Transferable Role Template

Career Framework Level 5

Critical Care Nurse
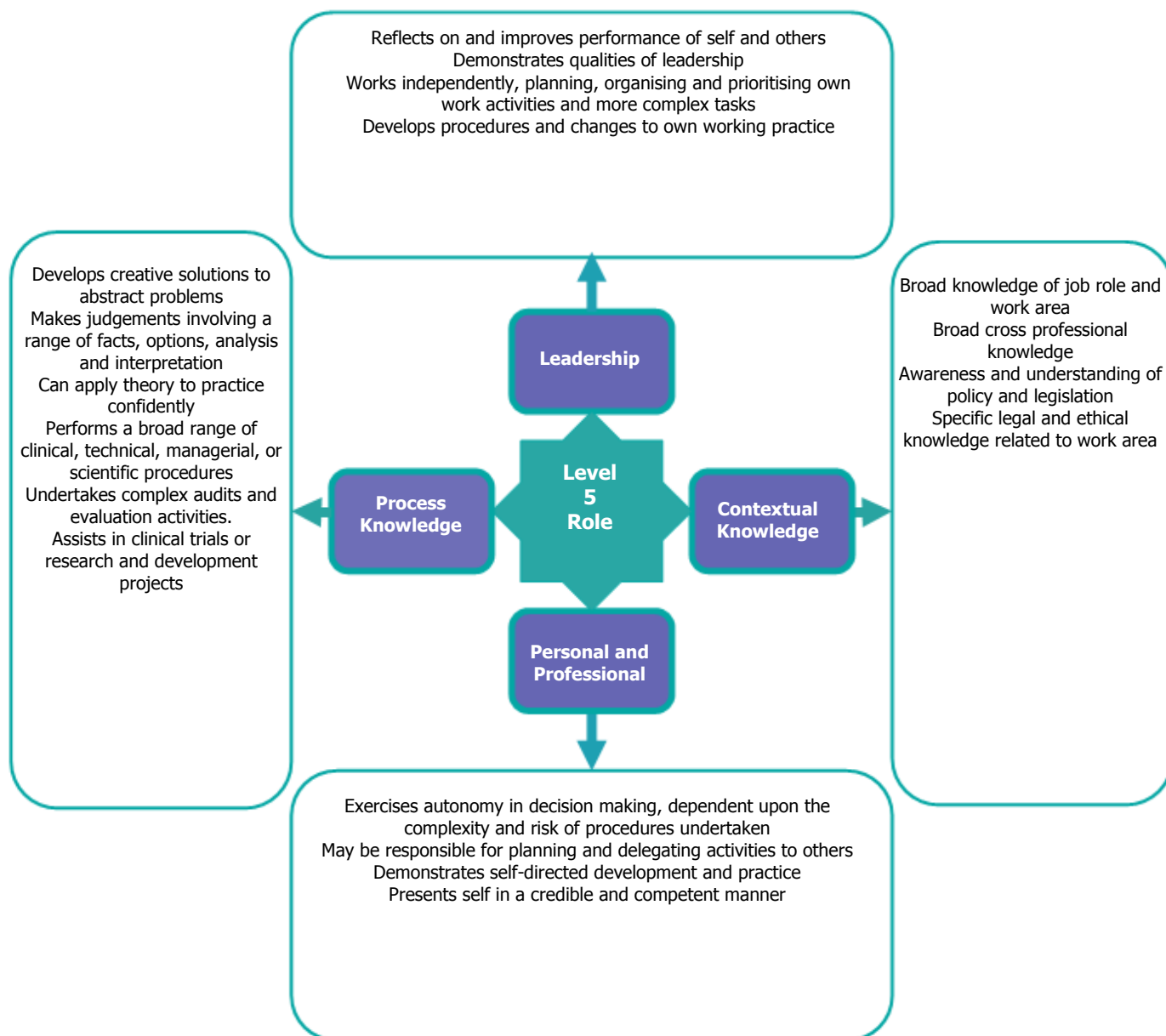
Level Descriptors
Key characteristics of a Level 5 Role

Reflects on and improves performance of self and others
Demonstrates qualities of leadership
Works independently, planning, organising and prioritising own work activities and more complex tasks
Develops procedures and changes to own working practice

Develops creative solutions to abstract problems
Makes judgements involving a range of facts, options, analysis and interpretation
Can apply theory to practice confidently
Performs a broad range of clinical, technical, managerial, or scientific procedures
Undertakes complex audits and evaluation activities.
Assists in clinical trials or research and development projects

Leadership

Level 5 Role

Process Knowledge

Contextual Knowledge

Personal and Professional

Broad knowledge of job role and work area
Broad cross professional knowledge
Awareness and understanding of policy and legislation
Specific legal and ethical knowledge related to work area

Exercises autonomy in decision making, dependent upon the complexity and risk of procedures undertaken
May be responsible for planning and delegating activities to others
Demonstrates self-directed development and practice
Presents self in a credible and competent manner

Definition of the Level 5 Role

People at level 5 will have a comprehensive, specialised, factual and theoretical knowledge within a field of work and an awareness of the boundaries of that knowledge.

They are able to use knowledge to solve problems creatively, make judgements which require analysis and interpretation, and actively contribute to service and self-development. They may have responsibility for supervision of staff or training.

Example of Role at Level 5

Practitioner:

Practitioners have a broad knowledge base in a particular field of practice which enables them to work with a considerable degree of autonomy. They may have line management responsibilities but will not be responsible for service delivery. They actively use research findings to enhance and underpin their practice. A practitioner is competent in their area of practice and will seek opportunities to improve the service they offer.

These characteristics have been developed by Skills for Health working with employers and other stakeholders.

Basic Information:

Named Role	**Critical Care Nurse**
Area of work	Critical Care, Hospital NHS Or Independent
Role Family	Nursing
Experience required	N/A
Career Framework Level	5

Summary of Role

This role was first developed in 2011 as part of the extensive work of the Cheshire and Mersey Critical Care Network and Skills for Health Project, identifying the learning and development needs of the critical care workforce.

Scope of the Role

Working as part of a team in critical care to delivery quality services.

All level 5 roles will have the following common/core competences.

All competences are national occupational standards (NOS)

Specific competences to the role have then been identified.   Any additional competences specific to the locality should then be identified locally using the competence tools and health functional map and added to the template using the same format.

Level 5 Core Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	GEN97 Communicate effectively in a healthcare environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3001
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	GEN13 Synthesise new knowledge into the development of your own practice http://tools.skillsforhealth.org.uk/competence/show/html/id/376
			CFAM&LAA3 Develop and maintain your professional networks http://tools.skillsforhealth.org.uk/competence/show/html/id/3770
	2.1.2	Reflect on your own practice	GEN23 Monitor your own work practices http://tools.skillsforhealth.org.uk/competence/show/html/id/2051
			SCDHSC0033 Develop your practice through reflection and learning http://tools.skillsforhealth.org.uk/competence/show/html/id/3415
	2.2.1	Support the development of the knowledge and practice of individuals	SCDHSC0043 Take responsibility for the continuing professional development of yourself and others http://tools.skillsforhealth.org.uk/competence/show/html/id/3481
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	IPC2.2012 Perform hand hygiene to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3309
			PROHSS1 Make sure your own actions reduce risks to health and safety http://tools.skillsforhealth.org.uk/competence/show/html/id/3327
			PMWRV1 Make sure your actions contribute to a positive and safe working culture http://tools.skillsforhealth.org.uk/competence/show/html/id/4027
	3.5.2	Protect individuals from abuse	SCDHSC0024 Support the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3518
4. SERVICE IMPROVEMENT	4.6	Promote service improvement	CFAM&LCA1 Identify and evaluate opportunities for innovation and improvement http://tools.skillsforhealth.org.uk/competence/show/html/id/3783
5. QUALITY	5.1.1	Act within the limits of your competence and authority	GEN63 Act within the limits of your competence and authority http://tools.skillsforhealth.org.uk/competence/show/html/id/85
	5.1.2	Manage and organise your own time and activities	HT4 Manage and organise your own time and activities http://tools.skillsforhealth.org.uk/competence/show/html/id/2501

6. EQUALITY & DIVERSITY	6.1	Ensure your own actions support equality of opportunity and diversity	SCDHSC0234 Uphold the rights of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3506
	6.2	Promote equality of opportunity and diversity	SCDHSC3111 Promote the rights and diversity of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3540
B. HEALTH INTERVENTION	B2.1	Obtain information from individuals about their health status and needs	CHS169 Comply with legal requirements for maintaining confidentiality in healthcare http://tools.skillsforhealth.org.uk/competence/show/html/id/2820
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D2.4	Maintain information / record systems	CFA_BAD332 Store and retrieve information using a filing system http://tools.skillsforhealth.org.uk/competence/show/html/id/4104
H. MANAGEMENT & ADMINISTRATION	H1.3.1	Contribute to the effectiveness of teams	SCDHSC0241 Contribute to the effectiveness of teams http://tools.skillsforhealth.org.uk/competence/show/html/id/3509
	H1.3.2	Develop relationships with individuals	CFAM&LDD1 Develop and sustain productive working relationships with colleagues http://tools.skillsforhealth.org.uk/competence/show/html/id/3787
	H2.6	Receive and pass on messages and information	ESKITU020 Use digital communications http://tools.skillsforhealth.org.uk/competence/show/html/id/4150

Role Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	CHS126 Conduct handover between healthcare personnel http://tools.skillsforhealth.org.uk/competence/show/html/id/166
			CHS94 Explain to the family the patient's brain stem death http://tools.skillsforhealth.org.uk/competence/show/html/id/661
			CHS48 Communicate significant news to individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/2216
			LANACP6v2 Maintain communications and records within the organisation http://tools.skillsforhealth.org.uk/competence/show/html/id/2878
			GEN99 Promote effective communication and relationships with people who are troubled or distressed http://tools.skillsforhealth.org.uk/competence/show/html/id/3861

	1.3	Support individuals to communicate	SCDHSC0369 Support individuals with specific communication needs http://tools.skillsforhealth.org.uk/competence/show/html/id/3462
			SCDHSC0370 Support the use of technological aids to promote independence http://tools.skillsforhealth.org.uk/competence/show/html/id/3464
	1.5	Provide information, advice and guidance	CHS104 Brief the team for an individual's health intervention http://tools.skillsforhealth.org.uk/competence/show/html/id/2052
	1.5	(Contd..) Provide information, advice and guidance	CHS179 Advise on requirements for choice of therapeutic intervention http://tools.skillsforhealth.org.uk/competence/show/html/id/2322
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	GEN96 Maintain health, safety and security practices within a health setting http://tools.skillsforhealth.org.uk/competence/show/html/id/2859
			IPC1.2012 Minimise the risk of spreading infection by cleaning, disinfecting and maintaining environments http://tools.skillsforhealth.org.uk/competence/show/html/id/3308
			IPC3.2012 Clean, disinfect and remove spillages of blood and other body fluids to minimise the risk of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3362
			IPC5.2012 Minimise the risk of exposure to blood and body fluids while providing care http://tools.skillsforhealth.org.uk/competence/show/html/id/3364
			IPC6.2012 Use personal protective equipment to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3365
			IPC7.2012 Safely dispose of healthcare waste, including sharps, to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3366
	3.6	Promote safe and effective working	SCDHSC0032 Promote health, safety and security in the work setting http://tools.skillsforhealth.org.uk/competence/show/html/id/3414
5. QUALITY	5.3.1	Comply with an audit/inspection of data and information	HI10.2010 Comply with an external audit of data and information in a health context http://tools.skillsforhealth.org.uk/competence/show/html/id/2983
A. ASSESSMENT	A2.1	Plan assessment of an individual's health status	CHS38 Plan assessment of an individual's health status http://tools.skillsforhealth.org.uk/competence/show/html/id/1040

	A2.3	Assess an individual with a suspected health condition	CHS39 Assess an individual's health status http://tools.skillsforhealth.org.uk/competence/show/html/id/221
	A2.3	(Contd..) Assess an individual with a suspected health condition	CC01 Assess bladder and bowel dysfunction http://tools.skillsforhealth.org.uk/competence/show/html/id/416
			CHS118 Form a professional judgement of an individual's health condition http://tools.skillsforhealth.org.uk/competence/show/html/id/434
			CHS168 Obtain a patient/client history http://tools.skillsforhealth.org.uk/competence/show/html/id/2819
			CHS217 Perform point of care testing http://tools.skillsforhealth.org.uk/competence/show/html/id/2842
	A2.7	Undertake a risk assessment in relation to a defined health need	CHS4.2012 Undertake tissue viability risk assessment for individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3394
B. HEALTH INTERVENTION	B1.1	Obtain valid consent for interventions or investigations	CHS167 Obtain valid consent or authorisation http://tools.skillsforhealth.org.uk/competence/show/html/id/2818
	B2.2	Obtain information from indirect sources about an individual's health status and needs	EUSC02 Obtain supporting information to inform the assessment of an individual http://tools.skillsforhealth.org.uk/competence/show/html/id/956
	B3.2.4	Develop care pathways for patient management	CHS124 Manage and support the progress of individuals through patient pathways http://tools.skillsforhealth.org.uk/competence/show/html/id/2599
	B3.3.3	Move and position individuals	CHS6.2012 Move and position individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3396
	B3.3.4	Prepare environments and resources for use in health care activities	GEN6.2012 Manage environments and resources for use during healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3381
	B3.3.5	Monitor and manage the environment and resources during and after health care actions	PCS2 Contribute to the safe use of medical devices in the perioperative environment http://tools.skillsforhealth.org.uk/competence/show/html/id/401

	B3.3.7	Prepare intervention materials	CHS102 Prepare to administer transfusion of blood / blood products to patients http://tools.skillsforhealth.org.uk/competence/show/html/id/803
	B3.4.2	Refer individuals to services for treatment and care	CHS99 Refer individuals to specialist sources of assistance in meeting their health care needs http://tools.skillsforhealth.org.uk/competence/show/html/id/2262
	B3.5.1	Prepare a discharge plan	CHS122 Prepare a discharge plan with individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/414
	B3.5.2	Carry out actions from a discharge plan	GEN28 Discharge and transfer individuals from a service or your care http://tools.skillsforhealth.org.uk/competence/show/html/id/2207
	B5.1	Obtain specimens from individuals	PCS17 Receive and handle clinical specimens within the sterile field http://tools.skillsforhealth.org.uk/competence/show/html/id/398
			CHS24 Carry out arterial puncture and collect arterial blood http://tools.skillsforhealth.org.uk/competence/show/html/id/901
			CHS25 Carry out blood collection from fixed or central lines http://tools.skillsforhealth.org.uk/competence/show/html/id/902
	B5.1	(Contd..) Obtain specimens from individuals	CHS132.2012 Obtain venous blood samples http://tools.skillsforhealth.org.uk/competence/show/html/id/3383
	B5.5	Prepare specimens/samples for analysis	PCS10 Carry out delegated activities in receiving, handling and dispatching clinical specimens http://tools.skillsforhealth.org.uk/competence/show/html/id/391
			CHS185 Perform basic specimen/sample preparation http://tools.skillsforhealth.org.uk/competence/show/html/id/2328
	B6	Investigate specimens and samples using diagnostic procedures	CHS192 Perform standard tests using an automated analyser http://tools.skillsforhealth.org.uk/competence/show/html/id/2336
	B7	Interpret and report on findings from investigations	CHS83 Interpret the findings of healthcare investigations http://tools.skillsforhealth.org.uk/competence/show/html/id/2249
	B8.1	Undertake physiological measurements	CHS19.2012 Undertake routine clinical measurements http://tools.skillsforhealth.org.uk/competence/show/html/id/3399
	B8.2	Investigate system/organ function	CHS130 Perform routine Electrocardiograph (ECG) Procedures http://tools.skillsforhealth.org.uk/competence/show/html/id/2729

	B10.2	Provide first aid to an individual	CHD HB1 Recognise indications of heart conditions and take appropriate action http://tools.skillsforhealth.org.uk/competence/show/html/id/696
	B10.4	Manage emergency situations	CHS163 Manage Emergency Situations http://tools.skillsforhealth.org.uk/competence/show/html/id/2792
	B11.1	Insert and secure medical devices to enable administration or drainage of fluids/air/other substances	CHS8 Insert and secure urethral catheters and monitor and respond to the effects of urethral catheterisation http://tools.skillsforhealth.org.uk/competence/show/html/id/364
			CHS103 Administer a transfusion of blood / blood products http://tools.skillsforhealth.org.uk/competence/show/html/id/804
			CC02 Insert and secure urethral catheters http://tools.skillsforhealth.org.uk/competence/show/html/id/1008
	B11.2	Maintain fluid levels and balance in individuals	CHS23 Carry out intravenous infusion http://tools.skillsforhealth.org.uk/competence/show/html/id/294
			EUSC20 Use pre-planned methods to manage blood loss http://tools.skillsforhealth.org.uk/competence/show/html/id/965
			EUSC28 Extract excess fluids from an individual http://tools.skillsforhealth.org.uk/competence/show/html/id/973
	B11.2	(Contd..) Maintain fluid levels and balance in individuals	CHS165 Manage fluid levels and balance http://tools.skillsforhealth.org.uk/competence/show/html/id/2794
			CHS17.2012 Carry out extended feeding techniques to ensure individuals nutritional and fluid intake http://tools.skillsforhealth.org.uk/competence/show/html/id/3398
	B11.3	Establish and maintain pain relief	CHS164 Manage pain relief for an individual http://tools.skillsforhealth.org.uk/competence/show/html/id/2793
	B11.8	Monitor an individual's physiological condition	EUSC25 Monitor the individual within the critical care environment http://tools.skillsforhealth.org.uk/competence/show/html/id/970
			EUSC26 Care for the individual within the critical care environment http://tools.skillsforhealth.org.uk/competence/show/html/id/971
			HCS6 Perform a range of procedures to monitor/support physiological response to modify function, performance or therapy http://tools.skillsforhealth.org.uk/competence/show/html/id/2866

	B11.9	Measure and record body fluid output, blood loss and wound drainage	CHS13 Undertake wound drainage care http://tools.skillsforhealth.org.uk/competence/show/html/id/342
			PCS6 Measure and record patients' body fluid output http://tools.skillsforhealth.org.uk/competence/show/html/id/408
	B12.4	Remove organs, tissues and fluids	CHS101 Organise the collection and receipt of blood / blood products for transfusion http://tools.skillsforhealth.org.uk/competence/show/html/id/500
	B13.5	Remove health care resources/materials	CHS14 Remove wound closure materials from individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/343
			CHS51 Discontinue infusions delivered subcutaneously and remove syringe driver or infusion device http://tools.skillsforhealth.org.uk/competence/show/html/id/2228
	B13.5	(Contd..) Remove health care resources/materials	CHS133 Remove wound drains http://tools.skillsforhealth.org.uk/competence/show/html/id/2712
	B14.2	Implement care plans/programmes	CHS135 Implement programmes and treatments with individuals who have restricted movement / mobility http://tools.skillsforhealth.org.uk/competence/show/html/id/445
			GEN79 Coordinate the progress of individuals through care pathways http://tools.skillsforhealth.org.uk/competence/show/html/id/2723
			CHS136 Assist in the implementation of programmes and treatments with individuals who have severely restricted movement / mobility http://tools.skillsforhealth.org.uk/competence/show/html/id/2731
	B14.3	Deliver therapeutic activities	CHS12 Undertake treatments and dressings related to the care of lesions and wounds http://tools.skillsforhealth.org.uk/competence/show/html/id/341
	B14.4	Undertake personal care for individuals	CHS10 Undertake stoma care http://tools.skillsforhealth.org.uk/competence/show/html/id/339
			CHS11 Undertake personal hygiene for individuals unable to care for themselves http://tools.skillsforhealth.org.uk/competence/show/html/id/340

			CHS9 Undertake care for individuals with urinary catheters http://tools.skillsforhealth.org.uk/competence/show/html/id/365
			CC09 Enable individuals to effectively evacuate their bowels http://tools.skillsforhealth.org.uk/competence/show/html/id/760
	B14.4	(Contd..) Undertake personal care for individuals	CHS5.2012 Undertake agreed pressure area care http://tools.skillsforhealth.org.uk/competence/show/html/id/3395
	B15.6	Administer medication to individuals	CHS3 Administer medication to individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/356
			EUSC19 Administer pharmaceutical interventions http://tools.skillsforhealth.org.uk/competence/show/html/id/964
			CHS49 Deliver subcutaneous treatments using syringe drivers or infusion devices http://tools.skillsforhealth.org.uk/competence/show/html/id/2226
			CHS78 Administer oxygen safely and effectively http://tools.skillsforhealth.org.uk/competence/show/html/id/2597
	B15.7	Administer nutritional products to individuals	CHS147 Administer oral nutritional products to individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/2740
	B15.8	Support individuals to self-medicate	CHS2 Assist in the administration of medication http://tools.skillsforhealth.org.uk/competence/show/html/id/349
	B15.9	Manage an individuals medication to achieve optimum outcomes	CHS74 Manage an individual's medication to achieve optimum outcomes http://tools.skillsforhealth.org.uk/competence/show/html/id/1205
			PHARM29 Take a medication history http://tools.skillsforhealth.org.uk/competence/show/html/id/2784
	B15.10	Manage stocks of medication	CHS1.2012 Receive and store medication and products http://tools.skillsforhealth.org.uk/competence/show/html/id/3393
	B16.1	Support individuals during and after clinical/therapeutic activities	CHS16 Undertake care for individuals with nasogastric tubes http://tools.skillsforhealth.org.uk/competence/show/html/id/345
			EUSC49 Provide care for individuals as they recover from invasive interventions http://tools.skillsforhealth.org.uk/competence/show/html/id/992

	B16.4	Support individuals to retain, regain and develop the skills to manage their lives and environment	CHS67 Support individuals with long term conditions to manage their respiratory function http://tools.skillsforhealth.org.uk/competence/show/html/id/2242
	B18.1	Support individuals through the process of dying	CHS95 Explain to the family the patients condition and likely death http://tools.skillsforhealth.org.uk/competence/show/html/id/2258
	B18.3	Support individuals through bereavement	SCDHSC0384 Support individuals through bereavement http://tools.skillsforhealth.org.uk/competence/show/html/id/3470
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D2.1	Collect and validate data and information for processing	HI7.2010 Collect and validate data and information in a health context http://tools.skillsforhealth.org.uk/competence/show/html/id/2980
E. FACILITIES & ESTATES	E1.3.4	Sterilise and disinfect equipment used for the provision of health care	DEC4 Prepare re-usable medical devices for sterilisation http://tools.skillsforhealth.org.uk/competence/show/html/id/369
	E1.3.4	(Contd..) Sterilise and disinfect equipment used for the provision of health care	DEC5 Carry out sterilisation and disinfection of re-useable medical devices http://tools.skillsforhealth.org.uk/competence/show/html/id/370
	E2.2.1	Move and transport individuals	EC23 Evacuate and transport individuals who require emergency transport to suitable locations for treatment/intervention/care http://tools.skillsforhealth.org.uk/competence/show/html/id/583
			PCS1 Prepare for and transport patients to, within and from the perioperative care environment http://tools.skillsforhealth.org.uk/competence/show/html/id/907
			EUSC50 Monitor and maintain the status of an individual during their post intervention transportation http://tools.skillsforhealth.org.uk/competence/show/html/id/993
			PCS23 Assist in the transfer and positioning of patients within the perioperative environment http://tools.skillsforhealth.org.uk/competence/show/html/id/2718
G. MEDICAL DEVICES PRODUCTS & EQUIPMENT	G2.4	Store equipment, devices and products	CHS186 Store specimens and samples http://tools.skillsforhealth.org.uk/competence/show/html/id/2329

	G3.6	Set up equipment, medical devices and products	GEN82 Check, connect and disconnect medical gas cylinders and outlets http://tools.skillsforhealth.org.uk/competence/show/html/id/2726
			CHS224 Set up equipment to monitor physiological function http://tools.skillsforhealth.org.uk/competence/show/html/id/2849
			HCS2 Preparation of products for use within healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/2861
	G4.1	Maintain equipment, medical devices and products	CHS166 Maintain use of medical devices to assist organ or system function http://tools.skillsforhealth.org.uk/competence/show/html/id/2795
H. MANAGEMENT & ADMINISTRATION	H1.3.1	Contribute to the effectiveness of teams	GEN39 Contribute to effective multidisciplinary team working http://tools.skillsforhealth.org.uk/competence/show/html/id/2212

Facets of Role (National Occupational Standards):

Underpinning Principle	Reference Function		Competence
		None Assigned	

Locality Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function	Competence
	None Assigned	

Indicative Learning and Development

Transferable role	**Critical Care Nurse**
Formal endorsed learning	
Informal learning	
Summary of learning and development including aims and objectives	
Duration	
National Occupational Standards used	
Credits (including framework used)	
Accreditation	
APEL and progression	
Programme structure	
Continuous Professional Development	Not specified
Resources required, e.g. placement learning, preceptors, accredited assessors etc	
Quality Assurance	
Policies included in learning programme documentation	
Funding	
Leading to registration or membership with:	

References & Further Information:

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