

JOB DESCRIPTION

JOB DETAILS	
Job Title	Nurse Specialist Intravascular Fluid Management
Reports to	Clinical Nurse Specialist Intravascular Fluid Management
Band	Band 6
Department/Directorate	Clinical Specialist Services

JOB PURPOSE
<p>To work with the Clinical Nurse Specialist (CNS), medical, nursing, maternity, theatre and laboratory teams to provide expert advice and support for patients receiving for blood transfusion and intravascular therapies within the Trust.</p> <p>To develop and sustain partnership working with individual groups, communities and agencies.</p> <p>To support the implementation of the national recommendations for patient blood management and intravascular therapies.</p> <p>Facilitate the planning and delivery of patient blood management programmes to address patient needs and develop/improve the service.</p> <p>To be a subject matter expert for transfusion digital systems, including electronic patient record systems and electronic blood management systems, across the Trust, supporting improvement and development initiatives, working with the transfusion consultant leads and transfusion laboratory manager.</p> <p>Responsible for supporting the development, implementation and delivery of safe and effective transfusion processes, policies, procedures and educational programs for all staff involved in transfusion activities in conjunction with the Trust Hospital Transfusion Team (HTT) and Patient Blood Management Group (PBMG).</p> <p>To ensure compliance with Blood Safety and Quality Regulations (BSQR) including traceability of blood components and reporting of serious adverse reactions and events involving blood components/products via the SABRE platform to MHRA and SHOT.</p>
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>To be a member of, actively participate in, and work within the guidelines of the Hospital Transfusion Team (HTT), Patient Blood Management Group (PBMG) and relevant MDTs, as a key worker.</p> <p>To co-ordinate the care throughout the patient's pathway whilst under the care of the MDT, from diagnosis through treatment and follow-up care.</p> <p>To ensure that appropriate sample labelling, collection and administration of blood components and products are performed safely, accurately and in a timely manner, for every patient and in compliance with Good Manufacturing Practice (GMP), the Blood Safety and Quality Regulations (BSQR) 2005, Good Practice Guidelines for Blood Establishments and EU Blood Directives, as appropriate.</p> <p>Manage transfusion training and competency assessment for all staff involved in the transfusion pathway within the Trust.</p>

In conjunction with the HTT ensure that transfusion training packages are regularly reviewed and contain information that aligns with current local and national recommendations.

To provide appropriate written information for patients, relatives and hospital staff covering relevant condition, and its treatment.

To provide psychological, social and cultural support to patients.

The Nurse Specialist will be based in the acute hospital and provide specialist knowledge and expertise across the Trust and the wider healthcare community (non-blood).

To investigate and report suspected transfusion reactions, adverse events and near miss events associated with intravascular therapy. Ensure Trust learning from such events.

Perform clinical audit, including National Comparative Audit of Blood Transfusion, national transfusion safety alerts, BSH guidelines, NICE guidance, SHOT standards/recommendations and other equivalent assessments of compliance. Use audit reports to inform and support improvements in transfusion practice within clinical areas.

The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.

KEY WORKING RELATIONSHIPS

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Medical, Nursing and Allied Health Professionals involved in the care and management of patients receiving blood transfusions and intravascular therapies• Hospital Transfusion Team• Patient Blood Management Group• Pathology staff• Pharmacy• People Development• Clinical Training Team• Eastern colleagues• Cell Salvage Team• Prep for Surgery team	<ul style="list-style-type: none">• NHSBT• Regional Transfusion Practitioners Group• Patient relatives and carers• Company Representatives

ORGANISATIONAL CHART



FREEDOM TO ACT

To work within the nursing and medical teams and contribute to decisions about patient care in line with the Trust and service policy.

Be professionally accountable for all aspects of own work, including the management of patients in your care.

To work autonomously and be able to provide expert advice to patient and families in relation to patient condition and specialist treatments and services in line with the Trust and service policy.

COMMUNICATION/RELATIONSHIP SKILLS

Provide and receive highly complex and highly sensitive information. Communicates very sensitive, complex condition related information to patients, relatives offering empathy and reassurance.

To communicate effectively between departments and Trusts to ensure patients journey is seamless.

To work in partnership with nurses and other health professionals to address people's health needs through planning and delivering interventions which are based on best practice and clinical judgement.

ANALYTICAL/JUDGEMENTAL SKILLS

Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Requires skills for assessing and interpreting specialist acute and other patient conditions and taking appropriate actions.

To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet changing needs and established goals of care.

PLANNING/ORGANISATIONAL SKILLS

Plan, organise complex activities, programmes requiring formulation and adjustment.

To work with all specialities within both the acute and community settings to help coordinate and manage treatment plans for their patients.

To work with the CNS to develop and provide a co-ordinated specialist service to patients with the relevant specialist diagnosis and their carers and to have direct clinical involvement in complex care in both the outpatient and inpatient setting.

Plan and organise day-to-day service provision.

PATIENT/CLIENT CARE

To support patients in meeting their own health and wellbeing through providing expert information, advice and support.

To assess patients and their complex needs and those of their families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and issues surrounding terminal illness and bereavement.

To provide emotional, psychological and practical support to the patient and their family/carer throughout their pathway and to facilitate communication between patients, families and professionals.

To recognise ethical dilemmas relating to care and act as the patient/relative's advocate when required.

To support the development of care pathways for patients with relevant specialist conditions.

POLICY/SERVICE DEVELOPMENT

To support the development of specialist nurse led care where appropriate, in line with national guidance.

To supervise/instruct unqualified members of the nursing team as appropriate.

To act as an expert resource to others in developing and improving specialist knowledge and skills in clinical practice, through acting as an assessor, facilitator and teaching groups of staff as required.

To develop evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions.

To evaluate clinical effectiveness within the speciality, identifying poor quality and a plan for quality improvement.

Act as facilitator in developing clinical practice and promoting changes in service that meet national standards.

To participate in developing a shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this.

To employ effective decision-making skills to address complex issues and use effective change management skills to implement these.

To use effective prioritisation, problem solving and delegation skills to manage time effectively.

To establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise.

To maintain a peer network of support, information and learning with other nurse specialists within the organisation.

FINANCIAL/PHYSICAL RESOURCES

The post holder has a personal duty of care in relation to equipment and resources.

The post holder will work within a defined day to day operational budget. Ensuring that any projects undertaken are established and managed in a financially responsible manner.

HUMAN RESOURCES

Supervision of staff within clinical practice.

To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.

To provide specialist input to post-registration courses and professional development programmes as required by the organisation.

To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others.

To act as a specialist resource to advice and support healthcare professionals and others involved in the delivery of care to patients, their families and carers.

To support and facilitate the development of an education strategy which ensures that all those involved in the management of patients receiving intravenous therapies including blood transfusions are able to deliver the highest standards of care.

Participate in the induction of new staff and contribute to staff orientation and training programmes.

INFORMATION RESOURCES

To document all patient contacts and maintain patients records as per Trust Documentation Policy.

To be involved in the Audit Programme relevant to the service.

The post holder will use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations.

RESEARCH AND DEVELOPMENT

To maintain own and others' awareness of relevant research evidence related to the speciality and work with others in applying this to practice.

To identify areas of potential research relating to the speciality and to participate in national and local relevant research activities on a regular basis and to provide feedback to relevant groups.

To participate in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care.

PHYSICAL SKILLS

High degree of competence and dexterity in practical nursing skills, providing a supporting role in the inpatient and outpatient settings with assessments, administering intravenous and oral medication, cannulation, and taking blood.

PHYSICAL EFFORT

High degree of competence and dexterity in practical nursing skills, providing a supporting role.

The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods along with sitting at a VDU for long periods of time.

MENTAL EFFORT

The work pattern is unpredictable and subject to frequent interruption.

Actively participate in strategic service planning and development.

The post holder will require resilience to deliver specialist nursing care in at times, stressful and emotional demanding environments. Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people.

EMOTIONAL EFFORT

Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news.

Work with patients in the aftermath of bad news.

Work with patients with mental health problems or occasional challenging behaviour.

Talk to relatives following a death.

The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment.

Ability to adapt to an unpredictable workload.

Frequent exposure to distressing or emotional circumstances.

WORKING CONDITIONS

Occasional working with hazardous substances (cytotoxic drugs, bodily waste and fluids) when in clinical setting.

Occasional aggressive behaviour when dealing with face to face complaints.

Regular use of VDU.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trust's Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered Nurse	E	
Post-registration qualification in relevant specialist nursing or equivalent experience	E	
Formal qualification in teaching of adults	E	
Advanced Communication course or willing to participate in training	E	
Degree in relevant discipline or working toward		D
Competent in the physical examination of patients including assessment, history taking, venepuncture and cannulation	E	
Qualification relating to information technology systems		D
KNOWLEDGE/SKILLS		
Demonstrable nursing experience in the acute setting	E	
Demonstrable experience in care of patients requiring blood transfusions and intravascular therapies	E	
Experience in the management of vascular access devices	E	
Evidence of teaching/training experience	E	
Experience of managing service provision and the supervision and managing of staff		D
Ability to represent the department at meetings of internal, local, regional and national bodies and institutions	E	
Competent in the delivery of medications both orally and IV	E	
Demonstrates knowledge of digital system used to support transfusion practice	E	
Knowledge and use of digital applications – MS word, database, excel and presentation software etc	E	
Evidence of incident investigation, including knowledge/use of human factors, systems thinking and just culture		D
EXPERIENCE		
Extensive post registration experience in the acute setting	E	
Able to manage and conduct nurse-led clinics	E	

Counselling skills		D
Confident in delivering presentations and experience of public speaking		D
Experience of clinical audit and improving practice		D
Experience of updating, improving and supporting development of digital systems used for transfusion practice or other patient care practice		D
PERSONAL ATTRIBUTES		
Good interpersonal skills	E	
Good communication skills	E	
Ability to be empathetic	E	
Ability to handle difficult or emotional situations	E	
Excellent organisational skills	E	
Motivation	E	
Ability to adapt and change to meet the needs of the service	E	
Able to work as a team member	E	
Able to prioritise and work unsupervised	E	
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Ability to travel to other locations as required.	E	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y		X		
Contact with patients	Y				X
Exposure Prone Procedures	N				
Blood/body fluids	Y		X		
Laboratory specimens	Y		X		
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	Y		X		
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				X
Heavy manual handling (>10kg)	Y		X		
Driving	N				
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y			X	
Mental Effort	Y				X
Emotional Effort	Y				X
Working in isolation	Y		X		
Challenging behaviour	Y		X		