

# JOB DESCRIPTION

JOB DETAILS	
<b>Job Title</b>	Tissue Viability Clinical Nurse Specialist
<b>Reports to</b>	Advanced Nurse Specialist Tissue Viability
<b>Band</b>	Band 6 (subject to the completion of matching)
<b>Department/Directorate</b>	Specialist Services

**JOB PURPOSE**

The Trust is an integrated Acute and Community Trust and so includes acute and community hospitals, community nursing and other community services. The Tissue Viability Service has responsibility to provide clinical expertise in the assessment and production of care plans for patients with complex wound problems, education of staff, production of policy, and provision of guidance to Trust management on all aspects of the specialty including pressure ulcer prevention. Some clinical service is also provided to external agencies under service level agreements or other contractual mechanisms to Care Homes, Integrated Children’s Services, Devon Partnership Trust and GPs. There are multiple bases for the TVS across Eastern and Northern localities, this role will involve working from any of these bases as the service requires.

**KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES**

The post holder is required to:

- Provide Tissue Viability training and clinical advice to patients, nurses and allied health professionals working within the multi-disciplinary environment. The main aim of the post will be to develop wound prevention and treatment skills of staff in accordance with evidence-based policies and guidelines. It will also involve assessment and interventions for complex wounds and training of local staff to continue plans of care.
- In partnership with the Clinical Nurse Specialist Tissue Viability the post holder will play a key role in improving standards of care based on clinical outcomes identified through case review and clinical audit. The post holder will promote and implement high standards of tissue viability care with the aim of maintaining patients within their own home, reducing hospital admissions, facilitating early hospital discharge and promoting and enabling patients to enjoy maximum independence.
- To support staff in their clinical decision-making providing guidance aimed at improving clinical outcomes and patient wellbeing.
- To promote the continued reduction of healthcare acquired pressure ulcers
- To work with the Tissue Viability service to provide quality monitoring related to tissue viability.
- To be involved in service improvements as directed by the Clinical Matron and Advanced Clinical Nurse Specialists (Tissue Viability) demonstrating initiation of changes in practice.
- To have an awareness of the Tissue Viability budget.

**KEY WORKING RELATIONSHIPS**

Areas of Responsibility: (type of work undertaken)

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

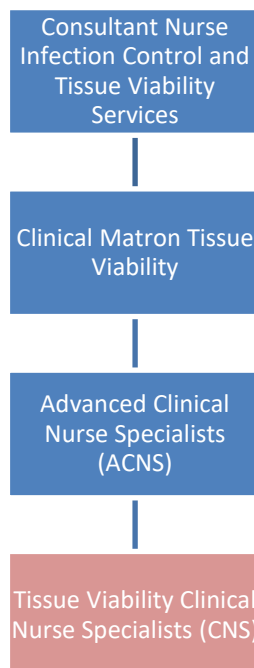
In addition, the post holder will deal with the wider healthcare community, external organisations and the public.

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"> <li>• Director of nursing</li> <li>• Directors of patient care</li> <li>• Consultants and other medical staff</li> <li>• Lead nurses, Clinical matrons and equivalent therapists</li> <li>• Patient Safety Team</li> <li>• Nursing staff</li> <li>• Ward and departmental clinical staff</li> <li>• Allied Healthcare Professionals</li> <li>• Community teams (as above)</li> <li>• Procurement</li> <li>• Urgent Care Response and Nursing care home staff</li> <li>• Podiatrists</li> <li>• Diabetes team</li> <li>• Patient Advice and Liaison Service (PALS) staff</li>   <li>• Medical device library staff and MEM Manager</li> </ul>	<ul style="list-style-type: none"> <li>• External care agencies</li>   <li>• Company representatives.</li>   <li>• Other tissue viability specialists</li>   <li>• External Procurement staff i.e supply chain</li>   <li>• Children’s services</li>   <li>• Devon Partnership Trust (DPT), hospice and HMP Services</li> </ul>

## ORGANISATIONAL CHART



## **FREEDOM TO ACT**

To identify with relevant stakeholders and the ACNS Tissue Viability the educational needs of the local health economy. To ensure that the educational activities provided are evaluated.

Undertake annual Development and Review with ACNS Tissue Viability linked to the Knowledge and Skills framework (KSF) competencies. Monthly management supervision (one to one meetings) with Advanced Clinical Nurse Specialist Tissue Viability.

Expected results are defined but the post holder decides how they are best achieved, using occupational guidelines and policies. The post holder will work independently recognising when it is necessary to refer to their manager

## **COMMUNICATION/RELATIONSHIP SKILLS**

Tissue viability work often requires multidisciplinary working and working together at the 'bedside' and always feedback to the professionals taking overall care of the patient, so good relationships with the following personnel are necessary for an effective service;

The post holder requires advanced communication skills to effectively receive and advise on complex clinical matters relating to the specialism. Empathetic and re-assurance skills are needed as part of this role when communicating difficult situations to the patient

## **ANALYTICAL/JUDGEMENTAL SKILLS**

In conjunction with the Advanced Clinical Nurse Specialist Tissue Viability analyse and investigate relevant incident reports received via DatixCloud and other reporting systems

To be aware of other relevant clinical data such as model hospital data, clinical coding data.

To use and maintain a method for the production of clinical outcomes for patients who have been referred to the service.

The post holder will be required to assess complex clinical conditions and provide advice and guidance based on the presenting information.

Advanced analytical skills are needed when reviewing patient referrals and deciding the appropriate intervention, in the best interest of the patient.

## **PLANNING/ORGANISATIONAL SKILLS**

The post holder will plan and organise their own day to day work tasks and activities. The post holder is expected to plan and organise straight forward tasks/programmes such as clinics and case conferences

## **PATIENT/CLIENT CARE**

To provide highly specialised clinical advice for non-complex and complex Tissue Viability referrals. Referrals may be received from inpatient services, Acute and Community Hospitals, Community Nursing teams, Practice Nurses, UCR and Nursing Care Homes, other Allied Health Professionals, Children services, DPT, hospice and HMP Services and associated services

In partnership with the primary nursing team devise and evaluate care plans regarding non-complex and complex Tissue Viability needs of individual patients, developing specialised programmes of care and care packages for patients.

Provide feedback to the primary nursing team regarding patient referral

Maintain accurate documentation of assessments in the electronic patient record and in departmental records in line with the Nursing and Midwifery Council (NMC) guidance and Trust policies.

To liaise with the Advanced Clinical Nurse Specialist – Tissue Viability regarding referrals which are complex.

To provide activity data to the CNS Tissue Viability regarding patient and non-patient activity

Provide advice on the selection and appropriate use of pressure relieving equipment

#### **POLICY/SERVICE DEVELOPMENT**

To work with or as delegated by the Clinical Matron Tissue Viability / Advanced Clinical Nurse Specialist Tissue Viability on the development and review of relevant policies, standards and guidelines for tissue viability, implementing policy and proposing changes to working practices for own work area

Advise individual areas/personnel with production of specific local protocols/standards in the tissue viability aspects of their work.

To promote current evidence-based practice, including guidance issued by the National Institute for Health and Care Excellence (NICE) with the aim of improving the quality of tissue viability and wound management

Emphasise and encourage a pressure ulcer prevention strategy within the Nursing Care homes and raise the profile of preventative measures.

#### **FINANCIAL/PHYSICAL RESOURCES**

Be aware of and adhere to the Trust standing financial instructions.

To be aware of the TVS budget and contribute to robust budgetary control

#### **HUMAN RESOURCES**

Ensure own educational needs are raised with line manager as necessary.

Act in accordance with the NMC Code of Professional Conduct.

Be aware of and work within the policies and procedures adopted by the Royal Devon University Healthcare NHS Foundation Trust

Work with and provide cover for the Band 6 Tissue Viability Nurses in the Locality as appropriate and needed.

Carry out other duties as may be required and which are consistent with the responsibilities of the post.

Undertake mandatory training as defined in Trust Training Needs Analysis (as identified in STAR on line system)

To work in partnership with the ACNS – Tissue Viability to develop, plan and deliver Tissue Viability related education and training to various staff groups within the local health economy.

#### **INFORMATION RESOURCES**

Liaise with the Governance Department with respect to tissue viability aspects of inspections by Care Quality Commission.

To be responsible for the storage of data including departmental records and patient identifiable data on computer-based systems.

#### **RESEARCH AND DEVELOPMENT**

In conjunction with the ACNS Tissue Viability, undertake case studies where they would add something new to the literature for example with complex or unusual cases, and in the evaluation of new products.

Participate in any relevant research activities in conjunction with the ACNS Tissue Viability as identified by the wider Tissue Viability service.

To disseminate audit results trust-wide and externally as required

Contribute to national audit and prevalence studies whenever appropriate

### **PHYSICAL SKILLS**

The post holder will require highly developed physical skills, including manual dexterity in the use and application of different wound dressing products.

Undertakes clinical procedures that require dexterity and accuracy e.g. complex wound interventions such as negative pressure wound therapy, sharp debridement, tissue biopsies, Doppler ultrasound, compression bandaging.

Ability to deliver patient care in a variety of different settings including hospital wards, outpatient clinics and patients own homes.

Ability to carry and move some clinical and teaching equipment around the Trust between locations in accordance with Moving and Handling procedures and policies.

### **PHYSICAL EFFORT**

Able to undertake clinical work in a variety of locations including hospitals clinics and home environments, which requires reaching, bending, kneeling and lifting and on occasion patient positioning.

The post holder will be required to sit for long periods in one position at a desk when reviewing reports.

Occasional physical effort moving health promotional and educational equipment and materials between locations.

Manual dexterity when demonstrating clinical skills during teaching.

### **MENTAL EFFORT**

Ability to work under pressure.

Learn new skills associated with the role.

The ability to concentrate frequently; reviewing and seeing patient referrals, patient assessment, writing and reviewing reports as guided by the ACNS and Clinical Matron for Tissue Viability.

### **EMOTIONAL EFFORT**

Sensitive and empathic to staff and client needs.

Empower colleagues and less experienced nursing staff to contribute to the formation of goals, knowledge and skills relating to the specialty.

The post holder will be exposure to distressing and emotional circumstances and will be required to communicate highly sensitive and highly distressing information to patients and relatives with reassurance and at a level suitable for that person, for example discussing wound diagnoses and prognoses with service users and relatives.

## **WORKING CONDITIONS**

Frequent exposure to malodorous, exuding and infected wounds on a regular basis.

Occasional exposure to aggressive patients/family/carers.

Regular need to drive around the geographical area covered by RDUH.

Regular VDU use.

## **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 Trusts 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

<b>Job Title</b>	Clinical Nurse Specialist Tissue Viability
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Requirements	Essential	Desirable
<b>QUALIFICATION/ SPECIAL TRAINING</b>		
1 <sup>st</sup> level Registered Nurse qualification (NMC registered)	E	
Relevant health associated first level degree or graduate diploma qualification	E	
Evidence of study at Masters level or equivalent experience		D
Teaching/Assessing qualification or relevant experience	E	
<b>KNOWLEDGE/SKILLS</b>		
Up to date knowledge and recent significant clinical experience with patients with Tissue Viability needs.	E	
Ability to appraise research evidence consistent with evidenced based care	E	
Requires knowledge of and experience in audit of clinical audit process	E	
Understands pressure ulcer surveillance methodologies	E	
Computer literacy to a level consistent with everyday use for common use software word processing, spread sheets, presentation, plus email and internet familiarity	E	
Can work in ways that seek to prevent admissions and produce early discharge for patients with wounds	E	
Evidence of ability to work autonomously	E	
An awareness of NHS strategy and policy at national, regional and organisational levels and how these drivers are interpreted in the specialist service		D
<b>EXPERIENCE</b>		
Has significant post qualification relevant clinical experience	E	
Experience of applying evidence-based practice to clinical practice	E	
Experience of developing nurse led services/clinics		D
Previous experience of developing and delivering educational programmes		D

<b>PERSONAL ATTRIBUTES</b>		
Able to work as a team member	E	
Demonstrates effective written and verbal communication skills	E	
Communicating with all levels and groups of staff within and external to the organisation	E	
Ability to undertake clinical work in a variety of locations including hospitals, clinics and home environments.	E	
Self-motivated and ability to work under own initiative.	E	
Computer literate. Ability to use Word, Excel, PowerPoint and e-mail systems.	E	
The ability to challenge and discuss poor practice both within the Tissue Viability team and in wider practice	E	
Teaching Tissue Viability topics at University and University accredited modules		D
<b>OTHER REQUIREMENTS</b>		
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	



		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
<b>Hazards/ Risks requiring Immunisation Screening</b>					
Laboratory specimens	Y/N			X	
Contact with patients	Y/N				X
Exposure Prone Procedures	Y/N				
Blood/body fluids	Y/N				X
Laboratory specimens	Y/N			X	
<b>Hazard/Risks requiring Respiratory Health Surveillance</b>					
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)	Y				
Animals (larvae and leaches)	Y				
Cytotoxic drugs	N				
<b>Risks requiring Other Health Surveillance</b>					
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				
<b>Other General Hazards/ Risks</b>					
VDU use (> 1 hour daily)	N				X
Heavy manual handling (>10kg)	Y			X	
Driving	Y				X
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	