

Matched Job Report

Job Title	ScotSTAR Advanced Retrieval Practitioner
Job ID	SCO20/MLPR545
Score	523
Band	7
Status	Band Matched
National Profile	Nurse Advanced

Job Statement

Retrieval practitioners (RP) form an integral part of the Scottish Specialist Transport and Retrieval Service (ScotSTAR) and Emergency Medical Retrieval Service (EMRS) clinical team delivering advanced resuscitation, stabilisation and transfer of critically ill patients. The RPs work as part of a consultant led team of two and when appropriate, RPs may lead the care of individual patients and undertake high dependency retrievals autonomously in the role of team leader

1. Communication and relationship skills

National Profile Level: 5(a)

Selected Level: 4

Factor Status: Variation

Score: 32

National Profile Factor Description

****Provide and receive highly complex, sensitive information, barriers to understanding****

Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance

Relevant Job Information

Required to communicate effectively and concisely with other health and emergency service colleagues.

Required to deal with sensitive situations professionally, assertively and tactfully

Required to respect patient confidentiality, religious beliefs and cultural differences and to communicate in emotional circumstances

Speak at national and international conferences following invitations from event organisers

Lecturing on university courses including Glasgow University MSc in critical care

2. Knowledge, training and experience

National Profile Level: 7

Selected Level: 7

Factor Status: Matched

Score: 196

National Profile Factor Description

****Highly developed specialist knowledge, underpinned by theory and experience ** Professional**

knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses to master's level equivalent

Relevant Job Information

Evidence of Degree level education

Teaching experience

Preparation for the Royal College of Surgeons of Edinburgh Diploma in Retrieval and Transfer Medicine and Diploma in Immediate Medical Care is expected

experience in emergency or intensive care (Nurse candidate)

3. Analytical skills

National Profile Level: 4

Selected Level: 4

Factor Status: Matched

Score: 42

National Profile Factor Description

****Complex facts or situations, requiring analysis, interpretation, comparison of a range of options****
Skills for assessing & interpreting specialist acute & other patient conditions, appropriate action

Relevant Job Information

Assess the critically ill secondary retrieval patient and reach a working diagnosis

decisions made will require evaluation of evidence to facilitate choice between different approaches along with interpretation based on professional and clinical judgement

To undertake a history, patient assessment, investigations, diagnosing and formulation of a management plan including prioritisation of interventions in critically ill EMRS cases, usually in conjunction with a Consultant and increasingly on a more autonomous basis

Needs to make judgements from 999 call information regarding tasking critical care teams and air assets to potential major trauma cases

4. Planning and organisation skills

National Profile Level: 3

Selected Level: 3

Factor Status: Matched

Score: 27

National Profile Factor Description

****Plan and organise complex activities, programmes, requiring formulation, adjustment**** Plans specialist nursing service provision, including education & training

Relevant Job Information

Creating an annual plan of rural visits to 24 referring hospitals. Liaising with local clinicians to agree course programmes, equipment, travel, accommodation, venues and course candidates .

Organising EMRS team to deliver training for the 24 courses per year

5. Physical skills

National Profile Level: 3(b)

Selected Level: 3

Factor Status: Matched

Score: 27

National Profile Factor Description

****Highly developed physical skills, accuracy important; manipulation of fine tools, materials**** Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures

Relevant Job Information

• Must have a high level of hand eye co-ordination skills in order to carry out advanced clinical interventions e.g. performing surgical thoracostomies, intubation, arterial line insertion and suturing

6. Responsibility - patient/client care

National Profile Level: 6(a)(c)

Selected Level: 5

Factor Status: Variation

Score: 30

National Profile Factor Description

****Develop specialised programmes of care/ care packages; provide highly specialised advice concerning care**** Assesses, develops & implements specialist nursing care programmes; advice to patients, relatives

Relevant Job Information

Work closely as part of a team with an EMRS consultant in the resuscitation, stabilisation and transfer of critically ill patients.

Offer advice and information to road crews dealing with trauma patients

Radiological interpretation of x-rays

Contribute to EMRS activation decision and rural clinician patient management advice

familiar with paediatric assessment and critical care interventions

To undertake a history, patient assessment, investigations, diagnosing and formulation of a management plan including prioritisation of interventions in critically ill EMRS cases, usually in conjunction with a Consultant and increasingly on a more autonomous basis

7. Responsibility - policy and service

National Profile Level: 3

Selected Level: 3

Factor Status: Matched

Score: 21

National Profile Factor Description

****Propose policy or service changes, impact beyond own area **** Develops protocols for specialist area, impact on other disciplines

Relevant Job Information

RP's must be flexible with regard to likely future service developments. They must be capable of adapting to changing roles and increasing responsibility.

RP's are key stakeholders in the development of EMRS and ScotSTAR. They play active roles in decision-making about service development through regular EMRS meetings and development processes. They also play active roles in the ScotSTAR clinical governance structure and service development committees.

Developing and maintaining safe systems and guidelines for service delivery of all aspects of pre-

hospital care

8. Responsibility - finance and physical

National Profile Level: 1-2(c)(d)

Selected Level: 2

Factor Status: Matched

Score: 12

National Profile Factor Description

****Personal duty of care in relation to equipment, resources/ maintain stock control; authorised signatory, small payments** Personal duty of care/ orders specialist supplies; authorises overtime, agency nurse payments**

Relevant Job Information

Expected to provide recommendations likely to have an effect on both clinical and budgetary elements of EMRS

Maintenance of adequate consumable stocks

9. Responsibility - staff/HR/leadership/training

National Profile Level: 3(c)

Selected Level: 3

Factor Status: Matched

Score: 21

National Profile Factor Description

****Teach/deliver core training, range of subjects** Provides specialist training & education**

Relevant Job Information

Instructing on external courses such as Advanced Life Support and BASICS pre-hospital care courses is expected

Deliver education to rural doctors, nurses and paramedics relating to the assessment and management of critically ill and injured patients during EMRS outreach courses

Training of senior trainee doctors in emergency medicine and anaesthesia about pre-hospital care and safe transfer

Teaching and assessing senior trainee doctors completing specialist training in Pre-hospital Emergency Medicine

10. Responsibility - information resources

National Profile Level: 1

Selected Level: 1

Factor Status: Matched

Score: 4

National Profile Factor Description

****Records personally generated information** Updates patient/client records**

Relevant Job Information

Analyse information and produce detailed reports at the request of senior colleagues including key performance indicator performance audit in conjunction with the service administrator

11. Responsibility - research and development

National Profile Level: 2(a)-3

Selected Level: 2

Factor Status: Matched

Score: 12

National Profile Factor Description

****Regularly undertakes R&D activity / R&D activities as major job requirement**** Undertakes research, leads clinical audit in own area

Relevant Job Information

Lead, develop and promote RP audit and research projects

Write up research and audit findings for submission to peer reviewed journals and academic conferences

12. Freedom to act

National Profile Level: 4

Selected Level: 4

Factor Status: Matched

Score: 32

National Profile Factor Description

****Broad occupational policies**** Accountable for own professional actions, lead specialist for defined area

Relevant Job Information

The role involves work as an autonomous practitioner

Works autonomously making decisions about patients clinical conditions

RPs may lead the care of individual patients and undertake high dependency retrievals autonomously in the role of team leader.

Be involved in independent and multidisciplinary team decisions about patient care including ceiling of care for individual patients

13. Physical effort

National Profile Level: 1-2(d)

Selected Level: 3

Factor Status: Variation

Score: 12

National Profile Factor Description

****Combination of sitting, standing, walking/ occasional moderate effort for several short periods****
Moves, manoeuvres patients

Relevant Job Information

Moving and handling critically ill patients with relevant monitoring, ventilator and infusion pumps between land ambulances and various aircraft. Leading a varying team undertaking these patient transfers.

Carrying heavy equipment packs for long distances, moving at speed. Environments may necessitate climbing high fences, road barriers, ladders, working in overturned vehicles and sometimes in mountainous environments during joint mountain rescue operations

14. Mental effort

National Profile Level: 2(a)

Selected Level: 3

Factor Status: Variation

Score: 12

National Profile Factor Description

****Frequent concentration, work pattern predictable**** Concentration on patient assessments, injections, schedule of visits

Relevant Job Information

Calls are unpredictable in nature and duration. Frequently prolonged missions at unsocial hours. Missions are up to 14 hours in length may finish up to 12 hours after the end of a rostered shift

Responding to emergency calls and situations that require prolonged concentration

15. Emotional effort

National Profile Level: 3(b)

Selected Level: 3

Factor Status: Matched

Score: 18

National Profile Factor Description

****Occasional highly distressing or emotional circumstances**** Imparts news of terminal illness, bereavement

Relevant Job Information

Coping with emotional impact of a high level of exposure to traumatic and distressing incidents. These are particularly distressing when dealt with at the scene of accidents or at the patient's home compared to similar incidents in the in-hospital environment.

Regularly dealing with death, especially distressing in cases of trauma (e.g. road traffic accidents etc)

16. Working conditions

National Profile Level: 3ab/4b

Selected Level: 5

Factor Status: Variation

Score: 25

National Profile Factor Description

****Frequent unpleasant, occasional/frequent highly unpleasant conditions**** Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags

Relevant Job Information

Space constraints, noisy, restricted aircraft environments with considerable vibration

Exposure to, and contact with, body fluids