be aware of your responsibilities detailed in UHS policies and procedures and local safeguarding children and adult boards procedures.

Mental Capacity Act 2005

All staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.

Job Reference – IJES01098SC