



LIVES.

**COMMUNITY
EMERGENCY MEDICINE**

RECRUITMENT

Advanced Clinical Practitioner



CV and a supporting statement to clinicaldirector@lives.org.uk

JOB DESCRIPTION - ACP

About LIVES the Charity

LIVES is a forward-thinking innovative charity that first started 50 years ago. We passionately believe it takes a team to save a life, and that means we value our team and everything they do! CEMS is an exciting and motivated team of like-minded healthcare professionals who go above and beyond for their patients. LIVES is a flexible and supportive employer, who places education and continuing development at the centre of it's focus. Looking after our team and our local communities is what LIVES does best.

Every member of the LIVES team is vital to delivering the best outcome for patients, from the volunteer Community First Responder (CFR) and Medical First Responders (MFR)s attending a cardiac arrest, to experienced health care professionals bringing advanced treatments into the community. To enable all this to happen, LIVES is supported by a teams of dedicated people across various departments, all united in the mission to save lives and improve patient outcomes across Lincolnshire. This role is part of that team.

About LIVES Community Emergency Medical Services (CEMS)

In 2019, The 'NHS Long Term Plan' outlines how the NHS should evolve in the face of growing concern about meeting capacity in unscheduled care and in particular pressure on ambulance service trusts and accident and emergency departments. This included an increase in emergency treatment in a community-based setting, with aims such as advanced practitioners working with ambulance services to help reduce pressure on hospital services.

In 2020, in line with this aspiration, Lincolnshire CCG commissioned LIVES to provide enhanced assessment and interventions to patients who have accessed the NHS by dialling 999. The aims of the service were to reduce avoidable ED attendance and hospital admission as well as improving the patient experience care by delivering responsive healthcare in the community that traditionally could only be delivered in hospital. The LIVES CEMS (Community Emergency Medicine Service) was born.

Since its inception, CEMS has evolved into an independently governed pre-hospital care system. Key to our success is expert triage and clinical risk management by dedicated senior CEMS clinicians in ambulance control. If a case is suitable, one of 3 dedicated pre-hospital multi-disciplinary emergency care teams or one of 3 falls response teams can be dispatched. Each team

responds to incidents in a dedicated and well-equipped blue-light response vehicle featuring the latest technology. The falls response vehicles have been specifically designed and built to LIVES specification and feature a range of moving and handling aides and medical response equipment. To date, the teams have dealt with over 52,000 incidents, with about 3 in 4 activations resulting in a discharge on scene, thus avoiding an ambulance response or onward admission to hospital. Just as importantly from the patient's perspective we encourage ownership of and patients to exercise choice in their healthcare journeys.

Interventions range from simply giving reassurance, to providing advanced treatment in patients' homes, such as pre-hospital IV fluids and antibiotics, wound closure, the use of mobile diagnostic ultrasound and point of care blood testing. We work closely with colleagues in the NHS and when appropriate can direct patients to alternative community pathways such as urgent care response and palliative care specialist teams.

Although not part of the commissioned service, CEMS is pleased to support EMAS (East Midlands Ambulance Services) in responding to category 1 incidents such as cardiac arrests, life threatening medical emergencies and serious trauma, with practitioners providing interventions to their skill level.

As we expand both the geographical reach and clinical scope of the service there is a need to recruit new team members. This role is unique in the UK and provides an opportunity for healthcare professionals with suitable experience, aptitude, and a desire to build skills and experience in pre-hospital community emergency care to contribute and learn in a supportive, dynamic, multi-professional team environment.

EMPLOYMENT DETAILS

Job Title:	CEMS ACP (Advanced Clinical Practitioner).
Locations:	LIVES HQ, Units 5-8 Birch Court, Spratt Close, Boston Road Industrial Estate, Horncastle, LN9 6SB. You will be required to work at a range of locations within Lincolnshire to suit operational needs.
Working Pattern:	Full-time 4 x 10 hours shifts per week. Part-time and flexible working arrangements are encouraged. Weekend, Bank holiday and unsocial working hours will be required on a pro-rata basis, however there is no requirement to work overnight shifts. The service runs across all days of the week, 365 days a year.
Responsible to:	Ian Haresign and Adrian Dawson, Clinical Directors of the Community Emergency Medicine Services.
Responsive to:	CEMS Leadership Team, CEMS Clinical Team, LIVES HQ Leadership Team
Interacts with:	East Midlands Ambulance Service (EMAS) clinicians and managers, NHS primary and secondary care colleagues, social care sector,

emergency services, LIVES employed and volunteer colleagues wider health and social care community colleagues.

Line Management: This role has no direct line-management responsibilities. However, as an experienced ACP, you will be expected to support clinical colleagues either in person, or via remote telephone or video consultation.

Indemnity: CNST (Clinical Negligence Scheme for Trusts) also known as “Crown Indemnity” is provided for this post, although in keeping with standard practice for health professionals, all CEMS clinicians are encouraged to hold personal medical indemnity insurance in addition.

Responsibilities of the role

As one of our CEMS ACPs, you will be responsible for triaging, assessing, investigating and treating patients with illness and injuries across the whole spectrum of acuity and age. You will be dispatched to jobs in our modern fleet of blue-light response vehicles equipped with the latest ultrasound and point of care technology. Working in conjunction with a colleague, and supported by the senior clinical leadership team, you will manage a high percentage of our patients in the community by delivering care beyond the scope of the typical ambulance, primary care or urgent care provider.

CEMS ACP's will be encouraged to utilise and develop pathways into primary and secondary care services, and take ownership for aspects of the service according to service need. You will be given ample opportunities to develop additional clinical skills and extend your scope of practice. Where patients need to be referred into other parts of the NHS, we aim to direct patients to the right speciality first time and enhance their pre-hospital management by the interventions we perform.

To undertake this role, you will be an experienced NMC/HPC Registered Health Professional with demonstrable suitable experience relevant to the role, and will have no restrictions on your practice within the UK. You will have achieved the full Level 7 Masters in Advanced Clinical Practice, and completed training as a registered independent prescriber. You will also meet the HEE criteria for advanced practice and be able to demonstrate your currency across the four pillars; clinical practice, education, leadership/management and research. You will have extensive experience in one or more of the following areas; primary care and general practice, urgent care, emergency medicine, acute medicine or pre-hospital emergency care. Experience in other relevant clinical subspecialities and palliative care is desirable, as is experience in delivering training in pre-hospital care and resuscitation. We fully appreciate it is rare for health professionals to have a full portfolio of experience relevant to CEMS, therefore for the right applicants, we will support and encourage your development in clinical skills and experience through inhouse training, clinical mentorship and courses as required. As one of our CEMS ACPs, you must be able to demonstrate you are comfortable working as an equal in the multi-disciplinary team show confidence in decision making across organisation and service boundaries and that you understand, and are to apply the principles of effective crew-resource management (CRM).

MAIN DUTIES & RESPONSIBILITIES

Pre-Operational Training

- Undertake a LIVES corporate induction.
- Complete a CEMS ACP induction, by multiple methods including a training needs analysis, mentored shifts, APEL (accreditation of prior experiential learning), clinical simulations, case based discussions and sign off competency package.
- Complete or demonstrate evidence of mandatory training elements including resuscitation of the adult, child and neonate.
- If necessary, undergo training in the use of SystmOne and CEMS IT Systems.

Clinical Practice / Operational Response

- Uses highly developed clinical knowledge and experience to independently triage, assess, investigate, diagnose, plan, implement and evaluate treatments and interventions for patients presenting to the CEMS service with complex undifferentiated or undefined presentations across all ages.
- Undertake physical examination as indicated by the patient's condition; autonomously analysing complex clinical signs and investigate results to consider a differential diagnosis, and diagnose illness and injury of varying acuity.
- Undertake complex decision making taking into account comorbidities, risk factors, likely hospital outcomes and prognostic outcomes based on robust training and experience.
- Analyses multiple sources of data including patient history, physical examination and investigation findings when making diagnoses, clinical judgements and evaluating the care being provided; presenting information succinctly and accurately to other health professionals.
- Independently perform clinical duties in accordance with the organisations Standard Operating Procedures and Clinical Guidelines, recognising own limitations and individual scope of practice.
- Respond by road as part of a two-person clinical team to patients who have been identified as being suitable for a CEMS response by either the senior CEMS Clinician in ambulance control or EMAS LIVES Dispatchers.
- Provide senior advice to pre-hospital care teams at complex incidents, demonstrating the ability to organise, manage and lead the scene until more senior medical assistance arrives to take over. Duties may include organising and managing patients, bystanders or liaising with other emergency services e.g., Fire and Rescue, Police and Coastguard.
- Provide telephone, video consultation and on-scene support to other healthcare professionals e.g., ambulance crews requesting medical advice and assistance from CEMS.
- Dynamically risk assess incident scenes e.g., road traffic collisions, industrial settings etc., and identify environmental and clinical risks to patients, self and colleagues, escalating concerns to relevant agencies and taking action to minimise risks wherever possible.
- Able to work in remote, challenging, isolated and unpredictable un-risk assessed settings.
- Encourage patient's, relatives and carers to exercise choice over health care delivery and treatment options in accordance with the patients' own wishes. Providing relevant information to enable individuals to make informed choices in line with national guidelines.

- Perform invasive clinical procedures appropriate to the history and physical examination of the patient, including investigations and treatments requiring highly developed skills and precision e.g., cannulation, venepuncture, peripheral arterial blood gas sampling, urinary and intraosseous access (this is not an exhaustive list).
- Ability to perform and interpret 12 lead electrocardiograms, interpret point of care blood tests and blood gas results in the context of managing patient care.
- Ability to deliver emergency patient stabilisation and resuscitation to patients of all ages requiring manual defibrillation, DC cardioversion, transcutaneous pacing and ALS drug therapies. This includes needle thoracentesis and surgical thoracostomies for traumatic cardiac arrest according to individual scope of practice and training.
- Ability to manage a patient's airway using manual techniques and the use of adjuncts, including; head tilt/chin lift, jaw thrust, nasopharyngeal airways, oropharyngeal airways, i-gels, suction, oxygen administration and advanced techniques e.g., endotracheal intubation, needle cricothyroidotomy and front of neck surgical airway according to scope of practice and training.
- Ability to recognise and manage medical complexity and uncertainty.
- Ability to undertake detailed wound assessment, cleansing and advanced wound closure using local anaesthesia, suturing and digital nerve blocks.
- Able to accurately diagnose and manage a range of medical emergencies using CEMS Clinical Practice Guidelines, including; cardiac chest pain, acute breathlessness, heart failure, cardiac dysrhythmias, respiratory failure, life threatening electrolyte disturbances, acute sepsis, life threatening asthma, status epilepticus and seizures, anaphylaxis, diabetic and endocrine emergencies, acute neurological events.
- Train and achieve competency in point of care ultrasound scanning to support diagnosis and treatment planning in the pre-hospital setting, including ultrasound guided difficult intravenous access.
- Able to accurately recognise and manage a range of undifferentiated traumatic injuries, including soft tissue injuries, joint dislocations, fractures, spinal injuries, head injuries, severe epistaxis, haemorrhage, traumatic wounds requiring exploration and closure under local anaesthesia, abscesses requiring incision and drainage.
- Recognise indications for hospital investigations e.g., CT, MRI and specialist blood tests that cannot be undertaken in the community, and refer where appropriate.
- Independently prescribe, review, adjust and administer medicines by all routes in accordance to individual scope of practice and independent prescribing procedures. This includes the prescription, administration and documentation of Controlled Drugs, either independently or alongside colleagues.
- Integrates both pharmacological and non-pharmacological treatment in patient care management approaches.
- Ability to assess and manage pain appropriately, including administration of advanced analgesia and sedation, e.g., Ketamine, Fentanyl and Midazolam according to individual scope of practice and training.
- Respond to major incidents as part of the pre-agreed major incident plans alongside other partner agencies.
- Liaise with ambulance control, relevant hospitals, community services and EMAS colleagues as required throughout the shift.
- Liaise with other emergency services or partner agencies on scene, and participate in, and lead a hot debrief where necessary.
- Act within own scope of practice and authority at all times, recognise own limitations and when to call for senior support and advice.
- Communicate effectively, demonstrating compassion and re-assurance, particularly when dealing with people who may have difficulty understanding e.g., children, people with learning disabilities, cognitive or mental impairment, and demonstrate ability to adapt and overcome barriers using interpersonal communication skills.
- Demonstrate knowledge and application of the Mental Capacity Act and patient consent in accordance with Standard Operating Procedures.

- Ability to provide a full palliative care service, including a ReSPECT discussion, and undertake a comprehensive palliative care assessment, prescribe pre-emptive medicines in line with Standard Operating Procedures and refer to other agencies. Supports patients, carers and colleagues during emotive and distressing situations e.g., breaking bad news or dealing with challenging presentations.
- Input data into clinical and administrative databases and systems.
- Support falls response team members by undertaking risk assessments and providing safe and effective on-scene discharge, either in person or via remote means.
- Demonstrate awareness of safeguarding issues, and where appropriate report and document any concerns in accordance with organisational Standard Operating Procedures.
- Complete timely, accurate, contemporaneous clinical records and documentation in accordance with Caldicott principles, current legislation, information governance and regulatory frameworks.
- Carry out manual handling of patients in emergency situations following a dynamic risk assessment, and utilising ambulance moving and handling equipment as necessary.
- Undergo training and induction to enable participation into the Emergency Operations Centre (EOC) senior CEMS Clinician rota, where you will allocate, dispatch and support the medical and falls teams on duty and provide direct patient triage and crew support according to your scope of practice.
- Daily, weekly and monthly checks of equipment, drugs and monitoring equipment in accordance with agreed team checklists and Standard Operating Procedures.
- General care and cleaning of personal protective equipment used during clinical duties.
- Maintain appropriate standards of cleanliness of vehicles, medical, monitoring and communications equipment to ensure it is fit for purpose.
- Maintain accurate records of stock, consumables and drugs, reporting any inaccuracies to the Logistics Department or CEMS Leadership Team.

Driving and Vehicle Checks

- Conduct vehicle checks in line with CEMS Standard Operating Procedures, ensuring the vehicle is re-fuelled, re-stocked and operationally ready to respond.
- Conduct vehicle and equipment inspections at the start and end of clinical shifts, ensuring all defects, accidental damage or loss is reported in accordance to CEMS Standard Operating Procedures and the inspection is logged.

Education, Development and Research

- Takes responsibility for their own learning and performance, including the participation in clinical supervision, reasonable self-directed learning activities and maintaining an awareness of relevant research evidence.
- Responsible for compliance with statutory and mandatory training.
- Responsible for maintaining registration with your professional body and meeting all criteria for continued professional practice.
- Develops and supports health promotion and education in conjunction with other health and social care professionals in order to deliver patient focused care.
- Acts as a constant source of clinical and theoretical knowledge for all grades and disciplines of health professional, as well as patients and their carer's, providing support and clinical advice in specialist areas, based on scope of practice and evidence based research.

- Possess proficient typing, IT, and computer skills. Uses audio-visual equipment to record and impart information and research. Prepare and deliver presentations and participate in workshops on a local, regional and national level, to maintain currency and share learning.
- Works with the wider multi-disciplinary team to further develop appropriate clinical pathways and referral routes, disseminating own learning the good practice to the team.
- Designs, coordinates and undertakes collaborative audit, research and development into CEMS model of providing community based emergency care.
- Plans, delivers, supports, implements and supervises programmes of education and training for trainee ACPs, nurses, paramedics, medical technicians and other disciplines attached to the CEMS service.
- Supports the CEMS Leadership Team with research and audit activities.
- Identifies developmental opportunities within CEMS and engages in activities leading to personal and professional growth e.g., reflective practice.
- Support and assist in the recruitment, selection, training and mentorship of new team members and trainee's.
- Maintain a personal logbook/portfolio of clinical and operational activities.
- Engage in the CEMS appraisal process.
- Supports colleagues development in order to maximise potential, encourage everyone to learn from each other and optimise learning opportunities.

Management, Leadership and Clinical Governance

- Works in partnership with the CEMS Leadership Team to drive forward the service and implement change.
- Acts as a professional role model at all times.
- Acknowledges, challenges and manages conflict positively.
- Act as Duty Senior Clinician as requested by the CEMS Leadership Team following appropriate competency sign off and operational experience.
- Highlights and addresses areas of witnessed poor practice or near misses, either internally or externally to the CEMS service, and manages the situation appropriately.
- Appropriately and timely cooperates with NHS, CEMS and other organisations related to investigations of incidents in line with Standard Operating Procedures.
- Regular attendance at CEMS governance meetings where they do not interfere with clinical duties, designated pre or post shift rest periods or pre-arranged annual leave. Minimum attendance of 2 per year.
- Actively contribute and lead service development plans within CEMS.
- Possesses excellent time management and personal organisation skills.
- Develops and contributes to local guidelines, interpreting and adapting national protocols and standards to enhance patient care and safety within Lincolnshire.
- Maintains awareness of budgetary constraints within the CEMS service, manages resources appropriately and encourages other to act responsibly.
- Participates in clinical trials and audit activities, taking the lead where requested.
- Participates in the evaluation and selection of medical equipment and medicines.
- Maintain high professional standards of care and service, treating everyone with dignity and respect whilst appreciating differing opinions and promoting anti-discriminatory practice.
- Take reasonable care and attention when handling and using medical equipment and medicines, and report any defects or damage in accordance with Standard Operating Procedures.
- Ensure any near misses, operational incidents (actual or potential) are recorded and reported in accordance with LIVES CEMS Standard Operating Procedures.

- Identify and take action when other people's behaviour undermines equality and diversity.
- Take responsibility for own health and wellbeing, to ensure you are able to perform your clinical role in a safe, effective and professional manner, whilst recognising any ongoing care of physical and mental wellbeing needs.
- Maintain high standards of care and service, treating everyone with dignity and respect whilst promoting patient choice and non-discriminatory practice.

Infection Prevention and Control

- IPC (Infection Prevention and Control) is recognised as everyone's responsibility with CEMS and LIVES. All team members are required to make every effort to maintain high standards of infection control in accordance with LIVES Standard Operating Procedures and the Health and Social Care Act (2008).
- In accordance with the latest IPC guidelines and LIVES recommendations you will be required to wear the appropriate level of PPE suitable for the task or clinical activity being undertaken, and report any defects or reasons why this cannot be achieved.

Health and Safety

- Health and Safety is everyone's responsibility within CEMS and LIVES. All team members are required to make every effort to maintain a safe working environment in accordance with LIVES Standard Operating Procedures and the Health and Safety at Work Act (1974).
- It is the responsibility of all team members to promote, monitor and maintain best practice in health, safety and personal security as part of the CEMS team.
- All team members have a duty to take responsibility and protect their own health, safety and wellbeing to ensure they are able to perform their role in a safe, effective and professional manner. They must also recognise any ongoing physical or mental wellbeing needs and seek necessary support.

Fundraising and Public Relations

- All CEMS team members, as members of LIVES may be required to participate in public relations activities on behalf of the charity. These activities may include representing LIVES at functions such as cheque presentations, undertaking speaking engagements, and delivery of presentations to groups of people interested in supporting the charity.
- Represent LIVES and CEMS by acting professionally at all times and complying with LIVES communications policy.

Confidentiality, Data Protection, Communication and Documentation

- All team members must maintain the confidentiality of information about patients, staff and other health service business in accordance with Standard Operating Procedures and the Data Protection Act (1998). Understand occasions where a breach is justified.
- Ability to create a trusting partnership with patients, carers and family in order to sensitively and tactfully communicate and explain complex medical issues e.g., new diagnosis and end-of-life decision making, and agree a management plan.

- All team members must not, without prior permission, disclose any information regarding patients or staff unless directly required to do so in the pursuit of emergency care and in accordance with Standard Operating Procedures.
- Communicates clearly and effectively with colleagues, including receiving or giving complex information through verbal and written communication.
- Utilises and demonstrates well developed interpersonal skills, particularly important when discussing sensitive or distressing information or issues relating to consent.
- Demonstrates compassion and reassurance, particularly to people who may have difficulties understanding e.g., children, people with learning difficulties or those with cognitive or mental impairment, and adapt communication strategies to improve understanding and remove barriers.
- Responsible for writing detailed, accurate, contemporaneous medical records.
- Ability to confidently perform hospital pre-alert calls to receiving hospitals.
- Where an individual has communicated any such information to an unauthorised person that individual team member could be liable for disciplinary action which could result in dismissal from the organisation. In addition, the Data Protection Act (1998) also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Success in the Role

- Continued appointment to your role within CEMS is subject to the completion of annual performance reviews and specific milestones in relation the following aspects;
- Completion of all pre-operational training and sign off within a timeframe agreed at appointment, usually 3-6 months.
- Completion of a log book/portfolio of skills or experience required to support progress to sign off, as required by the CEMS Leadership Team.
- Completion of any additional training modules or elements reasonably required by the CEMS Leadership Team to facilitate continued safe and effective practice.
- Adherence to occupational health guidelines at all times.
- Ability to work on own initiative, safely, consistently and independently and within a team.

Personal Specification for CEMS ACP

Registration and Eligibility	Essential	Desirable
Registered with NMC, HCPC or professional regulatory body, including a license to practice with no restrictions.	√	
Enhanced DBS clearance.	√	
Eligible to work in the UK.	√	
Full UK driving license and level of health to DVLA standards (maximum 6 points).	√	

Qualifications	Essential	Desirable
MSc in Advanced Clinical Practice or equivalent.	√	
Registered Independent Prescriber (V300) award	√	
Successful completion of resuscitation training at Intermediate standard across adults, paediatrics and neonates.	√	
BSc degree level education on one or more speciality areas		√
Higher qualification in pre-hospital emergency medicine e.g., Diploma in Immediate Medical Care, Diploma in Urgent Medical Care, Diploma in Retrieval Transfer Medicine, Fellowship in Immediate Medical Care.		√
Emergency driving qualification.		√
Advanced Life Support Provider qualifications across adult, paediatric and neonates.		√
Pre-hospital trauma management qualification.		√

Experience, Knowledge and Skills	Essential	Desirable
5 years post-registration clinical experience.	√	
Recent experience in independently managing undifferentiated acute presentations of all ages.	√	
Significant experience in at least one of the following settings; the community, emergency medicine, acute medicine urgent care or pre-hospital emergency care.	√	
Acute paediatrics		√
Provision of palliative care.		√
Clinical Skills; venepuncture, cannulation, catheterisation.	√	
Experience of wound closure e.g., suturing, stapling, steri-strips.	√	
Evidence of career progression and continuous professional development.	√	
Significant experience in a senior role, working independently and collaboratively within the multi-disciplinary team and across organisational boundaries.	√	
SystemOne user.		√
Experience of teaching/instructing on resuscitation, trauma care or emergency care courses.	√	
Post graduate PHEM / critical care / anaesthetic experience.		√
Knowledge of clinical governance systems.	√	
Good IT skills, including use of Office 365.	√	
Ability to demonstrate management of complexity.	√	
Local knowledge of health care systems and geographical area.		√

Ability to communicate effectively, using verbal and written methods to collect, convey or record highly complex, contentious and sensitive information.	√	
Physical Requirements	Essential	Desirable
Occupational health clearance, including general health, eye sight and hearing checks.	√	
Fit to perform pre-hospital care work, e.g., carrying medical back-back and monitoring equipment short-distances, emergency response driving and manual handling of patients in emergency situations.	√	

Personal Attributes	Essential	Desirable
Excellent written and verbal interpersonal communication skills.	√	
Ability to work as part of a team.	√	
Ability to lead a team.		
Ability to work in unpredictable pre-hospital settings.	√	
Ability to remain calm under pressure and during emotive situations.	√	
Demonstrates tact and diplomacy.	√	
Ability to develop effective working relationships with colleagues, patients and the public.	√	
Adaptable and flexible approach to work.	√	
Punctuality.	√	
Acts with honesty, integrity and professionalism.	√	
Caring attitude.	√	
Ability to self-motivate and motivate others.	√	
Promotes anti-discriminatory practice and equality and diversity.	√	
Desire for career progression towards higher qualifications in pre-hospital emergency medicine.		√

**This job description should be regarded as a guide to the current duties required of the postholder, and is not definitive or restrictive in anyway. The duties of this post may vary in response to changing circumstances and according to training and operational need. See Scope of Practice document to identify the range and type of procedures within the Doctor/ACP scope depending on their experience and seniority.*

**The Clinical Directors of CEMS are currently undertaking a strategic and operational review involving all aspects of CEMS service and operations, again this may influence aspects detailed in this job description.*

(August 2022)