

JOB DESCRIPTION

Job Details:

Job Title: Recognise & Respond Clinical Nurse Specialist

Band: 6

Location: Acute Trust NNUHFT

Department: Recognise & Respond Team

Managerially Accountable to: Clinical Lead Recognise and Respond Team

Professionally Accountable to: Divisional Nursing Director

Job Purpose:

Within the Norfolk and Norwich University Hospital (NNUH), the Recognise and Respond Team brings together a Response Team, Education and Quality Assurance, Resuscitation and the Critical Care Anaesthetic Practitioner (CCAP) service. The role of Recognise and Response Clinical Nurse Specialist combines working within the response arm of the service, as well as delivering education and quality assurance on a wide range of subjects related to the deteriorating patient, and working collaboratively with the resuscitation and CCAP teams.

In this role practitioners provide a 24/7 service supporting the assessment and management of acutely unwell patients. This includes early identification and management of deterioration, high risk transfers, facilitating timely admission to Critical Care and providing support to patients stepped down from Critical Care to the ward. Alongside this, the role involves providing educational support to enhance the knowledge and skills of the multi-disciplinary teams throughout the hospital in the care of deteriorating patients, and working on a range of related quality assurance projects covering topics including sepsis, NEWS2 and transfers.

The Recognise and Respond activities address recommendations in NICE Clinical Guideline 50 and 83, several NCEPOD reports, and the Guidelines for Provision of Intensive Care Services (FICM, 2022) and are endorsed by the Intensive Care Society, the National Outreach Forum, the National Confidential Enquiries into Patient Outcome and Death, and Critical Care Stakeholder Forum. Through this they are focused on providing high quality care for all deteriorating patients in the NNUH Trust

The role is multifaceted, combining clinical, educational, audit and quality improvement responsibilities. The key purpose of this role is to:

- Recognise, respond, assess, treat, monitor and plan care for acutely deteriorating patients in ward areas.
- Expedite the admission of critically unwell patients to critical care.
- Provide advice and support to the multidisciplinary team to clinically optimise patients in ward areas.
- Ensure a continuum of care for patients stepped down from the Intensive Care/High Dependency Unit to the ward areas.
- Support the development of pathways, guidelines and standards for the care of patients requiring critical care outreach.
- Deliver a Call for Concern patient and family liaison service to enhance care, communication and delivery of support for patients.
- Participate in continuous service improvement, audit and research.
- Participate in education of nurses, junior doctors and AHP's through formal study days and mandatory training.
- Work according to the NMC code of Professional Conduct and relevant professional guidelines in the delivery of the outreach service.

To support the delivery of a high quality, safe and compassionate healthcare service, all staff are expected to act as a role model to others in all aspects of their work and consistently demonstrate NNUH's 'PRIDE' values of People focused, Respect, Integrity, Dedication and Excellence and demonstrate behaviours that support and encourage an inclusive culture.

Overview of Essential Responsibilities:

Leadership Responsibilities:

1. Provide clinical and managerial leadership and support to the multidisciplinary team (MDT) in relation to Level 1 and Level 2 adult patients.
2. Assist with audit procedures to optimise the assessment of care of Level 1 and Level 2 adult patients throughout the Trust.
3. Raise awareness of issues relating to the safe and effective delivery of care to Level 1 and Level 2 adult patients.
4. Establish and maintain professional networking relationships between the Critical Care Complex and the Trust.

5. Optimise collaborative working between the Critical Care Complex and ward teams to optimise monitoring, treatment and care.
6. Identify areas for, and initiate research and development projects within, sphere of responsibility.
7. Promote the development and implementation of evidence-based practice within the Directorate and across the Trust in relation to critical care skills.
8. Assist with the formulation of Trust and Directorate, evidence-based procedures, policies, protocols, group directives and guidelines.
9. Ensure own relevant training and statutory updating regarding mandatory training, i.e. COSHH, Health and Safety, Infection Control Policy, Resuscitation, Moving and Handling, Fire Lecture and Occupational Health.
10. Identify and report performance issues and ensure initiation of action in accordance with the Trust's Disciplinary Procedure.
11. Act as an ambassador for the Trust in professional and public settings.

Clinical Responsibilities:

1. To recognise and respond to deteriorating patients across the trust. Assess, plan and implement care in line with Trust policy and procedures.
2. To work independently prioritising workload in a variety of clinical settings Trust wide, accepting referrals from medical, nursing and Allied Health staff.
3. To undertake complex assessment of acutely unwell patients, undertake and interpret appropriate diagnostic tests, initiate simple measures, prescribe and deliver supportive critical care nursing to clinically optimise the patient, involving the MDT in discussions relating to the management plan and identifying risk versus benefit
4. To manage, and provide enhanced supervision to support the nursing care of patients with haemodynamic instability and other appropriate respiratory and vital organ support, for patients that are unable to be admitted to critical care
5. To expedite and support the transfer to critical care of critically unwell patients and support ongoing care of patients discharged from critical care (Ref: NICE

CG 50 guidance.)

6. To maintain concise, precise written records about clinical work undertaken
7. Support the delivery of a Call for Concern service
8. Communicate highly complex, sensitive and contentious information to relatives and patients in stressful circumstances where there may be barriers to understanding
9. Act as a specialist resource for issues relating to development of the management of deteriorating patient practices, policies and procedures within the Trust.
10. Interpret highly complex clinical management issues, identifying and prioritising problems and determining options available whilst continuing to provide an emergency support service via bleep system.
11. Make suggestions for patient management through analysis of available information and initiate referrals to multidisciplinary specialists as judged appropriate.
12. Assimilate and communicate complex and emotive information regarding patient diagnosis and prognosis, ensure that patients and relatives understand and accept the reasons for treatment (or non-treatment) plans.
13. Work according to the NMC code of Professional Conduct and relevant professional guidelines in the provision of the service.
14. Assist with or perform, emergency procedures associated with critically ill patients, such as tracheostomy tube changes, emergency drug administration or intubations.
15. Support the psychological and physiological recovery of patients within the ward environment, following an extended period of critical illness (Ref as per NICE CG 83 guidance).
16. Act as a specialist resource for issues relating to development of deteriorating patient practices, policies and procedures within the Critical Care Complex and the Acute Trust.

17. Contribute to the development of deteriorating patient management across the Trust through clinical support and formal teaching to assist in the provision of high quality patient focused care.
18. Deliver a high quality service for Level 1 and Level 2 adult patients within sphere of responsibility, irrespective of clinical speciality or presenting condition.
19. Act as role model and be a credible Specialist Nurse within the clinical area including the delivery of basic and advanced skills.
20. Evaluate the nursing service and ensure agreed Trust standards are adhered to.
21. Work with the Matrons/Divisional Nursing Directors to uphold agreed standards of care.
22. Effect the dissemination of information to allow staff to take responsibility for decision-making.
23. Recognise the limitations of the Specialist Nurse role and know when to seek medical advice
24. To work as an autonomous independent practitioner responsible for managing and prioritising own workload against the needs of patients and service requirements
25. To communicate sensitive condition related information effectively with patients and carers in a timely and understandable manner, using different communication methods to clarify understanding.

Educational Responsibilities:

26. Assist in the identification of educational needs of the MDT in relation to deteriorating patients within the Trust.
27. Provide education in response to identified needs and review and evaluate its effectiveness.
28. To provide education to medical staff, nurses & AHPs in the recognition and management of the acutely ill patient, e.g. resuscitation, ALERT/BEACH course, Assess Communicate Treat (ACT), HCA study day, Sepsis and AKI, and assist with Trust mandatory training in BLS, acting within relevant guidelines protocols and medical devices.

29. Provide relevant clinical learning experiences in an approved environment, in liaison with the Institutes of higher education and Clinical Practice & Education department during preceptorship programmes.
30. Collaborate with other professional colleagues to encourage multi-disciplinary training and education.
31. Assist in the delivery of mandatory education through provision of appropriate training to members of the MDT including junior medical staff in the management of Level 1 and Level 2 adult patients.
32. Undertake and participate in research projects within sphere of responsibility.
33. Support the process of clinical supervision.
34. Regularly review and update own professional development in accordance with guidelines from Professional Body.
35. Facilitate learning across the Trust by direct example.

Quality Improvement Responsibilities:

36. Assist with and monitor audit procedures relevant to the care of acutely deteriorating patients and assist the development of remedial action plans.
37. Raise awareness of issues relating to the safe and effective delivery of care to Level 1 and Level 2 adult patients.
38. Identify areas for, and initiate research and development projects within, sphere of responsibility.
39. Promote the development and implementation of evidence-based practice within the Directorate and across the Trust in relation to critical care skills.
40. Assist with the formulation of Trust and Directorate, evidence-based procedures, policies, protocols, group directives and guidelines.
41. Assist in the implementation of strategies and policies to identify patients at risk of critical illness within the acute adult wards, working across directorates and promoting collaborative team working.

42. Utilise highly developed interpersonal, communication and diplomacy skills to effectively reduce barriers to understanding and motivate groups of staff to accept change and achieve goals set.
43. Collect and electronically input data used for analysis and presentation of RRT data.
44. Present RRT outcomes to multidisciplinary groups, as requested.
45. Present at national and regional conferences on specialised topics.
46. Identify and report Risk Management issues, in relation to the safe and effective delivery of care to Level 1 and Level 2 adult patients.
47. To develop and review protocols and policies within the speciality.
48. To attend local and national meetings relevant to the speciality as agreed with Line Manager.

Line Management/Financial Management Responsibilities:

49. Assist in the analysis and interpretation of complex clinical, political and resource issues regarding the Trust's delivery of care to Level 1 and Level 2 patients; in order to most effectively deliver short and long term aims for the service
50. Assist in the implementation of strategies and policies to identify patients at risk of critical illness within the acute adult wards, working across directorates and promoting collaborative team working.
51. Utilise highly developed interpersonal, communication and diplomacy skills to effectively reduce barriers to understanding and motivate groups of staff to accept change and achieve goals set.
52. Collect and electronically input data used for analysis and presentation of RRT data.
53. Present RRT outcomes to multidisciplinary groups, as requested.
54. Present at national and regional conferences on specialised topics.

55. Identify and report Risk Management issues, in relation to the safe and effective delivery of care to Level 1 and Level 2 adult patients.
56. Ensure adequate service provision for educational and sickness cover.
57. Contribute to the recruitment process, in line with the Trust's procedures and adhering to governing body regulations regarding the regular updating of registration.
58. Adhere to legal requirements of both the Trust and Professional Bodies, e.g. record keeping.
59. To maintain clinical competence and undertake clinical duties as required by the Trust.
60. To participate in appropriate Governance meetings.
61. To develop and review protocols and policies within the speciality.
62. To attend local and national meetings relevant to the speciality as agreed with Line Manager.
63. To lead/assist with audit activity relevant to the clinical area and implement action plan.

Specific Additional Responsibilities:

Functional Requirements			
Direct face to face patient contact/ Covid-19 Vaccination	Yes	Blood/body fluid exposure	Yes
Managing a team who hold professional registrations	No	Prevention and management of aggression	Yes
Exposure prone procedures (EPP)	Yes	Crouching/stooping or kneeling	Yes
Manual handling	Yes	Frequent hand washing/wearing gloves	Yes
Night working/shift work	Yes	Chemical sensitisers	No
VDU user	Yes	Noise	No
Driving patients	No	Other (please state)	No

Job Specification:

		Means of Assessment	
	Essential/ Desirable	Application Interview/Test	Form/
Qualifications/training and professional development			
Registered Nurse or AHP with appropriate registration	Essential	AF	
Post registration Acute Care course or equivalent experience	Essential	AF	
Have, or be working towards a relevant Degree qualification or equivalent experience	Essential	AF	
Proof of continuous update in specialist areas	Essential	AF/I	
Willingness to develop IT and computer skills relevant to the role	Essential	AF/I	
Evidence of recent study	Essential	AF/I	
ILS or ALS	Desirable	AF/I	
To have completed Mentor Preparation Programme or equivalent teaching and assessing course	Desirable	AF	
Basic IT Skills	Essential	AF/I	
ALERT course	Desirable	AF/I	

Experience		
Significant post-registration experience including some experience in a position relevant to the speciality	Essential	AF/I
Acute Care experience	Essential	AF/I
Managing change	Desirable	AF/I
Skills, abilities and knowledge		
Relevant specialist knowledge	Essential	AF/I
Able to perform clinical skills relevant to the speciality	Essential	AF/I
Good communication and interpersonal skills	Essential	AF/I
Good standards of documentation and record keeping	Essential	AF/I
Ability to lead, motivate and to encourage others in a team	Essential	AF/I
Ability to work without supervision and on own initiative	Essential	AF/I
Ability to manage own time, plan and organise workload	Essential	AF/I
Be able to demonstrate teaching performance	Essential	AF/I
Presentation skills	Desirable	AF/I

Attitude, aptitude		
Be a confident, flexible thinker	Essential	AF/I
Effective role model, demonstrating NNUH's PRIDE values of People focussed, Respect, Integrity, Dedication and Excellence	Essential	AF/I
Demonstrates understanding and commitment to Equality, Diversity and Inclusion	Essential	AF/I

Reasonable adjustments can be considered to support disabled candidates in respect of the requirements of this role.

For information regarding general terms and conditions of employment please ask your line manager or Human Resources.

This job description indicates currently the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary in consultation with the manager and post holder. We would aim to reach agreement on any changes, but if agreement is not possible, the Trust reserves the right to make changes to this job description.