



New Workforce Models – Keeping You Informed Edition 5

Your Guide to **SWeET** **S**trategic **W**orkforce **E**ducation and **T**raining

This edition of the 'Keeping You Informed' bulletin concentrates on the **Advanced Clinical Practitioner (ACP)** role, a new position designed to support **Junior Doctors** and introduced you to our **ACP trainees**.

The Advanced Clinical Practitioner Role – Gail Collins, Medical Director



"It's great to see a number of new, supportive roles being introduced to the Trust that will help to take the pressure off our clinical teams. One of those roles is the Advanced Clinical Practitioner which, in time, will help to strengthen the capacity of work carried out by our team of Junior Doctors.

"I say 'in time' because the training for this particular role is up to four years so we are investing into the nine members of the ACP team as a long term solution. We expect it to mean that Junior Doctors are released to carry out the tasks that only Junior Doctors are qualified to do when their numbers are reduced in the future. This is an example of forward planning which we hope will stand us in good stead.

"These individuals will be able to provide help with prescribing, taking a medical history from patients, examining them and contributing to the diagnostic process so this is a highly specialised role. It will help to strengthen our medical teams in the same way that the Nursing Associate role will help to support and strengthen the nursing teams. It's about freeing up the time for our Junior Doctors to prioritise spending their time on the

activities that are most important for patients .

"This briefing will introduce you to our budding ACPs, all of whom already have a great deal of clinical experience and knowledge which they can call upon to underpin this role. They will aim to specialise in a particular area, building on that knowledge and applying what they will learn over the next four years in clinical practice. It's an exciting opportunity for the trainees and for this Trust to be at the forefront of innovative roles such as this one."

hello my name is... **Conrad Foster**, a lot of you will know me through my various nursing and education roles within the Trust over the last 19 years. Having spent some time recently in management as a Senior Matron, I decided that I wanted to change career path to a more clinical role and also to challenge myself academically.

The Advanced Clinical Practitioner is perfect in both respects as it allows me to build on the knowledge and skills I have developed and put them into practice delivering bedside care. I will eventually be part of the team in Critical Care and am looking forward to help shape the way we deliver health care in the future, here at CRH.





hello my name is. **Keelie Stock** and I am a trainee ACP for Stroke. I am a  Nurse by profession and have worked on Eastwood stroke unit for the last seven years, first as a staff nurse and then as a sister for the last four years.

During the last year I developed an interest in advanced practice after completing a course in Advanced Physical Assessment and consultation skills. I finally made the decision to move to advanced practice, as it enables me to advance my career whilst continuing to work clinically which is what I enjoy.

hello my name is. **James Watson**. I am a trainee ACP for ITU/HDU and  surgery. A Physiotherapist by profession I've been qualified for 14 years, working within a variety of different roles and covering specialities including respiratory care and community rehabilitation.

I have been involved in Manual handling teaching, clinical education and Chartered Society of Physiotherapy union representation, also completing a Masters degree in Rehabilitation at St George's University of London in 2015.

I am a passionate advocate of Allied Health Professionals being part of new initiatives and emerging areas, which drew me to this opportunity at Chesterfield Royal Hospital.



hello my name is. **Claire Sykes**. I am a trainee (ACP) for the Emergency Department. A nurse by profession, I've been qualified for more than 14 years. During this time I have worked in a number of roles; as a Staff Nurse in vascular surgery and ED and then as a Sister within ED.

Most recently I worked at a different trust for 18 months, where I had the opportunity to gain managerial experience as a Duty Nurse Manager. I have always had an interest in advanced practice within Emergency care, and last year I completed a MSc degree in Advanced Nursing Practice. Working clinically with patients is what I enjoy the most and this role enables me to advance my career and stay at the patient bedside.

hello my name is. **Kerry Sharp** and I am a trainee ACP for critical care. A  nurse by background, I have been qualified for 15 years, spending my career working in critical care. I worked at the Northern General Hospital for 11 years, working in both General ITU and Cardiac ITU. I have been at Chesterfield for just over four years as a Sister in ITU/HDU and for the past two years as a clinical educator in ITU/HDU, successfully gaining my nurse teacher qualification.

Studying to be an ACP and working at an advanced level allows me to use my nursing skills clinically and advancing my career whilst staying in contact with patients.



hello my name is.. **Keith Roberts** and I am a trainee ACP for the Emergency Department. I am a paramedic by profession and qualified 13 years, having been in the Ambulance Service for 16 years. I have worked in a number of roles there including management, clinical education and remote clinical advice, most recently as a trainee ACP on the Derby hospital program in Specialist Medicine.

I have developed an interest in advanced practice and completed a course in advanced emergency care recently. Working clinically with patients and instigating investigations and treatments is what I enjoy the most. This new role enables me to advance my clinical career, my knowledge and skills base.



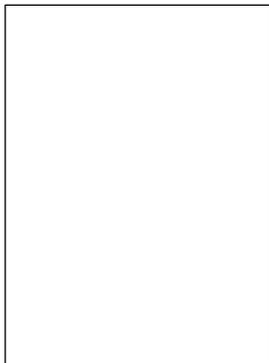
hello my name is **Simon Pannell**. I am a Trainee ACP for acute medicine, qualified for 6 years. I have worked mainly in emergency and acute medicine, most recently as a Hospital at Night Coordinator for NUH Trust. I worked autonomously providing outreach and clinical support for the nurses throughout the Trust and coordinated the care provided by both medical and surgical doctors out of hours.

My previous role had both managerial and clinical responsibilities, I love being with my patients and the clinical aspects of my work as a practitioner. I have always seen the ACP role as my career goal, as I can continue to focus mainly on the front line.

hello my name is... **Grant Whiteside** and I am a trainee ACP for the Emergency Department. I am a Paramedic by profession and have worked in a number of areas within the Ambulance Service, industry and voluntary sector, most recently, 5 years as a Hazardous area Response Team Paramedic / Team Leader working in CBRN and Specialist Rescue.



I have a passion for emergency care, and when I am not at work can often be found working as a Mountain/Cave Rescue Volunteer either in the UK or Germany. The trainee ACP role allows me to extend my clinical knowledge and skills without losing the patient contact that has driven my career so far.



hello my name is.. **Sam Ploughman**. I am a trainee ACP for Care of the Elderly medicine. A nurse by profession I've been qualified for 11 years. During this time I have worked within a variety of different roles firstly as a ITU nurse in Leicester before moving to Chesterfield and working within the medical division.

My most recent post was as Matron for Elizabeth ward (Transitional Care) during this time I completed my nurse prescribing module which gave me a taste for an advanced practice role which I am now undertaking. Following on from nurse management I am enjoying being back on the ward and being more actively involved in direct patient care.

Professor Jim Crossley – ACP Programme Lead

“We have nine remarkable individuals who have the potential to be a valuable resource for this Trust. If we get their three years of training right, there is no reason why these trainees, most of whom have at least ten years post-registration experience, won't be able to do the work of a tier one or two doctor immediately following the completion of their training. With another three or four years' experience they may be able to competently carry out the duties of a tier three doctor, that's the equivalent of a senior trainee doctor. That's in addition to the distinctive skills and experiences they bring with their native professional backgrounds.



“The consultants they will be working with have welcomed the trainees into the medical teams wholeheartedly. I believe most clinicians in the organisation are ready for change. The Trust now has a decision to make and that is whether to use these individuals, once trained, to fill medical posts as they currently exist, or whether to redesign the flow of clinical work to do the same work in a different way. We have an exciting opportunity to make a real difference and I'm delighted to be a part of it.”

For more information contact:

Jeremy Windsor, Raj Ullegardi, Nick Spittle, Mansur Reza, David Prosser, Cannan Palaniappan, James Hankinson, Richard Genever, Pauline Fraser, James Crossley, Bill Bailey, Ali Fazal.