

LEAD 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. Our goal is to make the application process more accessible and inclusive for everyone. ***

- This role leads a team that helps care for very sick patients across the hospital.
- You will work with doctors and nurses to make sure patients get the right care at the right time.
- You will help train staff and improve how care is given, using your expert knowledge.
- You will manage the team, plan work schedules, and support staff development.
- You will help make decisions about how the service runs and how to make it better.
- You will work both with patients and behind the scenes to make sure the service is safe and high quality.

Job Description

Job title:	Lead Critical Care Outreach Practitioner
Grade:	Band 8a (Pending A4c)
Site:	The Royal Shrewsbury Hospital with cross-site working required.
Accountable to:	Critical Care Matron
DBS required:	Yes , Enhanced DBS

Key Responsibilities

Clinical Leadership

- 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.
- 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.
- 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 and through other safety initiatives such as Call For Concern.

Service Leadership & Development

- Lead strategic development of the CCOT service, including innovation, change management, and business planning.
- To provide professional nurse leadership to other clinical staff to ensure the delivery of safe, high quality, effective and compassionate patient services within the area of responsibility.
- Contribute to operational efficiency, performance metrics, and Trust improvement targets.
- Support service transformation through audit, evaluation, and quality improvement methodologies.
- Drive continuous improvement in early recognition and management of deteriorating patients across the organisation.
- 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.
- To drive transformational change and innovation in the development of modern, evidence-based nursing practice and models of care in line with the Divisions and Trust's long-term strategies.
- To ensure the effective management of services within area of responsibility in accordance with all aspects of the Operational Delivery Plan, Accountability Agreement and performance targets.

Education & Professional Development

- Develop and deliver education and training programmes across the Trust on topics related to CCOT, early recognition and management of deteriorating patients.
- Lead staff development, clinical supervision, and completion of National Outreach Forum competency framework.
- Support medical and nursing students, junior colleagues, and AHPs in skill development.
- Lead the production and dissemination of best practice, including local and national forums, journal clubs, and conferences.
- Actively participate in the Trust independent prescribing forum driving forward the ongoing development of enhanced clinical practice within the CCOT and across the organisation.

Governance, Risk & Quality

- Ensure compliance with clinical governance, infection prevention and control, safeguarding, and incident management procedures.
- Lead investigations into clinical incidents, complaints and contribute to patient safety incident response framework and development of action plans.
- Benchmark practice using local and national tools.
- Maintain safe systems for documentation, audit trails, and NMC standards.
- 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 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.
- To establish clinical performance and quality standards and to ensure that systems are in place to regularly monitor and evaluate these. To take appropriate action when performance and quality standards are not as expected.
- To drive process and service quality improvement and innovation for the benefit of patients and the public in partnership with clinical and non-clinical colleagues, service users and other stakeholders.

- To promote and disseminate relevant research findings to support clinical practice and facilitate continuous improvement.
- To take a lead role in the design and implementation of effective patient care pathways and models of care to ensure safe and effective services and optimum use of all resources.
- To promote multidisciplinary working that focuses on a positive patient experience throughout the care pathway as well as ensuring best use of all resources.
- To contribute to Trust-wide quality improvement initiatives.
- To ensure patient complaints and concerns and any untoward incidents are dealt with in accordance with Trust procedures. To ensure that appropriate remedial action is taken promptly, and appropriate changes are made to processes and work practices to improve quality and efficiency and reduce the number of complaints received.
- Working closely with the multidisciplinary team to put in place and manage effective systems and operational and professional protocols to ensure patients safety and compliance with health service legislation, other statutory requirement and NHS policy.
- To ensure that effective systems are in place to assess, report, monitor and manage clinical and non-clinical risk.
- To appropriately escalate actual and potential risks and ensure that remedial action is taken promptly where unacceptable risks are identified.

People Management

- Lead and line-manage the CCOT team including recruitment, rotas, appraisals, sickness, and performance.
- To ensure all staff have clear roles, objectives and responsibilities.
- Be responsible for the performance reviews of members of CCOT to include annual appraisal, individual development plans to monitor staff performance against set objectives. Contribute towards and support professional development of the team in meeting the NoRF Competency Framework.
- Promote a culture of accountability, inclusion, psychological safety, and professional respect.
- Monitor team wellbeing, caseload management, and service continuity.
- To promote culture of learning and continuous improvement, ensuring sufficient capacity and capability of individuals to enable them to deliver high quality care and contribute to service transformation.

Finance & Resource Management

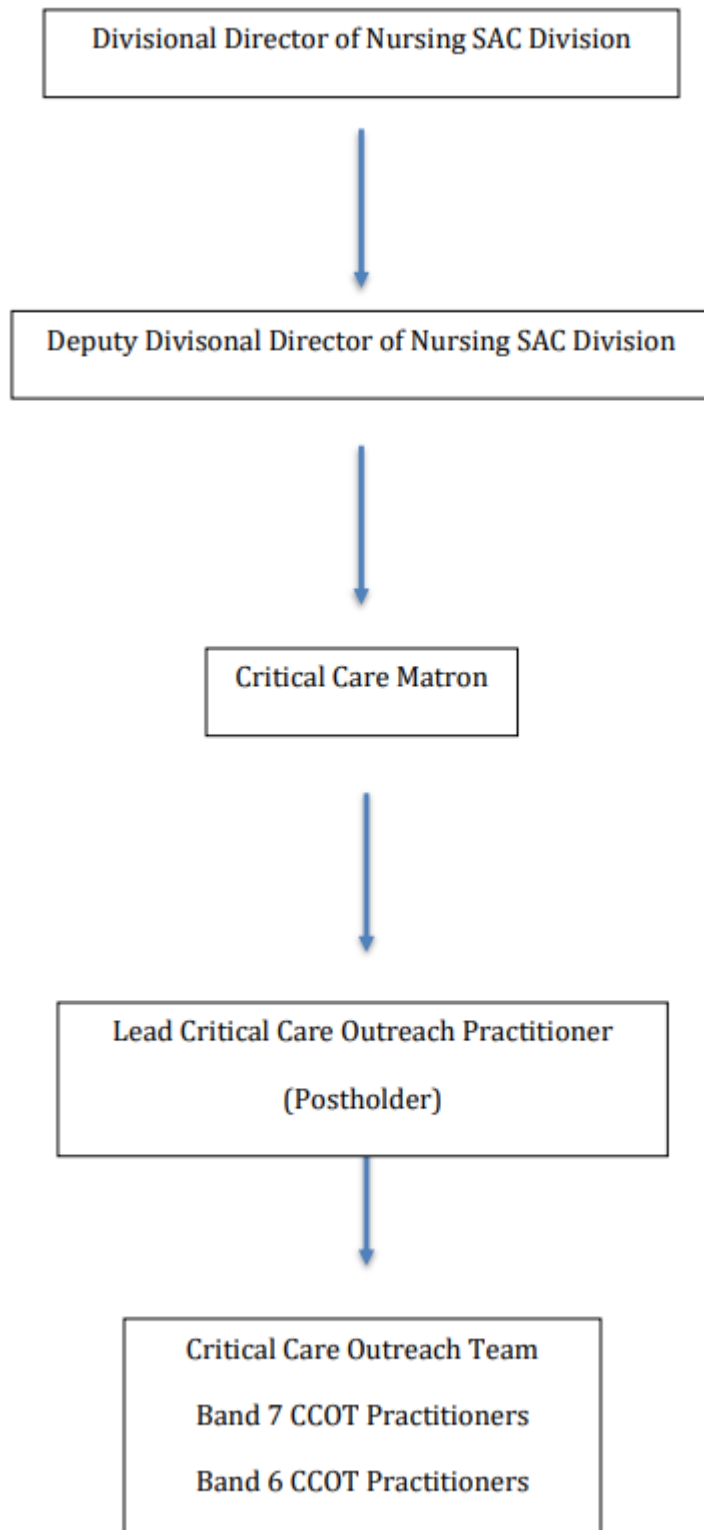
- To have delegated responsibility for the CCOT budget, ensuring that services are delivered within agreed financial plans and budgets, including any agreed cost efficiency improvements.
- Ensure appropriate allocation of staffing and physical resources for 24/7 coverage.

- Participate in workforce planning and recruitment strategies to maintain a sustainable service.
- To support the development of workforce transformation strategies and plans that reflect the changing needs of the service. To support the development of new roles that reflect modern healthcare delivery.
- To contribute to the development of robust business cases in order to deliver both short-term and long-term business strategies.

Communication & Engagement

- Ensure clear, compassionate, and effective communication with patients, carers, and multidisciplinary teams.
- Represent the service in internal and external meetings (e.g Critical Care Network, Peer Reviews, Governance Committees)
- Collaborate across departments and ICS structures to influence system-level improvements.
- Promote patient and staff feedback and co-production in shaping service models.
- To network with other Trusts to identify and share areas of good practice. • To foster good working relationships within colleagues within the Division and across the Trust.
- 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..

Organisational Chart



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • RGN (active NMC Registration). • Post-registration qualification in Critical Care (ENB 100 or equivalent) • Evidence of continual professional registration and development • MScEnhanced/Advanced Clinical Practitioner, or degree, or equivalent experience • Non-Medical Prescriber • Evidence of management experience • Evidence of leading a Critical Care Team • ALS Provider • Leadership & Management Course/Qualification 	
Experience	<ul style="list-style-type: none"> • Evidence of significant post registration experience in Critical Care Outreach at Band 7. • Current knowledge of clinical nursing practice in an acute hospital setting. • Current knowledge and understanding of nursing and AI Knowledge, Behaviours and Experience practice relevant to Critical Care 	

	<p>and Critical Care Outreach.</p> <ul style="list-style-type: none"> • Experience of working in partnership with multi - disciplinary team. • Knowledge of current developments in nursing and the NHS. • Evidence of successful management of clinical services in the acute sector. • Budget management. • Experience in influencing internal/external activities • High level clinical skills and knowledge. • Knowledge of roles 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 . • Experience in teaching and training staff of all levels and capabilities. • Experience of leading and implementing service improvement including complex change management programmes . • Evidence of effective management of a complex and diverse workforce . • Track record of achieving service targets, evidence of utilising recognised audit tools and data collection to continually develop and improve the service. 	
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	<ul style="list-style-type: none"> • Able to evidence service outcomes through report writing and presenting. 	
Knowledge and skills	<ul style="list-style-type: none"> • Ability to work and communicate effectively within a multidisciplinary team setting inside and outside the Trust. • Evidence of skills and knowledge in the care and management of the Critically Ill patient. • Strong leadership skills, with evidence of leading a team. • Knowledge and awareness of importance of adhering to national guidelines such as GPICS, NoRF CCOT Competency Framework. • Specialist knowledge, skills, and experience in all specialties • Ability to manage a range of staff groups/professions to deliver objectives and targets. • Strong decision-making skills • Excellent interpersonal skills with professional credibility • Venepuncture and Cannulation • Arterial blood gas sampling • Male catheterisation • Advanced Airway Management IRMER course. • Time management skills with an ability to act on own initiative and be both self -directed and 	<ul style="list-style-type: none"> • USS Guided cannulation

	<p>motivated in the work environment.</p> <ul style="list-style-type: none"> • Familiarity with computer software Microsoft Office, Sema, E Roster, Pas skills • Protocol and guideline development • Able to facilitate clinical supervision and reflective practice • Able to chair, co - ordinate and facilitate meetings • Ability to work across professional teams and organisational boundaries • Ability to monitor the quality of work in others, to identify their learning and development needs, devising strategies to individual improvement • Able to develop short, medium, and long -term strategies for the development of the service 	
Other	<ul style="list-style-type: none"> • Awareness of professional and personal limitations • Ability to self-reflect AI 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 	

	<ul style="list-style-type: none"> • Flexible and adaptable in approach to meet service needs • Ability to work at all Trust sites Clean driving license • Physically fit Demonstrate dexterity, coordination and accuracy in the safe use of specialised equipment • Ability to work under pressure Ability to work full rotation across 24 hour period and 7 days 	
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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 and 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. 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.

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.

