

Job description

POST

Emergency Care practitioner Clinical Lead

SALARY

£50,952 - £57,349 per annum

CARE GROUP

Urgent and Emergency Medicine

BASE

Trustwide with base TBC upon appointment

CONTACT

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Welcome to East Kent Hospitals

We are looking for an enthusiastic and pro-active qualified Emergency nurse Practitioner, Allied Health Professional, Advanced Care Practitioner or Paramedic Practitioner to join our caring and progressive team. As clinical lead of the Emergency care practitioner service you will provide clinical expertise, professional leadership and education, ensuring high standards of evidence-based practice.

You will take lead responsibility, liaise with the clinical teams on the other sites and attend relevant operational meetings and disseminate information to team members. This is a critical role within the organisation as the point of contact for minor injuries.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Emergency Care Practitioner Clinical Lead

Role specific duties

The post holder will work as an autonomous practitioner at an advanced level demonstrating high levels of clinical decision making, utilising specialist knowledge acquired through post graduate diploma, specialist training, experience and relevant short courses

You will act as a credible role model and be responsible for the assessment of care needs, the development, implementation and evaluation of programmes of care without supervision but within parameters of practice Counsels, advise and provide health education, promotion and protection to patients with acute/chronic problems in order to facilitate effective coping strategies/lifestyle changes and involves relatives/carers as appropriate

The Lead role will line manage the emergency practitioners on 4 sites, the William Harvey hospital in Ashford, the Queen Elizabeth Queen Mother hospital in Margate, the Kent and Canterbury hospital in Canterbury and the Buckland hospital in Dover.

Establish a good working environment where patients receive a high standard of care of which is conducive to the on-going development of staff.

Ensure self and all Emergency Care Practitioners & Health Care Assistants provide accurate records, which are complete, legible in accordance with Trust wide and local guidance/policy

Monitoring quality and patient care ensuring standards are met

Initiates clinical audit and evaluation of practice including the emergency nurse practitioner service in terms of clinical effectiveness, clinical excellence and manage service the service within financial parameters.

Lead in the development of policies and procedures relating to the role of the emergency care practitioners and health care assistants and ensure regular review.

Participates in the development and review of the UTC's Trust wide policies and guidelines as requested

Supervise Emergency care practitioners in ensuring patients are assessed, appropriate investigations undertaken and diagnoses & treatments are within departmental parameters of practice and clinical guidelines/protocols

Responsible for the line management of Emergency Care Practitioners including day to day operational management, performance monitoring, personal development planning and training/education.

Lead in the recruitment, retention and induction and orientation of Emergency Care Practitioners and other Practitioners

Work in collaboration with Pharmacy to ensure patients have appropriate access to medication required to treat their complaint, including updating Patient Group Directions



Ensure Emergency Care Practitioners remain safe and competent in their medicine management knowledge and practice, including regular updates, assessment programmes and audit of practice

Work in collaboration with Trust non-medical prescribing group in identifying emergency care practitioners whose role would benefit from utilization of prescribing to improve outcome and increase access for patients,

Promote the provision of a patient centred service.

Lead in the investigation, learning and subsequent action plans arising from complaints and incidents within the emergency care practitioner service

Participates in the investigation and reporting of any service related untoward incidents

Introduce measures to actively manage and reduce risks to patients and ensure emergency care practitioners and health care assistants, formally report adverse incidents in line with Trust policy.

Monitor patient waiting times, and act when necessary to maintain local and national standards.

In collaboration with ED Matrons, Deputy Head of Nursing, Consultants and wider multi-disciplinary team, ensure patients receive a seamless service through the development of patient care pathways.

Support national and local targets/quality indicators to meet the needs of patients attending the UTC's.

Represent the department at meetings as appropriate, including relevant complaints/clinical incident meeting and also meetings with the Alliance, where you will act as a key stakeholder within the team.

Work with safeguarding leads (adult and paediatric) to ensure Emergency Care Practitioners and other team members understand and adhere to safeguarding processes.

Ensure safeguarding procedures are distributed within the team and understood, and alerting the team if any changes made in light of national and local developments

Ensure representation from emergency care practitioners at local safeguarding meetings

Review, and participate with the current University accredited Emergency Nurse Practitioner course and ongoing Educational development.

Ensure all Emergency Care Practitioners and other team members are familiar with the Major Incident Plan.

Deliver change through the trust quality improvement programme we care.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us,

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Person specification

Requirements	Essential	Desirable	Method of assessment
Experience	<ul style="list-style-type: none">• Minimum of 5 years Senior• Experience• Evidence of multi-disciplinary working• Experience of audit and/or evaluation of practice/services• Supervisory, shift leader and leadership experience and evidence of ability to manage staff	Experience of applying evidence-based practice to clinical practice	Application Form, Interview Questioning, References
Skills	<ul style="list-style-type: none">• Highly skilled in-patient assessments• Advanced clinical skills• Highly motivated and able to motivate others	Non-Medical prescribing qualification	Application/ Interview

Knowledge	<ul style="list-style-type: none"> • Understanding of the changing NHS environment • Understanding of relevant national strategy / policy and how this relates to this service 	Experience in quality improvement through a recognised programme	Application Form/Certification, Interview Questioning, References
Qualifications	<ul style="list-style-type: none"> • Teaching and Assessing course • Educated to degree level, and committed to CPD • Registered with the NMC or HCPC • Accredited Minor injuries course 	Evidence of own continuing professional development Emergency care practitioner qualification	Application Form/ Interview
Other	<ul style="list-style-type: none"> • Patient focused • Computer literate • Excellent interpersonal and communication skills with good listening skills • High level of work organisation, self-motivation drive for performance and improvement, and in approach and attitude. • Demonstrate awareness of resource management 		

The small print

Band	Band 8a
Salary Scale	£50,952 - £57,349 per annum (pro rata, if applicable) Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.
Hours of work	37.5 hours per week
Annual Leave Entitlement	Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable): On Appointment = 27 days After five years = 29 days After ten years = 33 days
Pension Scheme	As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST. Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.
Contractual Notice	Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice
Probationary Period	New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.



Dimensions

Financial and Physical	Manages	None
	Impacts	None
Workforce	Manages (Bands and WTE)	Lead ECP's
	Located	Trustwide
	Impacts	None
Other		<p>Confidentiality – it is essential that information of a sensitive or personal nature is not disclosed to or discussed with inappropriate persons internal or external to the Trust.</p> <p>Quality – it is essential that the post holder provides and upholds a high level of professionalism and that quality standards are upheld at all times</p>

Communications and working relationships

Internal	Matrons/ Senior Nurses/ Nursing Staff Consultants / ED Medical Staff / Other Trust Medical Staff Clinical Site Managers General Manager Service Manager Operations Manager Operations Director Reception Staff/ Reception Manager Audit team PALS / Governance team
External to NHS	Patients and Relatives Police Voluntary Services Transport Contractors
Other	External Stakeholders Kent Community Health NHS Trust Kent and Medway Partnership Trust General Practitioners SECAMB



Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Regular interruptions Regular computer-based work or desk-based work	Frequent
Physical Effort	The post is desk based using a computer keyboard, the post holder will be required to answer calls and perform general administrative duties Activities requiring good hand strength, dexterity	Frequent
Mental Effort	Resilience to work place pressures including working to deadlines or in stressful environments	Frequent
Emotional Effort	Occasional distress caused by subject of complaints and investigations Required dealing with emotional and stressful situations involving conflicting views and priorities over service developments, projects and programmes	Occasional

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

Most challenging part of the job

The post holder is required to work closely with the East Kent UTC alliance and review and report into their governance structure as well as EKHUFT.

The post holder will need to have excellent communication skills and be able to travel cross site in order to fulfil the requirements of the role.

