



CRITICAL CARE OUTREACH PRACTITIONER

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Critical Care Outreach Practitioner
Band	Band 7
Directorate	Service Delivery Directorate
Accountable to	Lead Critical Care Outreach Practitioner
DBS Required?	Yes

JOB OVERVIEW

The post holder will work autonomously within in all specialities across The Shrewsbury and Telford Hospitals NHS Trust and provide expert clinical practice and leadership on a 24-hour shift rotation that covers 365 days per year including bank holidays, providing expert care and intervention for the acutely ill, deteriorating and critically unwell ward patients across the Trust.

Perform comprehensive patient assessments based on history taking and physical examination of acutely unwell adult patients to arrive at a differential diagnosis. Undertake appropriate investigations and initiate, evaluate, and modify a range of interventions to prevent patient deterioration.

Assist and facilitate in the timely admission to the critical care area and involve the appropriate members of the multidisciplinary team in the decision-making process when determining escalation plans to prevent further deterioration or inappropriate interventions.

Respond to cardio-respiratory arrest and medical emergency calls with the skills to lead in emergency situations. Debrief teams if required and assist in the appropriate aftercare of the patient.

Enable timely discharges for patients from the Critical Care Unit by supporting their continuing recovery within the ward environment.

Act as an independent non-medical prescriber

Main Duties and Responsibilities

Responsibility for patients/clients:

Care for the acutely ill adult that has been identified utilising NEWS2, other trust assessment criteria and/or patients causing non-specific concern to the multidisciplinary teams, carers/relatives/loved ones.

Complete a comprehensive follow up assessment of all patients discharged from a critical care area ensuring a smooth transition of care, reviewing progress in rehabilitation and recovery, and supporting the wellbeing of both the patient and their carers/relatives/loved ones.

Assist and facilitate inter/intra hospital transfers of Level 2/3 patients when required.

Provide specialist clinical interventions and support with comprehensive patient assessment and physical examination using sound levels of clinical judgement and decision making in implementing and or/modifying interventions in collaboration with the multidisciplinary team, applying independent critical thinking and clinical reasoning to complex clinical situations.

In conjunction with the tracheostomy practitioner, you will be supporting the care of tracheostomy patients in the ward environment which will include liaising with the multidisciplinary team and supporting the ward-based staff in their knowledge, development, and delivery of care.

Demonstrate professional judgement identifying when to escalate and seek senior support/guidance, critically reflecting on practice, self-awareness, and emotional intelligence.

You will be working alongside other specialist teams to ensure patients have the right care at the right time in the right place, ensuring that all trust standards are maintained and monitored to improve quality of care for all service users.

Responsibility for staff

Promote team working, build rapport and collaborative working practices within the multidisciplinary team. Liaise with inter-hospital departments and personnel across organisational and professional boundaries ensuring effective communication with other disciplines and organisations.

Work in conjunction with the Lead CCOP to develop, embed, manage, and evaluate change in the CCOT service.

Demonstrate excellent personal communication skills by establishing and maintaining effective two-way communication with individuals and teams to contribute and influence the total patient experience and journey. Assist in the formulation, and review of clinical policies and procedures. To take responsibility for implementing trust wide agreed policies within area of responsibility.

Provide highly visible and accessible professional leadership and demonstrate expert knowledge and standards of practice.

Act with integrity applying sound personal judgement in all interactions. Encouraging teamwork, co-operation, supporting both junior colleagues and peers in their professional growth and development.

Recognise and initiate appropriate action where own and/or others behaviours/practices are not acceptable and/or in line with our Trust values. Deliver feedback that is both positive and constructive, approaching unacceptable behaviours/practices as opportunities to learn and develop from.

To participate in and promote cross site working.

Support team members from a managerial perspective including direct line management responsibilities (where required), such as supporting wellbeing, team member professional development, appraisals, and conduct/performance management.

Develop a culture of organisational learning to inspire future and existing staff. Act as a role model, educator, supervisor, coach and mentor seeking to instil and develop the confidence in others.

Responsibility for Administration:

Together with the Lead CCOP develop auditable standards of care and initiate and participate in ongoing research, audit, and projects.

Maintain and report on audit and evaluation of patient outcomes and quality of care, providing report updates on mandatory and desirable data such as National Outreach Forum minimal data set.

Ensure that all team members report changes in patient progress effectively, both verbally and in written form. Ensure that accurate, legible, and holistic nursing records in line with NMC and local guidelines are maintained.

Ensure patient safety incidents are escalated and reported and engage in the investigation of clinical incidents, identifying learning opportunities, constructive feedback and develop action plans for improvement.

Strategic and Service Responsibilities:

You will contribute to, and implement policy and practice change following service audit. Identify improvements in care or service delivery through service evaluation and audit gaps within the delivery of CCO service.

Actively participate in clinical governance reviews and the investigation of clinical incidents and serious incidents; leads and facilitates others to share lessons learned and adapt systems and processes accordingly.

Actively participate in the Trust independent prescribing forum driving forward the ongoing development of enhanced clinical practice within the CCOT and across the organisation.

Work with innovation and flexibility to adapt to a fast-changing speciality and play an integral role in the operational and strategic development of the CCOT service.

Areas of Specialism:

To undertake the role of Nurse Independent Prescriber within the CCOT service and in line with Trust Policy, professional regulatory and national guidance. To maintain competency in prescribing according to level of prescribing qualification and participate in regular continuing professional development in relation to the role. To prescribe in accordance with the Trust's Medicine Code, its Non-Medical Prescribing Policy and other local and national prescribing guidance. To prescribe within the limits of your own individual competence and approved Scope of Practice/Formulary.

Competently and confidently initiate Non-Invasive Ventilation/AIRVO outside of Critical Care when required, maintaining appropriate levels of monitoring, and ensuring safe transfer of patient to an appropriate level of care.

Assist and facilitate inter/intra hospital transfers of acutely ill, deteriorating and critically unwell patients when required.

Lead in application of clinical skills in invasive techniques such as cannulation, venepuncture, and arterial blood gas sampling.

Within achieved competencies and own scope of practice, order diagnostics and interpret results. Comply with IRMER and local Trust policy to maintain non-medical referrer privileges.

Receive direct referrals to review acutely ill, deteriorating and critically ill patients from ward staff and others in the multidisciplinary team.

Organisational Skills:

Independently prioritise, organise, and manage highly complex patient caseload.

Communication and Working Relationships:

Provide and receive highly sensitive, complex, or contentious information relating to patient care, and communicate information to patients, families/carers with respect, compassion, and empathy, including breaking 'bad news' or facilitating difficult conversations.

Support in the delivery of educational support and production of teaching materials to enhance the facilitation of learning for multidisciplinary team members responsible for early recognition and response to acutely ill, deteriorating patients.

Disseminate best practice research findings and quality improvement projects, participating in local journal clubs, relevant research-based forums and nationally at relevant conferences, study events.

Ensure appropriate and consistent information is provided to the patients and relatives.

Use advanced communication skills to develop professional working relationships with all teams within the Trust, especially between critical care and the ward environment.

Using communication skills to resolve conflict and working within the team to ensure a high standard of coordinated patient care.

Liaise with critical care intensivists and the patient's primary clinician to organise the admission of patients to critical care where appropriate.

To actively support staff working with highly distressing/highly emotional levels of illness.

Education, Professional Development and Training:

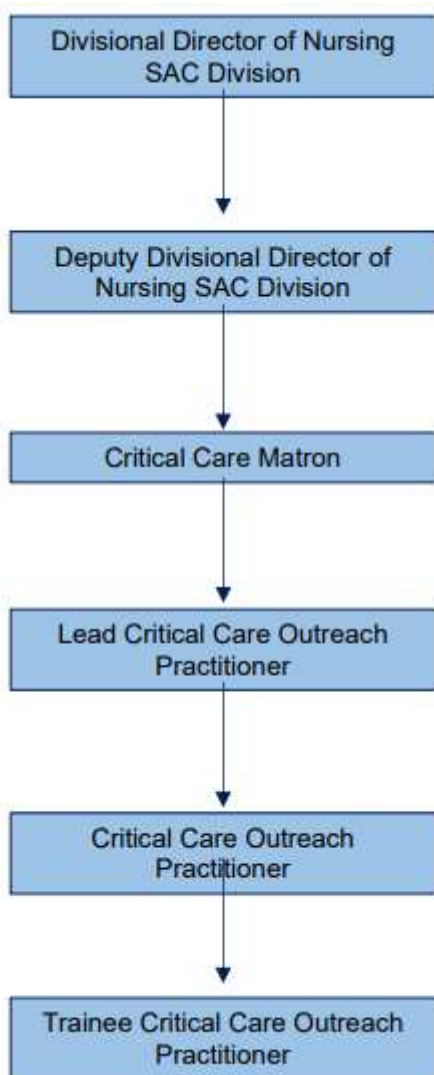
To participate and deliver on educational programmes within Critical Care/HDU and the wider Trust, supporting the education needs of junior staff in the early recognition and management of deteriorating patients.

Stay current and continue self-development as new initiatives and clinical standards develop and evolve.

To maintain enhanced clinical practitioner competencies and develop own confidence by utilising specialist knowledge and skills to practice within a variety of clinical settings with clinical experts.

To take every reasonable opportunity for maintaining, developing, and acquiring competencies and skills for self-development.

Organisational Chart





PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • RGN (active NMC Registration). • ITU – Critical Care Course (HEE 6/7) • Evidence of continual professional registration • Physical/Health Assessment (HEE 6/7) • Independent non-medical prescriber (Nurse Independent Prescriber) (HEE 7) • ALS provider 	<ul style="list-style-type: none"> • Teaching in Healthcare/Clinical Education/Medical Education • Leadership Programme

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Proven experience and expertise of working within Critical Care Outreach or equivalent service. • Detailed experience of leadership, management, and service development. • High level clinical skills and knowledge. • Experience of autonomous decision making. • Experience of management of deteriorating patients and acutely unwell patients. • Knowledge of role and responsibilities of the post. • Involvement in Nursing audit and Research • An awareness and understanding of national and local issues that affect Nursing and the NHS • Up to date knowledge and understanding of nursing and practice relevant to Critical Care Outreach. 	

- | | |
|--|--|
| <ul style="list-style-type: none">• Experience in teaching, assessing, and mentoring within the multi-disciplinary team. | |
|--|--|

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work and communicate effectively within a multidisciplinary team setting inside and outside the Trust. • Evidence of effective adaptable communication skills including verbal, non-verbal and written. • Ability to document in a comprehensive and contemporaneous manner. • Ability to facilitate and support learning in practice. • Able to manage own time, work alone and practice autonomously. • Ability to work under pressure, manage workload and prioritise appropriately. • Time management skills with an ability to act on own initiative and be both self-directed and motivated in the work environment. • Ability to lead a team through change. • Familiarity with computer software Microsoft Office and Sema, E Roster, Pas skills. 	<ul style="list-style-type: none"> • IRMER course. • Arterial Blood Gas Sampling & interpretation. • Care and management of central vascular access devices. • Venepuncture/cannulation. • Tracheostomy Care. • Intra-osseous device insertion and management. • Chest drain management.

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Awareness of professional and personal limitations. • Ability to self-reflect. • Upholds Trust Values. • Positive attitude to change that inspires confidence in people. • Act as a positive role model. • Ability to provide clear feedback. • Embraces teamwork. • Flexible and Adaptable in approach to meet service needs. • Ability to work at all Trust sites. • Demonstrate dexterity, coordination, and accuracy in the safe use of specialised equipment. 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust’s core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and

- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

[Getting to The Royal Shrewsbury Hospital](#)

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

[Getting to The Princess Royal Hospital](#)