

RIGHT TIME • RIGHT PEOPLE • RIGHT PLACE •



**CRITICAL CARE
OUTREACH
PRACTITIONER NATIONAL
CREDENTIAL AND CAREER
FRAMEWORK
COLLABORATIVE
WORKING GROUP**

Aim to develop:

1. CRITICAL CARE OUTREACH
PROFESSIONAL
DEVELOPMENT
FRAMEWORK
2. CRITICAL CARE OUTREACH
PRACTITIONER
COMPETENCY FRAMEWORK

Time Frame: June 2020

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Why?

- 'Critical Care Outreach' (equivalent) = now a career choice
- No Nationally agreed standard / competency set
- No career framework

NOrF (UK) Operational Standards 2012

4. Introduction

This document sets out an operational framework of standards and competencies for Critical Care Outreach and Acute Care Team Services. It responds to calls from National Outreach Forum (NOrF) members to provide a national document to standardise and benchmark existing services, to enable equity of access, and to provide guidance on future service development. The framework has been developed in a "RAG" rating format to allow users to self assess their service against the national recommendations thereby identifying areas that they may wish to develop.

RED — Not achieved and no current plans to review

AMBER — Partial provision and/or currently under development

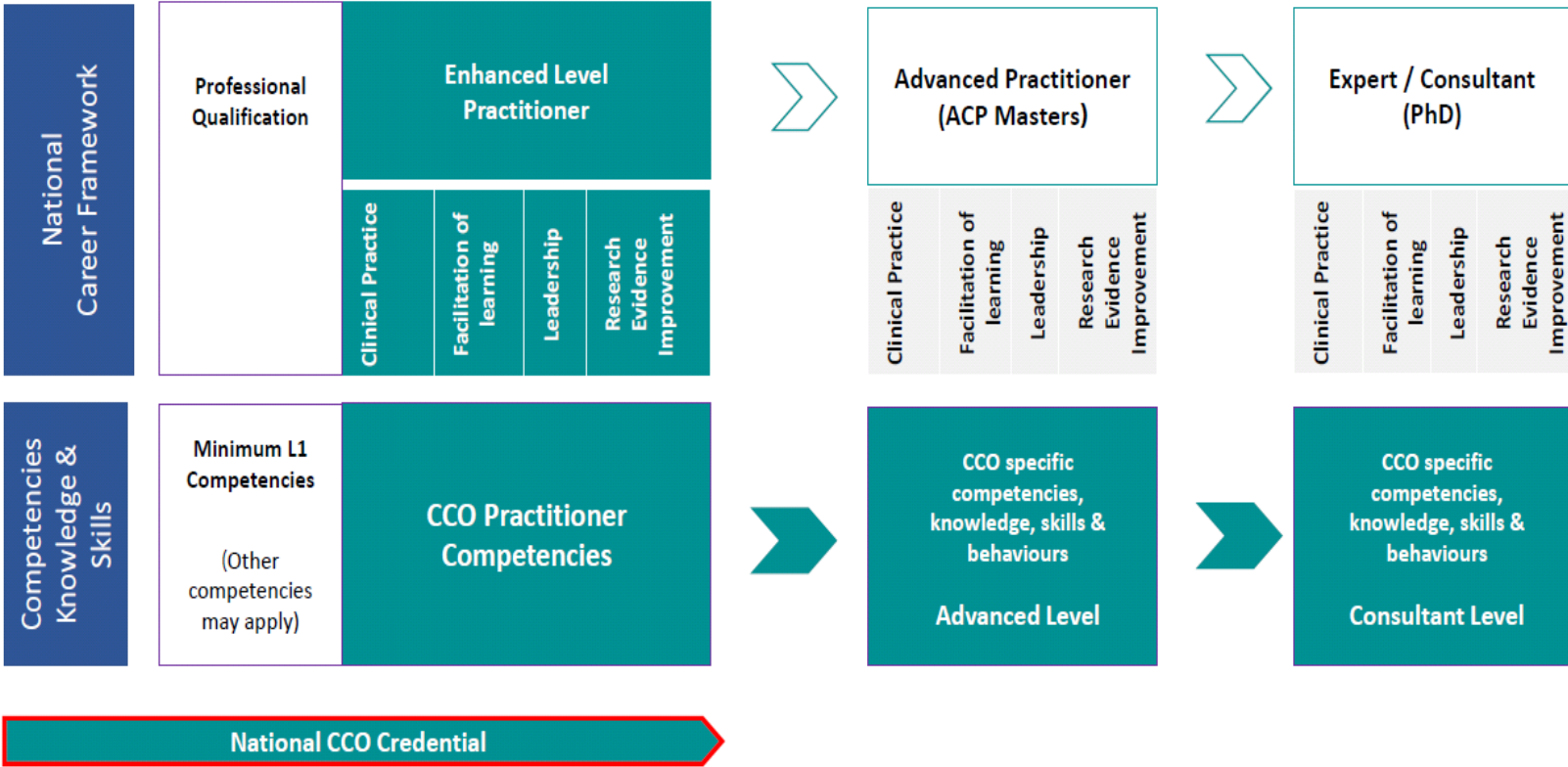
GREEN — Fully achieved

- Very helpful 1st iteration
- Emphasis on 'operational standards'
- Competency 'light'
- Enabled benchmarking of services
- Gave teams a bit of 'clout'!

2019/20: Split document....

Core Elements of Comprehensive Critical Care Outreach (CCO) as a continuum is exemplified by 7 core elements	RED	AMBER	GREEN	QUALIFYING NOTES
Patient Track and Trigger				
Rapid response				
Education, training and support				
Patient safety and clinical governance				
Audit and evaluation				
Rehabilitation after critical illness (RaCI)				
Enhancing service delivery				

Critical Care Outreach Practitioner National Credential and Career Framework SCHEMA v2



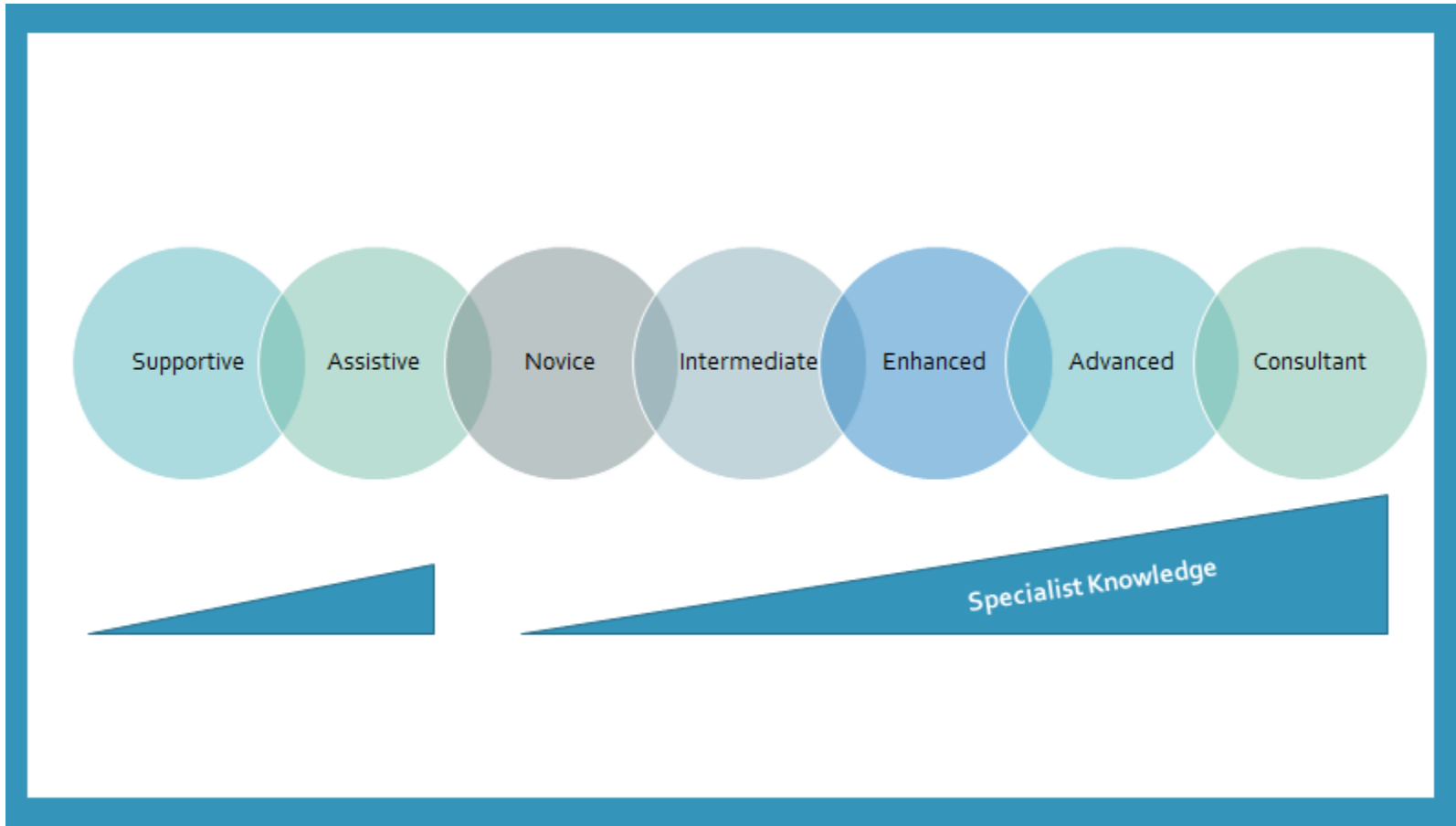
Working Group will concentrate on the solid green box's

CCOP Cred Practice Levels & Document Development

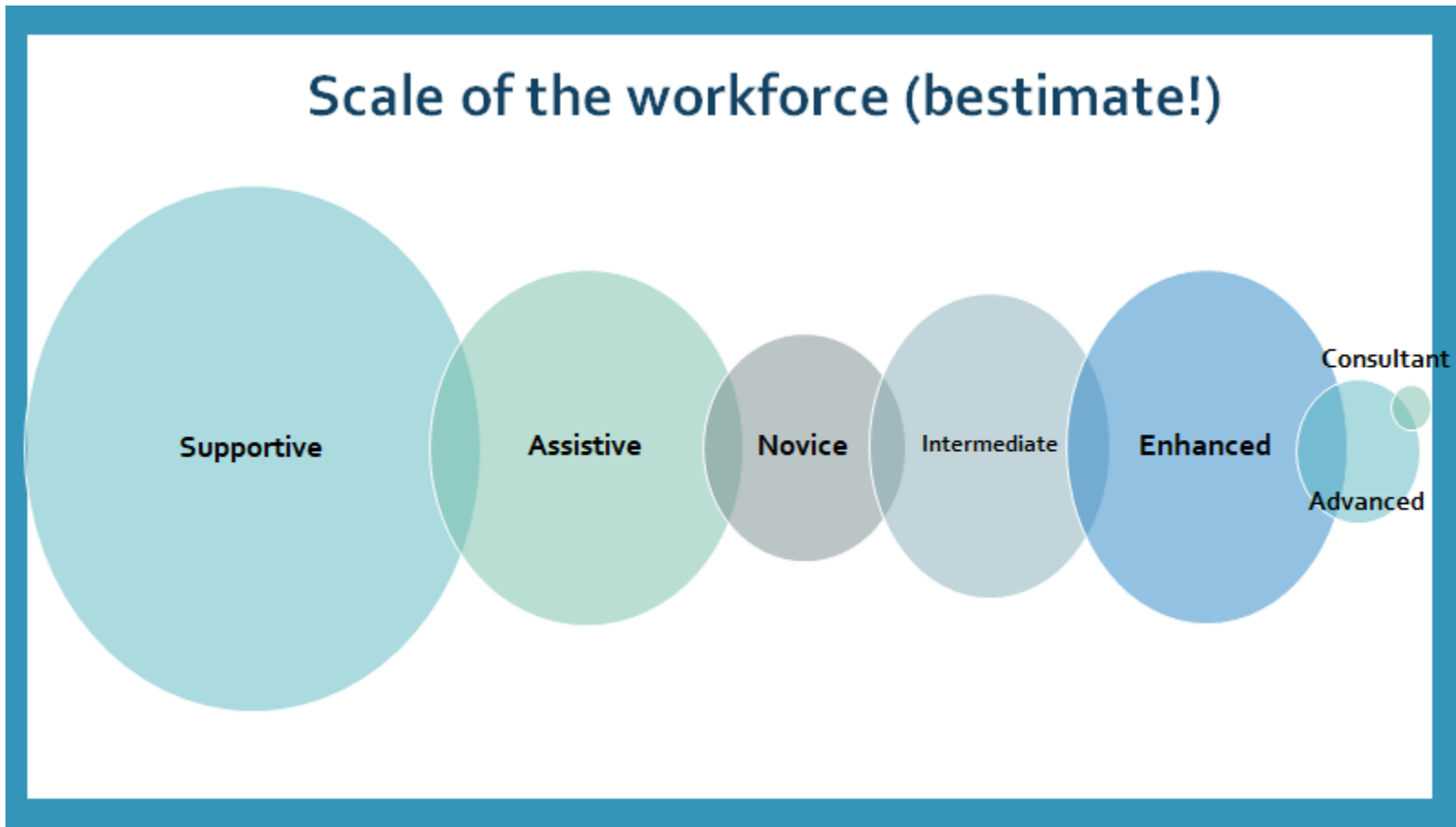
Lesley Durham 05 09 2019

Information courtesy of
Professor Alison Leary MBE
(Professor of Healthcare & workforce modelling)

This is why we are not using "specialist" (because there is no entry to specialist as a level unless you are a doctor, HV, DN etc and also because everyone has some specialist knowledge) Prof A. Leary 01 09 19



This is what we think the workforce actually looks like Prof A. Leary 01 09 19



This is what the differences might be (Benner/Bloom and activity analysis of 45k people)

Prof A. Leary 01 09 19

Enhanced

- Uses justifiable deviance able to function in unpredictable environment, manages risk defers major decision making
- Although found in different settings, across professions with a specific body of knowledge
- Complex clinical decision making but defers to others for overall plan
- Manages a caseload-highly developed brokering skills, some door hanging
- Post reg/post grad qualifications/CPD occasionally Masters level
- Evaluate & create
- HEE levels 6&7

Advanced

- Uses justifiable deviance extensively, unpredictable environment, manages risk
- Found in different settings but also has highly developed a specific body of knowledge
- High level complex clinical decision making including complete management of episodes of care. Less door hanging
- Uses brokering skills but not as frequently as enhanced group
- Masters level
- Evaluate & create
- HEE levels 6&7

Consultant

- Uses justifiable deviance across whole systems
- Systems leadership
- High level complex decision making
- Masters/Doctoral
- Evaluate & create
- HEE levels 8&9

This is what we think a career framework might look like (all profs, all levels, all pillars) but that needs a bit more work-this is one I use for Trusts I work with but its quite specific-the aim is to have a more generic version so people like yourselves can pick out specific paths but employers

can see the big picture. Prof A. Leary 01 09 19

Practice complexity	Level HEE	Examples	Benner	AFC	Education & PD	Practice development (examples)	Leadership	Clinical Academic careers
Consultant	8	Consultant	Expert	8+	Post-doctoral specialist qualifications	CPD		Clinical lectureship
Advanced	7	CNS/ANP/AAHP	Expert	7-8	Master's degree (advanced practice)	CPD		Post-doctoral/PI/Senior clinical lectureship/Chair Studentships
Enhanced	6 & 7	Developmental Spec post	Expert	6-7	Post graduate Degree year 3 & registration	PG Cert PG Dip CPD/Aship/Hship		Pre doctoral studentships
Intermediate	5 & 6	Team leader	Proficient	6		Mentorship CPD/Aship		Research studentships Evidence based practice
NQ Novice	4 & 5	Post registration post	Competent	4-5	Degree year 2	NVQ 5 Apprenticeship		Evidence based practice
Assistant/Associate	4	NA	Adv beginner	3-4	BTEC HNC	Foundation degree Degree year 1 NVO 4 Apprenticeship		Evidence based practice
Supportive	3	HCA	Novice	2-3	City & Guilds	BTEC AS/A2 National level 1 NVO 3 Apprenticeship		Research awareness
Supportive	2	HCA	Novice	2-3	BTEC Firsts	Care GCSE cert NVO 2 Apprenticeship		& evidence based practice
Introductory	1	Admin support	Restricted	1/2	1/2 Ap pren BTEC Vocational Qualification	GCSE Care certificate Access to HE diploma		Research awareness
Pre employment						Care certificate Intermediate Apprenticeship		Research awareness
Pre employment						Pre Apprenticeship		Research awareness

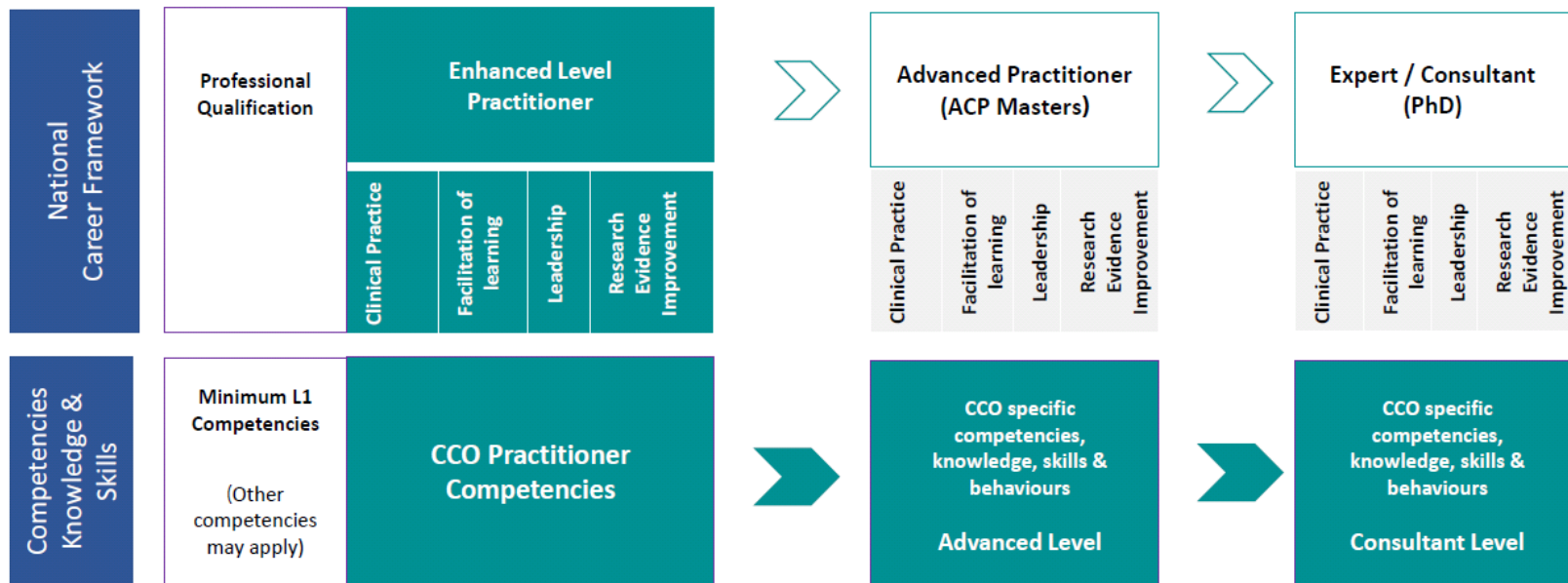
Propose the final document will have 4 sections:

1. The Professional Development Framework – amended to the 3 practice levels: ‘Enhanced, Advanced, Consultant’. Keep ‘high level’ domain descriptions
2. The enhanced practice level knowledge, skills and competency programme (the CCO credential). Adapt L1 Competency template to incorporate pillars and domains
3. The Advanced CCO Specific knowledge, skills and competencies
4. The Consultant CCO Specific knowledge, skills and competencies

Hello thanks for this Lesley I think it looks good and we would align well

Prof A. Leary 01 09 19

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SCHEMA v2



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Comments / feedback welcome?

Thank you 😊