



## Institute for Apprenticeships & Technical Education

### Apprenticeship builder

## Draft: proposal to develop an occupational standard for an apprenticeship

### This submission

Unique occupational standard reference number:  
ST0895

Trailblazer Group Reference Number:  
TB0481

Does this standard have core and options?  
No

Is this proposal a resubmission?:  
No

Would your proposed apprenticeship standard  
replace an existing framework?  
No

Target date:  
30/12/2020

Title of Occupation:  
Specialist Clinical Practitioner

Name of Trailblazer Group:  
Specialist Clinical Practitioner

Rationale for target date:  
This deadline allows 12 months development time, including wide stakeholder engagement and consultation.

## Occupational profile

### This occupation is found in...

the health and care sector. Specialist Clinical Practitioners are part of the existing NHS multi-disciplinary clinical workforce, carrying out their work across a wide range of settings including hospitals, community clinics, individual's homes and general practices where they are assigned a patient to manage. Specific examples of settings include critical care units providing interventions to critically ill patients, GP premises providing specialist services for patients in the community or schools providing support to children and their families with complex health and educational needs. The government has identified specialist clinical practice as a priority for significant workforce growth and being central to delivering the specialist clinical services set out in The NHS Long Term Plan (2019). The Plan particularly focuses on the growth of specialist clinical services to support children, those with long-term conditions like diabetes and cancer, those with mental health needs, maternity services, on shifting specialist care from hospital settings into the community and on prevention. Throughout the Plan there are clear and measurable outcomes which will require growth in the Specialist Clinical Practitioner workforce, for example: 'All patients, including those with secondary cancers, will have access to the right expertise and support, including a Clinical Nurse Specialist or other support worker'(p61 section 3.64). Specialist Clinical Practitioners are statutory regulated healthcare professionals who move onto clinical specialist occupations. They maintain their protected title with the regulator and must undertake revalidation processes where these apply.

### The broad purpose of the occupation is

for registered healthcare professionals to use their existing clinical knowledge and expertise and apply enhanced levels of clinical judgement to provide a high standard of complex specialist care to a caseload of new and existing patients. They consult with patients, their family and the multi-professional team to undertake assessments of patient need and devise and evaluate complex care plans. They critically evaluate and analyse clinical problems using their clinical knowledge, seeking out and applying relevant evidence, advanced techniques, interventions and equipment to make clinical decisions. They deliver specialist clinical care in the context of continual change, challenging environments, different models of care delivery, innovation and rapidly evolving technologies using critical analysis and their underpinning knowledge to manage complex interventions. They may teach and advise patients and their families on how to manage their condition or support the multi-disciplinary team to do so. They participate in clinical audits and research projects and implement changes as required, including the development and updating of practice protocols/guidelines and procedures locally. They will work within national and local protocols where these exist. Specialist Practitioners continuously update their knowledge and clinical practice to enhance their practice and provide support and supervision for others. They recognise boundaries of their practice and know when and who to refer patients to. They may delegate work to other members of the multidisciplinary team and take accountability for the delegated activity.

### In their daily work, an employee in this occupation interacts with...

- Patients, service users and carers in settings such as hospitals, clinics, general practices, patient/client homes, care homes, community clinics
- Other health and social care professionals for example, doctors, registered nurses, care workers, social workers, allied health professionals, pharmacists, healthcare scientists, advanced clinical practitioners and clinical academics
- Students and other learners
- Service leaders, managers and commissioners
- Stakeholder groups and third sector organisations
- Representatives from pharmaceutical and equipment companies

### An employee in this occupation will be responsible for...

- maintaining and continuously updating their existing knowledge and expertise

- Critically evaluating and analysing a complex clinical intervention to make decisions on how to manage the delivery of specialist clinical care for a defined population for people of all ages and from different backgrounds, cultures and beliefs, often managing a caseload and sometimes providing an intervention as part of a specialist clinical pathway.
- caring for people with complex care needs using their existing knowledge and expertise, advanced techniques, interventions and equipment. They must have the confidence and ability to think critically, to apply a depth of knowledge and highly developed skills to provide expert, evidence-based care
- working as part of a wider health and care team whilst being able to work alone when seeing people in their own homes or in the community or in a large specialist clinical facility. They provide specialist clinical care in the context of continual change, challenging environments, different models of care delivery, an older and more diverse population, innovation and rapidly evolving technologies.
- negotiating boundaries and playing an important proactive clinical leadership role in multidisciplinary teams to support the integration across health and social care services
- managing their own personal health and well-being, providing support and supervision for others and recognising boundaries of their practice in order to respond to the impact and demands of specialist practice
- delegating work to other members of the multidisciplinary team and take accountability for the delegated activity.

- [Typical job titles used for this occupation...](#)

Clinical Specialist Occupational Therapist for Stroke and Neurology

Specialist Nurse Eye Donation

Specialist Physiotherapist Children and Young People

Specialist Radiographer Neuro-Oncology

Specialist Biomedical Scientist – Microbiology

Specialist Nurse Skin Cancer

Paediatric Respiratory Physiologist

Diabetes Nurse Specialist

Neonatal Specialist Nurse

Sepsis Clinical Care Specialist

## Duties

### Occupation duties

Duty	Days required to complete off the job training for this duty
<b>Duty 1:</b> Be an accountable professional acting in the best interests of people, putting them first and providing specialist care that is evidence-based, person-centred, safe and compassionate	5
<b>Duty 2:</b> Use existing knowledge and expertise and enhanced levels of clinical judgement to independently undertake, complex and holistic assessments	10
<b>Duty 3:</b> Act independently to plan, deliver, monitor and evaluate complex care using advanced techniques, such as providing highly specialised technical treatment where they plan, delivery and manage the intervention, supporting the patient and their families at diagnosis, during decision-making, during treatment, post treatment, at recurrence and during symptom management.	15
<b>Duty 4:</b> Act as an expert resource both within own organisation and external agencies such as providing expert advice and support to the multi-disciplinary team regarding aspects related to patient needs, treatment planning and treatment verification	5
<b>Duty 5:</b> Develop, deliver and evaluate programmes of education and training for other healthcare professionals eg provide training as part of a course of education for a new piece of complex equipment such as a ventilator, infusion pump or new drug regime.	5
<b>Duty 6:</b> Communicate effectively in challenging environments and situations with patients, their families and the multi-disciplinary team,	5
<b>Duty 7:</b> Promote and encourage innovative clinical practice to support a culture of excellence within the wider health and care team e.g. the ability to see the bigger picture in terms of advances in care, participating in research studies, utilising new practices whenever possible in order to help patients and developing care where there are no precedents	5
<b>Duty 8:</b> Improve own and others practice using clinical supervision and through the interpretation and application of evidence and quality improvement projects e.g. undertake audits and service evaluations of care and treatments to establish if these are the correct ones to be using in certain circumstances	10

<p><b>Duty 9:</b> Lead and manage unpredictable and unplanned clinical situations such as initiating appropriate diagnostic work or timely transfer for deteriorating patients</p>	5
<p><b>Duty 10:</b> Assimilate highly complex information ensuring ethical decision making and promoting and upholding the principles of safeguarding at all times e.g. in a deteriorating situation, ensure that all aspects are taken into consideration when contemplating an intervention including viability of a good outcome and the patient and/ family wishes,</p>	5
<p><b>Duty 11:</b> Participate in resource management, strategic service development, planning and service improvement e.g. have some responsibility for budgetary planning locally and in introducing efficiencies, being involved in the future of the specialist services and being able to respond to calls for advances in treatments and/or therapies for future patients as well as contributing to guidelines and policies within the specialist area.</p>	5
<p><b>Duty 12:</b> Lead, monitor and appraise staff and learners</p>	5

## Additional information

Proposed Route:

Health and Science

Typical duration of apprenticeship (months):

18

Proposed occupational Level:

6

Transferability: the Institute expects that being competent in the duties you have listed in this proposal will mean that an individual will be able to undertake the occupation in all relevant types of employer. Please outline the steps you have taken to ensure that this will be the case and upload two examples of job adverts relating to the occupation (please only use this upload facility for this purpose. Any other information uploaded here will not be taken into account when reviewing your submission).

At any time, a search on NHS Jobs will return hundreds of jobs for specialist clinical practitioners working in all areas of health and care and a sample of these have been appended (see JDs 1 to 8). They vary greatly in the context in which they operate but are bound together by characteristics of working with a defined population, exercising high levels of judgement, discretion and decision making in a particular sphere of clinical care. Inevitably they are experienced practitioners who demonstrate leadership within their area of specialist clinical practice and are most notably a vital reference resource for others in the health and care team. which were then further refined at the employer stakeholder event. Transferability uploads (if any):

Job descriptions .zip

Please estimate the typical number of annual starts on your proposed apprenticeship standard:

200

What is the Standard Occupational Code (SOC) for the occupation?

2219 - Health professionals n.e.c.

Stand alone occupation: please confirm that the proposed apprenticeship relates to a stand alone occupation, and explain how it will fit in with any associated apprenticeship standards and list any further occupations for which you plan to submit proposals (if you have no plans to submit further proposals please say so).

The Specialist Clinical Practitioner is a registered healthcare professional using their existing expertise and knowledge to manage complex patient case and decision making. The specialist workforce will support the wider multidisciplinary team and patients. They will use their depth of existing knowledge and skill beyond what is required to simply be considered an up-to-date registered healthcare professional, for example beyond the requirements of being a Registered Nurse, Allied Health Professional, Healthcare Scientist or member of the Dental Team. Entry requirements for Specialist Practitioner will therefore be current registration with a statutory regulator to make decisions on how to manage a complex clinical case.

Unlike Advanced Clinical Practitioners, who provide an episode of care from presentation to discharge, Specialist Clinical Practitioners are often considered to be the 'single point of expertise' for a particular condition, population or treatment. Compared to other level 6 healthcare professionals, Specialist Clinical Practitioners must exercise high levels of judgement, discretion and evidence-based decision making in a particular sphere of clinical practice and will often be responsible for the effective use of specialist equipment, clinical assessments, interventions, treatment and/or drugs in their daily work as well as planning resources and services.

The Specialist Clinical Practitioner is distinct from the Registered Nurse who will conduct care in a variety of settings but would not be able to provide the specialist depth of care. For example, in the case of a patient requiring complex support following a stroke, the NHS would assign a Specialist Stroke Practitioner, Speech and Language Specialist Practitioner to manage dysphagia, Physiotherapist Specialist Practitioner to recover mobility and an Occupational Therapist Specialist Practitioner to recover independence. The patient may also continue to have their wound dressing changed by the District Nurse and see the Practice Nurse for regular blood pressure checks.

District Nurses provide care to patients in their home or care setting and will request a specialist to support specialist care requirements eg a District nurse will change a dressing on the foot of a diabetic patient, but would require a specialist podiatrist to support when the foot is showing signs of deterioration towards becoming gangrenous.

The Specialist Community Public Health Nurse works mainly with children, their families and communities. Health visitors and school nurses work with children, young people and their families, and are usually linked to a school or group of schools. They work across a range of settings that include health and education, providing a universal service between school, home and the community.

Commitments in The NHS Long Term Plan (NHS England 2019) relate to a group of clinical priorities, chosen for their impact on the population's health, include cancer, cardiovascular disease, maternity and neonatal health, mental health, stroke, diabetes and respiratory care. Job descriptions have been selected to reflect a number of these priorities. There is also a strong focus on children and young people's health. In every case, the plan describes the requirement for additional specialist clinical care and thereby evidences a strategic commitment and growing demand for specialist clinical practitioners over the coming 10 years. Examples include:

- 'By 2021 every person diagnosed with cancer will have access to a Clinical Nurse Specialist'
- 'The investment in a new digital diagnostic imaging service will enable clinical images from care settings close to the patient to be rapidly transferred to the relevant specialist clinician to interpret regardless of geography'
- 'More staff in primary care will be trained and accredited to provide the specialist input required to interpret results' [of respiratory investigations]

Whilst some overlap of knowledge, skills and behaviours between apprenticeship standards is inevitable, the Institute will not permit the development of new apprenticeship standards relating to occupations already covered by existing standards. This means that the proposed apprenticeship needs to be recognised and to stand alone. To help demonstrate this, you may wish to upload a diagram detailing how the proposed apprenticeship fits in with any related apprenticeships and reference where it fits within the relevant occupational map.

Does professional recognition exist for the occupation?

Yes