

Memorandum of Understanding between Providers in the Nottingham and Nottinghamshire (N&N) Integrated Care System (ICS)

1. Introduction

1.1 The purpose of this Memorandum of Understanding (MOU) is to standardise minimum standards for staff working the level of advanced clinical practice across the N&N ICS

1.2 This MoU describes the relationship, obligations, and agreement between Nottingham and Nottinghamshire ICS partners pertaining to supporting the use of minimum standards to standardise practice according to the Multi-Professional Framework for Advanced Practice in England (2017) and supports the employment of a workforce working at the level of advanced practice across N&N ICS organisations.

1.3 This document is an overarching agreement that each organisation within N&N ICS will use in the identification and employment of the existing and future workforce of healthcare providers working at the level of advanced practice.

2. Definitions

2.1 In the Agreement, unless the context requires otherwise, the following words and expressions shall have the meanings assigned to them.

2.2 The N&N ICS, as one of the very first areas in England to offer integrated care is committed to joining forces with the National Health Service (NHS), councils and the voluntary sector to coordinate services around the whole needs of each person. Working across three levels of partnership the ICS covers 23 Primary Care Networks (PCNs) which are incorporated into 4 Place Based Partnerships (PBP) – Bassetlaw, Mid-Nottinghamshire, Nottingham City and South Nottinghamshire

2.3 “Memorandum of Understanding (MoU)” means this document

2.4 Advanced practice refers to the level of advanced clinical practice as defined by the HEE Framework (2017). Examples of roles of advanced clinical practice can be found in Appendix 1.

2.5 Clinicians can provide evidence that their qualifications, competencies and capabilities map to the HEE Framework (2017) via the Health Education England (HEE) Centre for Advancing Practice by completing one of the following:

- an HEE accredited Advanced Practice Programme
- an MSc in Advanced Practice mapped to the four pillars of advanced practice
- the Supported e-Portfolio Route.

3. Background

3.1 Health Education England (2017) has developed and agreed a definition of advanced practice:

‘Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master’s level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education, and research, with demonstration of core capabilities and area specific clinical competence. Advanced clinical practice embodies the ability to manage clinical care in partnership with individuals, families, and carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people’s experience and improve outcomes.’

3.2 Advanced Practice is multi-professional. Individuals must remain registered with their background professional body (The Health and Care Professional Council (HCPC), Nursing and Midwifery Council (NMC), General Pharmaceutical Council (GPhC)).

3.3 Advanced practice is underpinned by the four pillars of practice:

- Clinical Practice
- Leadership and Management
- Education
- Research and Innovation

3.4 A key driver for the implementation of advanced clinical practice is to enable practitioners to practise to their full potential and to optimise their contribution to meeting population and individuals’, families’ and carers’ needs through different models of service delivery, multidisciplinary working and in bespoke areas of practice.

4. Utilisation of the Advanced Practice Minimum Standard Document (Appendix 2)

- 4.1 This minimum standard is a description of the qualifications, skills, experience, knowledge and other attributes, which an individual working at an advanced level of practice must possess to fulfil the definition (as per Health Education England (2017)).
- 4.2 This minimum standard can be used by service managers and human resource departments across N&N ICS organisations to ensure recruitment documents for those working within advanced practice describe the requisite skills and competencies.
- 4.3 The adoption of this minimum standard across N&N ICS organisations will ensure standardisation of advanced practice in line with current national guidance from Health Education England (2017).
- 4.4 This minimum standard will establish the essential criteria against which all candidates will be judged.
- 4.5 This minimum standard will inform potential applicants on the level and complexity of advanced practice work and will help individuals to decide whether to apply for an advanced practice position.
- 4.6 This minimum standard contains desirable criteria which can be used to establish the most suitable candidates in the recruitment process.
- 4.7 This minimum standard can be used alongside national role profiles and other recruitment documentation to facilitate role banding/salary.
- 4.8 Service providers will ensure appropriate supervision/mentorship processes in line with Health Education England documents (e.g. Workplace Supervision for Advanced Clinical Practice available at: [Workplace Supervision for Advanced Clinical Practice - Advanced Practice \(hee.nhs.uk\)](#)) are in place and supported.
- 4.9 Service providers will ensure appropriate processes are in place, and supported in job plans, to enable an individual's Continuing Professional Development (CPD) in line with Health Education England documents (i.e. The Centre for Advancing Practice – Advancing Practice: Signpost for Continuing Professional Development available at [Advancing practice: Signpost for Continuing Professional Development \(hee.nhs.uk\)](#)).

5. Equal Opportunities and Diversity

5.1 Employers must ensure that there is no unfair discrimination in any processes on the grounds of race, religion, belief, gender, age, disability, sexual orientation, gender re-assignment, marriage/civil partnership or pregnancy/maternity.

6. Appendices

6.1 Appendix 1: Examples of role titles within the umbrella of the level of advanced practice.

6.2 Appendix 2: Recommended Minimum Standards for Registered Healthcare Professionals Working at the Level of Advanced Practice within the Nottingham & Nottinghamshire ICS (or ICB).

7. Review

7.1 This document will be reviewed in 1 year. Next review date due: February 2023

8. Authorship of this document

This document has been authored by the N&N ICS ACP Steering Group (with kind permission of the Banes, Swindon and Wiltshire Partnership to use and edit their original document).

9. Signings

This document has been reviewed and approved by:

ICS ACP Steering Group Chair

Name: Prof. Frank Coffey

Signature:



Date: 29th March 2022

ICS Clinical & Care Executive Group Chair

Name: Rosa Waddingham

Signature:



Date: 6th April 2022

Appendix 1

Examples of Advanced Practice Roles

Advanced Clinical Practitioner

Advanced Clinical Pharmacist (Advanced Pharmacist Practitioner)

Advanced Community Practitioner

Advanced Nurse Practitioner

Advanced AHP Practitioner

Advanced Practitioner in Primary Care

Emergency Care Practitioner

Lead (or Senior) First Contact Practitioner

Musculoskeletal Advanced Clinical Practitioner

Nurse Consultant

All are registered healthcare professionals working to the definition given in point 3.1

Appendix 2

Recommended Minimum Standards for Registered Healthcare Professionals Working at the level of Advanced Practice within the Nottingham & Nottinghamshire ICS

This document can be used by providers and their human resource departments to ensure that recruitment documents for advanced clinical practice roles describe the requisite skills and competencies described. It should be transferrable to any provider and clinical setting.

The standards have been matched to the four pillars of advanced practice as described in the HEE Multi-professional framework for ACP (2017) [multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf \(hee.nhs.uk\)](https://www.hee.nhs.uk/multi-professional-framework-for-advanced-clinical-practice-in-england)

Education/Qualification	Essential	Desirable	Mapped to 4 Pillars of Advanced Practice
Professional Registration with NMC, GPhC or HCPC (or an equivalent accredited register).	X	N/A	N/A
Evidence of MSc level education accredited by the Centre for Advancing Practice. Such as: <ul style="list-style-type: none"> • MSc Advanced Practice. • Equivalent / other Masters mapped to the four pillars of advanced practice. • Demonstrated capability and competence at an advanced practice level through Royal College or HEE Credentialing. • Equivalency route validated through the supported portfolio 	X		Clinical Practice; Research and Innovation; Leadership and Management; Education
Non-Medical Prescribing (* if appropriate to registered profession / role)	X(*)		Clinical Practice
Relevant role specific training & qualifications that relate to a validated portfolio of practice (e.g. Advanced Resuscitation - ALS/EPLS/ATLS, joint injection, radiology interpretation skills)		X	Clinical Practice

Education/Qualification	Essential	Desirable	Mapped to 4 Pillars of Advanced Practice
Completed ACP training with an individual portfolio reflecting relevant clinical practice.	X		Clinical Practice; Research and Innovation; Leadership and Management; Education
If not part of MSc level qualification, a formal course or validated portfolio evidence pertaining to: Leadership/management Research and innovation Facilitating education.	X		Leadership and Management Research & Innovation Education

Experience	Essential	Desirable	Mapped to 4 Pillars of Advanced Practice
Significant demonstrable experience of working as a registered practitioner in a provider organisation (e.g., acute sector, community provider, third sector, social care or primary care) and within a relevant specialty		X	Clinical Practice; Research and Innovation; Leadership and Management; Education
Can demonstrate an up to date and detailed knowledge of relevant guidelines and clinical practice in the specialty.		X	Clinical Practice; Research and Innovation; Leadership and Management; Education
Evidence of recent teaching, mentorship, and supervision of healthcare staff	X		Education
Evidence of recent quality improvement and/or research experience	X		Research and Innovation
Evidence of involvement in change management and/or clinical service improvement.	X		Leadership and Management

Skills and Ability	Essential	Desirable	Mapped to 4 Pillars of Advanced Practice
Evidence of theoretical and practical skills allowing autonomous patient management (i.e. patient assessment,	X		Clinical Practice

Skills and Ability	Essential	Desirable	Mapped to 4 Pillars of Advanced Practice
diagnosis and management) related to clinical scope of practice			
Evidence of the maintenance & further development of clinical competence & capabilities (& across the 4 pillars) in the form of an individual clinical portfolio.	X		Clinical Practice, Leadership and Management; Education; Research & Innovation
Understand, encourage, and support clinical supervision and mentorship both within and across professional roles.	X		Clinical Practice; Leadership and Management; Education; Research & Innovation
Effective leadership skills relevant to role (i.e. demonstrated ability to provide clinical professional leadership and mentorship)	X		Leadership and Management
Facilitating educational skills (such as identification of training needs, delivery of education, evaluation).	X		Education
Adhering to good research practices, critically engaging in research activity so that evidence-based strategies are developed and applied to enhance quality, safety, productivity and value for money.	X		Research and Innovation
Ability to interpret and evaluate national and international guidelines and apply to local protocols and practice as appropriate	X		Clinical Practice; Research and Innovation; Leadership and Management; Education
Ability to communicate effectively with all stakeholders including to service users, clinicians, and senior leadership teams. Motivational, visionary, diplomacy and negotiation skills.		X	Leadership and Management
Able to use high-level problem-solving and analytical skills and manage complexity.	X		Leadership and Management
Annual clinical progress reviews and appraisals link to the individual's portfolio and provide career support and guidance across all four pillars	X		Clinical Practice; Research and Innovation; Leadership and Management; Education