

## Person Specification/Interview Score Sheet

**Job Title:** Trainee Emergency Care Advanced Clinical Practitioner B7- B8     **Accountable to:** Nurse Consultant

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<p>NMC 1st Level Registered Nurse <b>or</b>                      HCPC Registered Paramedic/ Physiotherapist                      Completed or working towards-Masters in Advanced Clinical Practice or PGDip as a minimum must include:</p> <ol style="list-style-type: none"> <li>1. History taking and physical assessment</li> <li>2. Pharmacology</li> <li>3. Clinical decision making and diagnostics</li> </ol> <p>Completed or working towards- Independent Prescriber                      IRMER Regulation trained                      Teaching / assessing qualification                      Evidence of Continuing Professional Development                      ALS                      ETC/ ATLS (as a full candidate not observer)                      Paediatric Basic Life Support</p>	<p>EPALS                      GIC</p>			
Experience	<p>Significant experience in ED at band 6/7                      Currently working in a Practitioner position                      Experience of working in multidisciplinary teams within an acute health care setting.                      Evidence of contribution to audit programmes within practice                      Evidence of involvement in direct supervision and leadership in teaching and mentoring of junior staff and students                      Evidence of ability to look after patients with a wide range of pathologies.                      Provide safe and effective immediate care for the critically ill</p>	<p>Evidence of implementing change in clinical practice                      Relevant teaching/supervising/mentoring experience                      Managerial responsibilities, including supervision and appraisal of junior staff, in all professional groups                      Evidence of relevant involvement in meeting the Trust clinical governance objectives                      5 Years Post registration experience with a minimum of 3 years emergency care experience</p>			

<b>Technical Skills Competencies</b>	<p>Advanced Clinical Practice Skills          Demonstrable clinical competence in a range of clinical skills and competences associated with the role requirements of the speciality          Highly developed communication, influencing and negotiating skills          High standard of documentation and record keeping skills          Ability to prioritise and meet deadlines          Able to use initiative and make decisions supported by agreed standards          Demonstrable effective time management and work organisation skills within autonomous practice to prioritise tasks and duties required to undertake the role consistently</p>	<p>Ability to coordinated services and liaise with multidisciplinary services at a senior level using excellent interpersonal skills</p> <p>Ability to use appropriate assertiveness when required</p>			
<b>Knowledge</b>	<p>Sound understanding of evidence-based practice and its application          Understanding of the Trust's objectives and priorities and the ability to work across operational boundaries          Knowledge of research/audit processes and application          Good knowledge of professional priorities          An ability to ensure that clinical governance is embedded in practice</p>	<p>Knowledge of the national and local NHS healthcare agenda and its implications</p>			
<b>Interpersonal skills</b>	<p>Ability to work well under pressure          Ability to work within a multidisciplinary team using excellent interpersonal skills          Evidence of ability to critique own practice</p>				
<b>Other requirements specific to the role</b>					

Personal Attributes	Reliable, punctual , professional attitude and presentation including personal dress Ability to manage time and workload effectively and to work in a high-pressure environment				
Language Requirement	Be able to speak English as necessary to undertake the role				
		<b>Total Score</b>			

<b>Scoring Key:</b>	
<b>1</b>	Does not meet criteria
<b>2</b>	Below requirement (serious shortcomings)
<b>3</b>	Acceptable level of competence (some shortcomings in performance)
<b>4</b>	Acceptable level of competence (quality evidence provided)
<b>5</b>	Exceptional standard

<b>*HI – How Identified</b>	
<b>A</b>	Application form
<b>I</b>	Interview
<b>T</b>	Test
<b>P</b>	Presentation