

# Appendix 3: Consultant Critical Care Outreach Competencies



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## Consultant Practice Level

It is anticipated that CCO practitioners wishing to achieve ‘Consultant Practice Level’ will access this through existing consultant practice pathways. Health Education England’s Multi-professional consultant-level practice capability and impact framework (2020) can help evidence the transition from advanced to consultant level practice. There is an expectation that advanced clinical skills, including independent prescribing has been achieved.

Critical Care Outreach Consultant Nurses and AHPs have a high degree of freedom to work in their own areas of interest.

The consultant CCO specific competencies are identified below. However, these should align to their own Trust’s strategy and vision, link to the NHS 5 Year Plan and other national priorities.

### A. Clinical Practice

<b>A.1</b>	<b>Clinical Practice</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
The ability to motivate and inspire others, including other staff groups and organisations, to deliver the highest quality of care		
The ability to effectively process complex, sensitive or contentious information in contributing development of clinical pathways and interventions		
The ability to work within multidisciplinary teams across organisational, professional and agency boundaries and possess a high degree of personal and professional autonomy in making complex clinical decisions		
The ability to lead and influence service and policy development at strategic level while continuing to provide a strong clinical commitment and expert advice to clinical colleagues		
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>	
<b>Sign:</b>	<b>Signed by Assessor:</b>	
<b>Date:</b>	<b>Date:</b>	

## B. Leadership

<b>B.1</b>	<b>Working Together</b>
<b>I can demonstrate through practice and / or discussion:</b>	
Understanding of how various issues affect decision making across the wider healthcare system and can anticipate how key stakeholders might react	
Expertise in building strategic relationships across the wider organisation / system	
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
<b>Sign:</b>	<b>Signed by Assessor:</b>
<b>Date:</b>	<b>Date:</b>

<b>B.2</b>	<b>Working With Others</b>
<b>I can demonstrate through practice and / or discussion:</b>	
Understanding of the strategic impact of workload, resources and ways of working differently	
Taking the initiative and responsibility to act in challenging the status quo when / where others are reluctant to act	
Recognition as a Critical Care Outreach Leader and spokesperson within the critical care community (regionally, nationally and internationally)	
How I am sought as an expert in critical care outreach, both within the organisation and externally	
Recognition of team strengths and reflects on how these can be developed promoting self-respect and self-esteem within the team	
Provision of opportunities in challenging circumstances	
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
<b>Sign:</b>	<b>Signed by Assessor:</b>
<b>Date:</b>	<b>Date:</b>

<b>B.3</b>	<b>Leading with Compassion and Care</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
The ability to foster innovation and creativity to evaluate new ways of working		
The ability to translate and apply an understanding of models of teamwork / performance external to NHS		
The ability to provide consultation opportunities on the management of virtual teams (national or international)		
The ability to influence and provide critical thinking in the absence of precedence		
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>	
<b>Sign:</b>	<b>Signed by Assessor:</b>	
<b>Date:</b>	<b>Date:</b>	

<b>B.4</b>	<b>Improving Services</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
The ability to benchmark the service with regards to key performance indicators		
Recognition of the value of diverse ideas to harness creativity and focused solution outcomes		
Engagement and support for multi-professional development in Critical Care Outreach Services		
Engagement and influence of relevant leadership to support multi-professional service change / developments		
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>	
<b>Sign:</b>	<b>Signed by Assessor:</b>	
<b>Date:</b>	<b>Date:</b>	

<b>B.5</b>	<b>Strategy and Vision</b>
<b>I can demonstrate through practice and / or discussion:</b>	
The establishment of a Trust wide multi-professional strategy and implementation plan working closely with the Directors of services	
Active membership of the senior nursing leadership team within the organisation	
Engagement with relevant stakeholders and use of appropriate change management strategies	
Consultation opportunities to contribute to regional/national/international Critical Care Outreach developments	
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
<b>Sign:</b>	<b>Signed by Assessor:</b>
<b>Date:</b>	<b>Date:</b>

## C. Education and Facilitation of Learning

<b>C.1</b>	<b>Continuous Professional Development</b>
<b>I can demonstrate through practice and / or discussion:</b>	
Achievement of Masters / Advanced practice level / clinical skills. Working towards PhD/Doctorate	
Detailed knowledge of other relevant professional and national guidance related to role and responsibilities: <ul style="list-style-type: none"> <li>• NMC Revalidation</li> <li>• Standard Framework for Education</li> <li>• SSSA standards</li> <li>• Future nurse curriculum</li> </ul>	
Facilitation of effective learning and teaching of adult learners	
The ability to lead the development of teaching programmes and new curricula in organisation, locally and nationally	
Recognition locally/regionally/nationally and internationally for innovation	
The ability to undertake research, publish and present at conferences / symposiums	
Recognition locally, regionally and nationally for promoting a culture of learning within the CCO team	
Provision of active participation in national educational/clinical developments and care provision based on relevant up to date evidence-based findings	
Maintenance of a continuing professional portfolio with evidence of personal reflection on practice	
Ability to undertake complex decision-making	

<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
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<b>C.2</b>	<b>Engagement within the Critical Care Outreach Team</b>
<b>I can demonstrate through practice and / or discussion:</b>	
The ability to lead locally, regionally and nationally to develop differing roles, development of new skills and knowledge in clinical practice and service delivery	
The ability to lead the integration, co-ordination, collaboration and continuity of multidisciplinary learning in an organisation, locally, regionally and nationally	
Effective leadership, teaching and role-modelling for the critical care outreach team when caring for acutely ill patients in clinical practice	
Provision of effective leadership, peer support and role-modelling for critical care outreach teams and individuals when teaching	
The ability to lead MDT decision making when assessing, planning and treating acutely ill/ deteriorating patients locally and more widely	
Delivery of clear and constructive feedback to the MDT and peers	
The ability to lead critical care outreach case reviews with a view to learning and practice change where appropriate	
The ability to lead the evaluation of learning to improve service delivery and local, regional and national practice	
The ability to lead and develop training and education initiatives to influence future service development, training and inform clinical practice locally, regionally and nationally	
The ability to lead MDT meetings inclusive of Patient Safety/ Deteriorating Patient / Mortality & Morbidity reviews with a view to learning and practice change where appropriate	
Facilitation of continuous professional development of CCO staff incorporating training and learning opportunities	

<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
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<b>C.3</b>	<b>Leading and Developing Educational Programmes</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
Delivery of innovative teaching and learning to enhance the learner experience		
Utilisation of different teaching styles / methods to accommodate variations in adult learning styles		
Assessment of prior learning		
The skilled ability to champion critical thinking/reflective learning		
Promotion of a positive approach to engage and teach the MDT in clinical practice		
A positive approach to engage in all types of learning, education programmes facilitation and development of others including staff, patients and family members		
Skilled leadership to support and opportunities for learners that drives quality improvement in service, locally regionally and nationally		
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>	
<b>Sign:</b>	<b>Signed by Assessor:</b>	
<b>Date:</b>	<b>Date:</b>	

<b>C.4</b>	<b>Appraisal and Review</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
Development of local, regional and national education policy, learning and organisational development strategies and appraisal guidelines		
Recognition locally, regionally and nationally as a CCO role model		
Experiential learning skills, undertaking constructive feedback and facilitated reflection		

<b>C.5</b>	<b>Educational development, implementation and support in practice for early recognition and response to acutely ill / deteriorating patients</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
The ability to lead the development of strategies to support all learners and develop talent and clinical excellence in others		
Facilitation of constructive feedback on clinical and professional performance to MDT across an organisation ensuring it is appropriate to individual learner needs		
Optimisation of the quality of the acutely unwell/ deteriorating patient's treatment, care and experience by developing self and others		



<b>C.5</b>	<b>Educational development, implementation and support in practice for early recognition and response to acutely ill / deteriorating patients</b>	
Sharing of outcomes of education and training by publishing and presenting at conferences utilising: <ul style="list-style-type: none"> <li>- Evidence based practice</li> <li>- Research</li> <li>- Innovation</li> </ul>		
Lead local policy and educational development strategies to improve standards of care to improve patient safety		
<b>Self-assessment</b>		<b>Competence Fully Achieved</b>
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<b>C.6</b>	<b>Foster an inclusive approach to all staff and patients. Actively encourage learners to participate in new ways of working and learning</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
Inclusive behaviors that will promote professional confidence, performance and self-esteem of the MDT		
Representing and teaching locally, regionally and nationally to inform and educate all staff about their role in critical care outreach		
Respect for all team members, learners, patients and their families		
Accountability for effective reporting mechanisms, feedback and local clinical governance activities		
The ability to lead educational support and facilitate strategies to respond to clinical concerns regarding patient safety, standards of care, education and training and ethics		
<b>Self-assessment</b>		<b>Competence Fully Achieved</b>
<b>Sign:</b>		<b>Signed by Assessor:</b>
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## D. Research, Evidence Based Practice and Improvement

<b>D.1</b>	<b>Research: Knowledge and Delivery</b>
<b>I can demonstrate through evidence and / or discussion:</b>	
The translation of evidence and national guidance into local service delivery and development	
Supervision of students studying at HEI level 7 and above	
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
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<b>D.2</b>	<b>Evidence Based Practice</b>
<b>I can demonstrate through practice and / or discussion:</b>	
Dissemination of best practice research findings and quality improvement projects/audits through appropriate media/forums such as publications, conference presentations and reports	
Representation of critical care outreach developments and innovations through local, regional or national peer review of publications or consultations	
Representation of critical care outreach development of practice standards through audit and feedback	
The ability to review the impact on practice of high-level complex decision making, including complete management of episodes of care, critical appraisal and evaluation	
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>
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<b>D.3</b>	<b>Service Improvement and Evaluation</b>	
<b>I can demonstrate through practice and / or discussion:</b>		
Coordination of regional or national audit programmes specific to critical care outreach		
Utilisation of critical care outreach service evaluation and audit activity to generate research questions and/or translation into large-scale local, regional or national quality improvement initiatives		
Influence on the regional or national agenda of critical care outreach service evaluation and audit activity programmes or strategies		
Coordination of staff across professional and organisational boundaries to measure, analyse and evaluate data to evaluate effectiveness of critical care outreach interventions and service delivery, determining the need for change or improvement		
The ability and drive to act upon audit results and research findings to develop local, national and international critical care outreach service		
The ability to work collaboratively with others to improve detection and management of deterioration through programmes such as sepsis, HAP and AKI (not exhaustive)		
<b>Self-assessment</b>	<b>Competence Fully Achieved</b>	
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**Intensive Care Society** | Floor 2 | Bream's Buildings | London | EC4A 1DT  
T: +44 (0)20 7280 4350 E: [info@ics.ac.uk](mailto:info@ics.ac.uk) W: [www.ics.ac.uk](http://www.ics.ac.uk)

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