

New Workforce Models – Keeping You Informed Edition 12

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

This edition of the 'Keeping You Informed' bulletin revisits the role of the Advanced Clinical Practitioner as we welcome and introduce you to the second cohort.

Professor Jim Crossley – Consultant Clinical Educator



"The new NHS needs a new workforce. Services are changing, patients are changing - so must we. Look back 20 years and many of the old dividing lines between traditional roles have already disappeared. Trusts that are not ready to transform their workforces are finding recruitment increasingly difficult.

"The Royal is situated within the second wave of workforce transformation - avoiding the very high risks associated with complete innovation, but aiming to be flexible enough to benefit early from those innovations that work. At the end of 2016 we

recruited our first cohort of trainee Advanced Clinical Practitioners (tACPs). Nine successful applicants for posts in EMU, ED, Stroke, Critical Care, Surgical Services and Care of the Elderly started a three-year training cooperation between the Trust and Derby University. ACPs are generally highly experienced clinicians from nursing, paramedical or therapy backgrounds who re-train to fully assess and treat patients as part of the medical team.

"Their journey is a big investment for the Trust because we understand that we need to take them out of the work they are comfortable with, to learn skills that are new to them. It is also a big journey for the tACPs who have to find their way into new ways of working and a whole new identity. The first cohort have also had to be pioneers, helping to shape their own place in the Trust. You might have seen them in their maroon uniforms letting people know who they are and what they do.

"Networking with other trusts around the region and the country, we are confident that we are getting the training pathway right so far. We can see that it needs to evolve as the trainees become more experienced so that they learn increasingly by participation. As a Trust we still have work to do crystallising their roles after qualification. They're likely to work differently in each service - some joining medical rotas and some working in ways that we haven't yet invented. We hope to make the most of their new skills *and* their native skills so that none of their experience is wasted.

As we welcome our second cohort, we want to ask all of you to join us in two ways:

- Embrace the trainees - support them and push them so that they are always developing but never completely out of their depth.
- Imagine their future roles - work with us and them to help crystallise the contribution that they will make to patient care in 2019 and beyond."



hello my name is. **Karen Campbell** and I'm a trainee ACP in Critical Care.  A nurse by profession I have, over many years, worked in different specialities including, more recently, governance. Prior to that I worked in the Operating Theatre department at senior levels as a Sister and then as Matron.

I look forward to this change of career direction, to the challenges of the ACP role which will allow me to challenge myself, extend my knowledge, skills and abilities in the clinical area, keeping the focus firmly on the patient.

hello my name is. **Natalie Minskip** and I'm in the second cohort of trainee  Advanced Clinical Practitioners at the Trust. I've worked here for 18 years and have been fortunate enough to experience a few different nursing roles across the Trust from Staff Nurse to Matron.

My most recent post has been as a Sister in Critical Care and for the last four years as Sister on the High Dependency Unit which has helped me to achieve some of the skills needed in preparation for my new role. I'm looking forward to working in new areas with experienced staff, and learning more about my patients' condition, gaining the skills needed to be able to diagnose and treat them more effectively.



hello my name is. **Louise Burton** and I am a trainee ACP for the  Emergency Management Unit (EMU) and the Clinical Decisions Unit (CDU). I am a nurse by profession and have worked at Chesterfield Royal Hospital since I qualified as a nurse in 2009. I initially worked on EMU/CDU, spending five years in those areas and have spent the last three years working with the Older Persons Team.

Training to become an ACP will allow me to further my career whilst remaining clinical and having direct patient contact. I cannot wait to get started!



Claire Sykes – Advanced Clinical Practitioner



I finished my course and officially started in my role as an ACP in November 2016. I've thoroughly enjoyed it so far. I've rotated through Medicine, currently work in Emergency Care and will be rotating to Care of the Elderly on Ashover Ward in early 2018. We also carry out speciality placements each week and, as an individual, I can't begin to describe what we've learnt in this last year.

At the moment our time is split equally between our placement areas and learning, in the Education Centre having different consultants come and speak to us and one day a week at university. We're just finishing our second module at university, which we'll complete at the end of 2017 and will start to study prescribing in January.

There's been a wealth of knowledge and experience provided to us and I think it's important that people know we've been accepted really well by junior and senior doctors. Because we all rotate round at different times,

all the areas are aware of our role so there are lots of different departments in the Trust that want ACPs now. As you can see we've recruited another three from more than a hundred applications, some of which were from outside the Trust, so it's hugely popular and competitive.

For our new ACPs I would say that they need to remember that they've come with a lot of knowledge, and they're going to be able to expand on that which will be great both for them and this Trust. As part of the Medical team, we work alongside junior and senior doctors and I think our role compliments the wealth of knowledge and experience within the team. We're all practitioners in our own rights, from nurses and physios and, although it was initially difficult for the doctors to understand that we have got experience and previous knowledge of working in the NHS, we've improved on that over this past year and work very well together.

For further information...

Contact Maxine Simmons (extn: 3613)