

Person Specification/Interview Score Sheet

Job Title: Emergency Care Advanced Clinical Practitioner B8

Accountable to: Nurse Consultant

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<p>NMC 1st Level Registered Nurse or HCPC Registered Paramedic/ Physiotherapist Masters in Advanced Clinical Practice or PGDip as a minimum must include:</p> <ol style="list-style-type: none"> 1. History taking and physical assessment 2. Pharmacology 3. Clinical decision making and diagnostics <p>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 Level 1 core USS</p>			

<p>Experience</p>	<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 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 5 Years Post registration experience with a minimum of 3 years emergency care experience</p>	<p>Evidence of relevant involvement in meeting the Trust clinical governance objectives</p>			
<p>Technical Skills Competencies</p>	<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 Ability to coordinated services and liaise with multidisciplinary services at a senior level using excellent interpersonal skills Ability to use appropriate assertiveness when required</p>				

Knowledge	<p>Sound understanding of evidence-based practice and its application</p> <p>Understanding of the Trust's objectives and priorities and the ability to work across operational boundaries</p> <p>Knowledge of research/audit processes and application</p> <p>Good knowledge of professional priorities</p> <p>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>				
Interpersonal skills	<p>Ability to work well under pressure</p> <p>Ability to work within a multidisciplinary team using excellent interpersonal skills</p> <p>Evidence of ability to critique own practice</p>				
Other requirements specific to the role					
Personal Attributes	<p>Reliable, punctual, professional attitude and presentation including personal dress</p> <p>Ability to manage time and workload effectively and to work in a high-pressure environment</p>				
Language Requirement	Be able to speak English as necessary to undertake the role				
		Total Score			

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

*HI – How Identified	
A	Application form
I	Interview
T	Test
P	Presentation

