

CRITICAL CARE OUTREACH PRACTITIONER

Candidate Pack



Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- This role provides expert care to very unwell adult patients across the Trust at any time of day or night.
- It involves assessing patients, carrying out tests, and starting treatments to stop their condition from getting worse.
- The role supports safe and timely movement of patients into and out of Critical Care and responds to emergency calls.
- It includes prescribing medicines, using specialist equipment and skills, and working closely with many different clinical teams.
- The post holder helps train and guide other staff, supports teamwork, and takes part in improving services through audits and projects.
- They communicate clearly and sensitively with patients, families, and staff, helping to ensure safe, high-quality care.

Job Description

Job title:	Critical Care Outreach Practitioner
Grade:	Band 7
Site:	The Royal Shrewsbury Hospital
Accountable to:	Lead Critical Care Outreach Practitioner
DBS required:	Enhanced

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

	Essential	Desirable
Qualifications	<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	<ul style="list-style-type: none"> • Proven experience and expertise of working within Critical Care Outreach or equivalent service. • Detailed experience of leadership, 	

	<p>management, and service development.</p> <ul style="list-style-type: none"> • 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. <p>14</p> <ul style="list-style-type: none"> • Experience in teaching, assessing, and Mentoring within the multi-disciplinary Team. 	
<p>Knowledge and skills</p>	<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. 	<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

	<ul style="list-style-type: none"> • 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. 	
<p>Other</p>	<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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;
- 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 staff;
- 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;
- 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of

Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- 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.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

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 aims 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.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of

work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

