

Cheshire and Merseyside Governance Framework for Advanced Clinical Practice: Paediatrics and Neonates

Career Development Pathway and Assessment Tool

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Kids' **HEALTH**
Matters



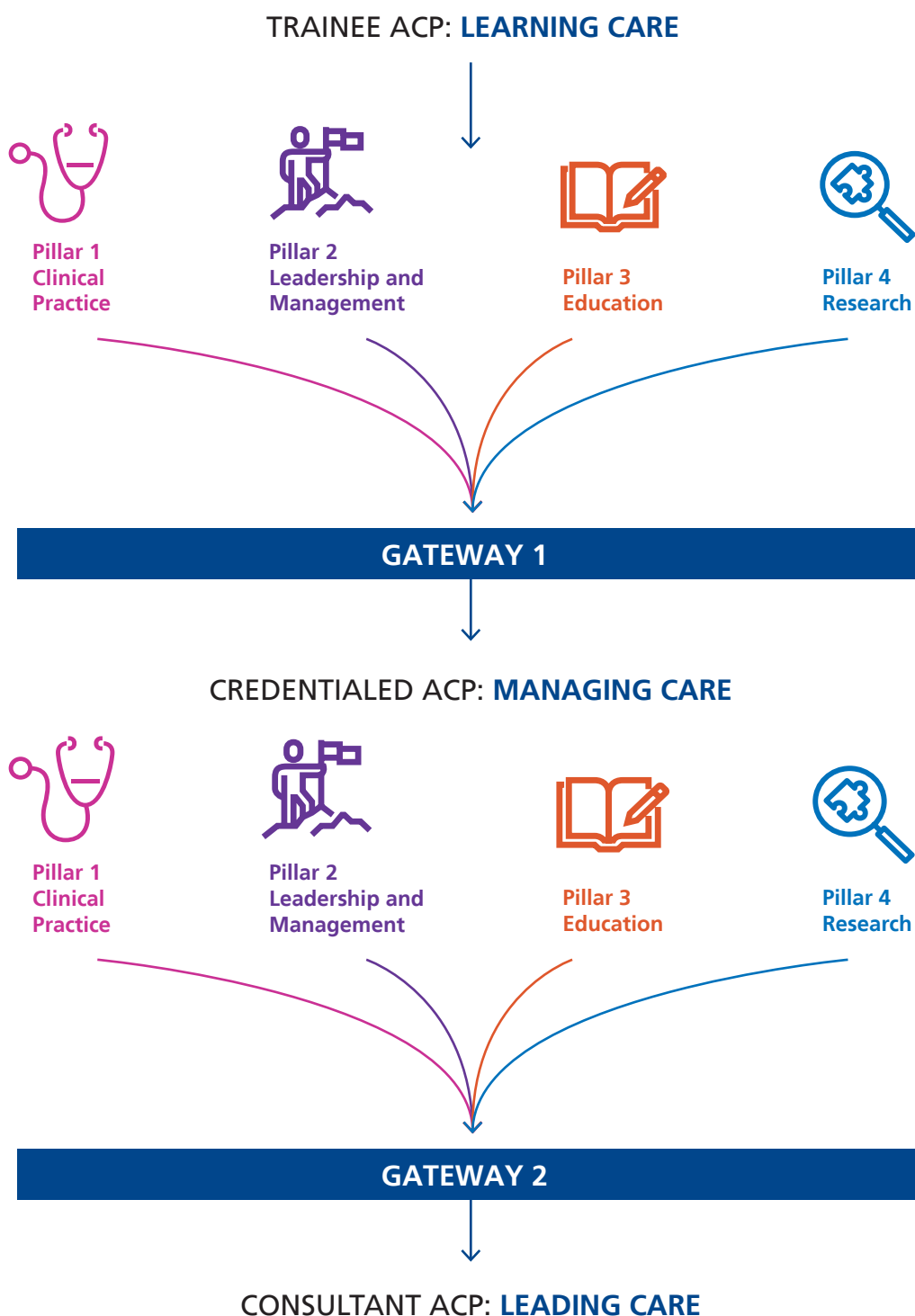
Cheshire and Merseyside Women's
and Children's Services Partnership

Cheshire and Merseyside ACP Career Development Pathway

The following ACP Career Development Pathway is presented in overview as well as in dissection in order to identify essential features of organisational governance for ACP roles from trainee to consultant level practice.

The appendix concludes with guidance for potential components of the ACP Gateway Reviews. NB: the term credentialed is used to describe an ACP that has successfully passed through Gateway 1 (and any other requisite employer-related requirements)

Overview of Process



TRAINEE ACP: **LEARNING CARE**

Novice to Emerging Competence ACP Practice



Pillar 1 Clinical Practice

TIME FRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEARNING CARE (DEVELOPMENT) Year 1 ACP Course	6	<ul style="list-style-type: none"> • 'Heavy touch' • ALL DECISIONS verified by senior clinical decision maker 	<ul style="list-style-type: none"> • DEVELOPMENT of advanced practice skills and clinical reasoning: assessment history-taking, physical examination, interpretation of diagnostics, management plan development, etc. • Development of Pillar 1 in ACP Portfolio 	<ul style="list-style-type: none"> • Completion of 100% of Pillar 1 capabilities at Grade 2 (EMERGING COMPETENCE) • Successful completion of Year 1 Clinical Modules 	<ul style="list-style-type: none"> • Named ACP mentor • Named medical mentor
LEARNING CARE (EXPANSION) Year 2 ACP Course	6	<ul style="list-style-type: none"> • 'Medium to heavy touch' • ALL DISCHARGE and DISPOSITION DECISIONS and COMPLEX MANAGEMENT decisions verified by senior clinical decision maker 	<ul style="list-style-type: none"> • EXPANSION of advanced practice skills • On-going development of Pillar 1 in ACP Portfolio • NB: Start development of Pillars 2, 3, 4 	<ul style="list-style-type: none"> • Successful completion of ACP Programme • Identify and develop role and service-specific competencies • ACP portfolio that evidences ADVANCED BEGINNER/ EMERGING COMPETANCE 	<ul style="list-style-type: none"> • Named ACP mentor • Named medical mentor • Participation in departmental clinical teaching
LEARNING CARE (TRANSITION) 3-12 months Post-MSc (in a 2 year programme) or Year 3 of Apprenticeship or other 3 year ACP Route.	7	<ul style="list-style-type: none"> • 'Light touch' • Progression from ALL discharge decisions to MOST/ SOME decision(s) verified by senior clinical decision maker 	<ul style="list-style-type: none"> • CONSOLIDATION of advanced practice skills • A period of phased independence progressing from SUPERVISED advanced practice (ADVANCED BEGINNER / EMERGING COMPETANCE) to AUTONOMOUS advanced clinical practice (COMPETENT/ PROFICIENT) level of achievement • Focus on increasing autonomy in clinical decision-making with increasing complexity and acuity of patient presentations • NB: Refinement of Pillars 2,3,4 • Restrictions on 'fully independent' practice until progress through Gateway 1 	<ul style="list-style-type: none"> • Must have successfully been awarded MSc and Non-medical prescribing qualifications • End of MSc Review of movement towards COMPETENT and PROFICIENT level of achievement of service-specific competencies • Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> • Named ACP mentor • Clinical team (Consultant or nominated clinical lead) • Participation in departmental clinical teaching • Line Manager

TRAINEE ACP: LEARNING CARE

Novice to Emerging Competence ACP Practice



Pillar 2 Leadership and Management

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEARNING Year 1 ACP Course through 3-12 months Post-MSc (in a 2 year programme) or Year 3 of Apprenticeship or other 3 year ACP Route.	6	Progression through: <ul style="list-style-type: none"> • 'Heavy touch' • 'Medium touch' • 'Light touch' 	<ul style="list-style-type: none"> • Participating and engaging with leadership and management activities with more senior staff • Development of Pillar 2 in ACP Portfolio 	<ul style="list-style-type: none"> • Completion of 100% of Pillar 2 capabilities at Grade 2 (EMERGING COMPETENCE) • End of-MSc Review of EMERGING COMPETENCE evidenced in ACP portfolio 	<ul style="list-style-type: none"> • Named ACP mentor • Team Leader • Line Manager



Pillar 3 Education

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEARNING 3-12 months Post-MSc (in a 2 year programme) or Year 3 of Apprenticeship or other 3 year ACP Route.	6	Progression through: <ul style="list-style-type: none"> • 'Heavy touch' • 'Medium touch' • 'Light touch' 	<ul style="list-style-type: none"> • Participating in and contributing to: the learning needs of self and others with more senior staff • Engaging in critical reflection of own development and learning needs • Development of Pillar 3 in ACP Portfolio 	<ul style="list-style-type: none"> • Completion of 100% of Pillar 3 capabilities at Grade 2 (EMERGING COMPETENCE) • End of MSc Review of EMERGING COMPETENCE evidenced in ACP portfolio 	<ul style="list-style-type: none"> • Named ACP mentor • Team Leader • Line Manager



Pillar 4 Research

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEARNING 3-12 months Post-MSc (in a 2 year programme) or Year 3 of Apprenticeship or other 3 year ACP Route.	6	Progression through: <ul style="list-style-type: none"> • 'Heavy touch' • 'Medium touch' • 'Light touch' 	<ul style="list-style-type: none"> • Participating in and contributing to research and audit activities with more senior staff • Developing fluency with evidence-based practice and its application to the clinical setting • Development of Pillar 4 in ACP Portfolio 	<ul style="list-style-type: none"> • Completion of 100% of Pillar 4 capabilities at Grade 2 (EMERGING COMPETENCE) • Successful completion of MSc dissertation 	<ul style="list-style-type: none"> • Named ACP mentor • Service Manager • Research supervisor

CREDENTIALLED ACP: **MANAGING CARE**

Competent to Proficient ACP Practice



Pillar 1 Clinical Practice

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
MANAGING CARE From Gateway 1 onwards (~5-7years +)	8a	<ul style="list-style-type: none"> • 'As required' discussions with senior clinician(s) regarding assessment and management decisions 	<ul style="list-style-type: none"> • Organisation confident with evidence of COMPETENT/ PROFICIENT level of ACP achievement • Focus on maintaining competence via CPD and PDR process • Opportunities for on-going professional development in role-specific clinical competencies 	<ul style="list-style-type: none"> • PDR-led review of movement towards broadening sphere of influence and developing EXPERT level of achievement • Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> • ACP group • Senior clinical team (Consultant or senior clinical lead) • Clinical supervision



Pillar 2 Leadership and Management

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
MANAGING From Gateway 1 onwards (~5-7 years+)	8a	<ul style="list-style-type: none"> • Service Manager • Clinical Lead 	<ul style="list-style-type: none"> • Identifying, collaborating and/ or organising service and practice-related initiatives in response to feedback, evaluation and need within service, department and/ organisation 	<ul style="list-style-type: none"> • PDR-led review of movement towards broadening sphere of influence and developing EXPERT level of achievement • Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> • Management team (coaching and leadership development) • Service Manager



Pillar 3 Education

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
MANAGING From Gateway 1 onwards (~5-7 years+)	8a	<ul style="list-style-type: none"> • Service Manager • Clinical Lead 	<ul style="list-style-type: none"> • Identifying and addressing own learning needs through critical reflection • Facilitating learning for the wider team and others within the service or department based on identified need, feedback or evaluation 	<ul style="list-style-type: none"> • PDR-led review of movement towards broadening sphere of influence and developing EXPERT level of achievement • Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> • Management team (coaching and leadership development) • Service Manager



Pillar 4 Research

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
MANAGING From Gateway 1 onwards (~5-7 years+)	8a	<ul style="list-style-type: none"> • Service Manager • Clinical Lead 	<ul style="list-style-type: none"> • Engaging and directing service or departmental audit, research and quality improvement initiatives • Evaluating and applying evidence-based practice initiatives on a departmental level 	<ul style="list-style-type: none"> • PDR-led review of movement towards broadening sphere of influence and developing EXPERT level of achievement • Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> • Service Manager • Research opportunities

CONSULTANT ACP: **LEADING CARE**

Expert ACP Practice



Pillar 1 Clinical Practice

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEADING CARE From Gateway 2 onwards	8b+	<ul style="list-style-type: none"> SIGNIFICANT clinical experience 'As required' discussions with senior clinician(s) regarding assessment and management decisions 	<ul style="list-style-type: none"> SIGNIFICANT clinical experience Recognition by organisation of significant contribution to ACP practice at EXPERT LEVEL Contributes to organisational practice at a senior strategic level Clinical practice extends across service, department, and wider organisation(s) locally, regional and nationally 	<ul style="list-style-type: none"> PDR-led review of on-going achievements and progress towards identified objectives Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> Senior level clinical supervision



Pillar 2 Leadership and Management

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEADING From Gateway 2 onwards	8b+	<ul style="list-style-type: none"> Senior Management and Clinical Team 	<ul style="list-style-type: none"> Driving new practice and service redesign work in response to feedback, evaluation and need by working across boundaries professional and service boundaries locally, regionally and nationally. 	<ul style="list-style-type: none"> PDR-led review of on-going achievements and progress towards identified objectives Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> On-going Senior Management level coaching/ support



Pillar 3 Education

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEADING From Gateway 2 onwards	8b+	<ul style="list-style-type: none"> Senior Management and Clinical Team 	<ul style="list-style-type: none"> Driving a culture of life-long learning (for self and others) that inspire current and existing learners by crossing organisational boundaries locally, regionally and nationally Driving educational opportunities across boundaries by active participation in the clinical and academic development of others 	<ul style="list-style-type: none"> PDR-led review of on-going achievements and progress towards identified objectives. Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> On-going Senior Management level coaching/ support



Pillar 4 Research

TIMEFRAME	BAND	SUPERVISION	UNDERPINNING RATIONALE	GOVERNANCE	SUPPORT
LEADING From Gateway 2 onwards	8b+	<ul style="list-style-type: none"> Senior Management and Clinical Team 	<ul style="list-style-type: none"> Leading audit, research or quality improvement projects across service, departmental and organisational boundaries locally, regionally and nationally. Facilitating collaborative links between clinical practice and research through pro-active engagement and networking with academic and research staff. 	<ul style="list-style-type: none"> PDR-led review of on-going achievements and progress towards identified objectives. Evidenced through ACP Portfolio 	<ul style="list-style-type: none"> Senior clinical and academic staff University-based ACP Programme staff

Cheshire and Merseyside ACP Career Development Pathway

Below is some additional guidance for organisations undertaking the Gateway Reviews.



Local Organisation Gateway Reviews

GATEWAY 1			
WHO	OUTCOMES	WHAT	ASSESSORS
<ul style="list-style-type: none"> Nominated Organisational ACP 'Review' Team NB: Gateway can be brought forward if managerial, professional and/or clinical leads agree 	<ul style="list-style-type: none"> ACP evidences successful transition from ADVANCED BEGINNER/ EMERGING COMPETANCE to COMPETENT/ PROFICIENT level of achievement across all 4 Pillars Organisation quality assures successful transition from SUPERVISED to AUTONOMOUS practice Formal 'sign-off' of Gateway 1 (dropping of Trainee title) with associated administration / management changes completed (including change to ACP 8a job description) 	<ul style="list-style-type: none"> ACP portfolio submission and interview that evidences COMPETENT - PROFICIENT level of achievement across all 4 Pillars 	<ul style="list-style-type: none"> Named ACP mentor Consultant from clinical team or nominated clinical lead Line manager

GATEWAY 2			
WHO	OUTCOMES	WHAT	ASSESSORS
<ul style="list-style-type: none"> Nominated organisational ACP Review Team' including Consultant/Clinical Lead and Senior Management 	<ul style="list-style-type: none"> ACP evidences successful transition from COMPETENT/ PROFICIENT to EXPERT level of ACP achievement (ACP Consultant) across all 4 Pillars Organisation quality assures EXPERT LEVEL of achievement (ACP Consultant) Formal 'sign-off' of Gateway 2 with associated administration/ management changes completed (including change to ACP Consultant job description) 	<ul style="list-style-type: none"> ACP portfolio submission and interview that evidences EXPERT level of achievement across all 4 pillars. 	<ul style="list-style-type: none"> ACP group Senior clinical team Consultant or senior clinical lead Senior Management team


EXEMPLAR: Paediatric ACP Service-Specific Competency Assessment Tool for Gateway 1 (Paediatric Ambulatory Care)

The following assessment tool is intended as an exemplar of service-specific competencies across all 4 pillars of advanced clinical practice that would be expected of ACPs working in a paediatric ambulatory care service (e.g. primary care, urgent care, out-of-hours, walk-in centre). **They are intended to guide the local sign off assessor to evidence the ACP's ability to provide a threshold level of safe and competent care for infants and children presenting to an ambulatory care service.**

It is expected that each service, within the ACP's employing organisation, would develop their own service-specific assessment tool, populated with those competencies deemed integral for ACP practice within a particular service, with a particular group of infants, children or young people. However, it is also acknowledged that ACPs across an organisation may share some service-specific competencies across all 4 pillars (most likely pillars 2, 3, and 4)

It is also assumed that while the service specific competencies may be worked towards, during an ACP's training period, **they are intended to be used as the evidence for organisational sign-off (after a period of consolidation) at the conclusion of their training.** It is also likely that additional competencies will form part of a yearly PDR and/or profession-specific revalidation process as ACPs progress through their career and service demands change.

NB: The term 'credentialed' ACP is used to describe an ACP that has successfully completed Gateway 1 and is deemed competent in their ACP practice (see Appendix 2)

 PILLAR 1: CLINICAL PRACTICE								
PRESENTATION 1: INCREASED WORK OF BREATHING								
CONDITION		AGE	BODY SYSTEM	ACUITY/ COMPLEXITY	EVIDENCE PRESENTED	EVIDENCE OF SAFE AND COMPETENT ASSESSMENT AND MANAGEMENT		
						MET	NOT MET	FEEDBACK/ COMMENTS
1.1	Bronchiolitis							
1.2	Viral-induced Wheeze (VIW)							
1.3	URTI							
1.4	Asthma							
1.5	LRTI							
1.6	CROUP							

PRESENTATION 2: ABDOMINAL PAIN

CONDITION	AGE	BODY SYSTEM	ACUITY/ COMPLEXITY	EVIDENCE PRESENTED	EVIDENCE OF SAFE AND COMPETENT ASSESSMENT AND MANAGEMENT		
					MET	NOT MET	FEEDBACK/ COMMENTS
2.1 Diarrhoea and Vomiting							
2.2 Reflux/ CMPA							
2.3 Acute Abdomen							
2.4 UTI							
2.5 Constipation							

PRESENTATION 3: FEVER AND / OR UNWELL

CONDITION	AGE	BODY SYSTEM	ACUITY/ COMPLEXITY	EVIDENCE PRESENTED	EVIDENCE OF SAFE AND COMPETENT ASSESSMENT AND MANAGEMENT		
					MET	NOT MET	FEEDBACK/ COMMENTS
3.1 Acute fever without source							
3.2 URTI							
3.3 Acute Otitis Media							
3.4 Sepsis							
3.5 Prolonged fever without source							
3.6 Henoch-Schonlein Purpura (HSP)							

PRESENTATION 4: REDUCED LEVEL OF CONSCIOUSNESS / INGESTION/ POISONING							
CONDITION	AGE	BODY SYSTEM	ACUITY/ COMPLEXITY	EVIDENCE PRESENTED	EVIDENCE OF SAFE AND COMPETENT ASSESSMENT AND MANAGEMENT		
					MET	NOT MET	FEEDBACK/ COMMENTS
4.1	Ingestion						
4.2	Alcohol/ Drugs						
4.3	Seizure						
4.4	Head injury						
4.5	DKA						
PRESENTATION 5: PAIN							
CONDITION	AGE	BODY SYSTEM	ACUITY/ COMPLEXITY	EVIDENCE PRESENTED	EVIDENCE OF SAFE AND COMPETENT ASSESSMENT AND MANAGEMENT		
					MET	NOT MET	FEEDBACK/ COMMENTS
5.1	Upper limb injury						
5.2	Lower limb injury						
5.3	Headache						
5.4	Dysmenorrhea						
PRESENTATION 6: OTHER							
CONDITION	AGE	BODY SYSTEM	ACUITY/ COMPLEXITY	EVIDENCE PRESENTED	EVIDENCE OF SAFE AND COMPETENT ASSESSMENT AND MANAGEMENT		
					MET	NOT MET	FEEDBACK/ COMMENTS
6.1	Non-blanching Rash – NO FEVER						
6.2	Well Child						
6.3	Jaundiced Newborn						



PILLAR 2: LEADERSHIP/ MANAGEMENT

CONTRIBUTION	EVIDENCE PRESENTED	EVIDENCE OF CONTRIBUTION TO A SERVICE-LED OR PRACTICE-RELATED IMPROVEMENT IN RESPONSE TO FEEDBACK, EVALUATION OR NEED		
		MET	NOT MET	FEEDBACK/ COMMENTS



PILLAR 3: EDUCATION

CONTRIBUTION	EVIDENCE PRESENTED	EVIDENCE OF PERFORMANCE OF ADVANCED PRACTICE CAPABILITIES RELATED TO EDUCATION		
		MET	NOT MET	FEEDBACK/ COMMENTS



PILLAR 4: RESEARCH

CONTRIBUTION	EVIDENCE PRESENTED	EVIDENCE OF PERFORMANCE OF ADVANCED PRACTICE CAPABILITIES RELATED TO RESEARCH (INCLUDING THE SUCCESSFUL COMPLETION OF A MASTER'S LEVEL AWARD OR EQUIVALENCY)		
		MET	NOT MET	FEEDBACK/ COMMENTS

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Available from: www.improvingme.org.uk and www.kidshealthmatters.org.uk