

JOB DESCRIPTION

JOB DETAILS	
Job Title	Tissue Viability Clinical Nurse Specialist
Reports to	Tissue Viability Clinical Matron
Band	Band 7
Care Group	Clinical Specialist Services

JOB PURPOSE

The Trust is an integrated Acute and Community Trust, including acute and community hospitals, community nursing and other community services. The Tissue Viability (TV) Service has responsibility to provide clinical expertise in the assessment and production of care plans for patients with complex wounds, 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 services are also provided to external agencies under service level agreements or other contractual mechanisms to Care Homes, Children and Family Health Devon, Devon Partnership Trust (DPT) and GP practices.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

As a specialist in TV, 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 TV 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.

Support staff in their clinical decision-making providing guidance aimed at improving clinical outcomes and patient wellbeing.

Promote the continued reduction of healthcare acquired pressure ulcers and review pressure ulcer incident reports via Datix Incident Reporting system. To facilitate learning interventions using the Patient Safety Incident Response Framework (PSIRF) and support teams with completion of the appropriate documentation.

Work with the Clinical Matron to plan and deliver service improvements and quality improvement work relating to Tissue Viability. Works with the Clinical Matron to support the development of the electronic patient record (EPIC).

Have an awareness of the Tissue Viability budget.

KEY WORKING RELATIONSHIPS

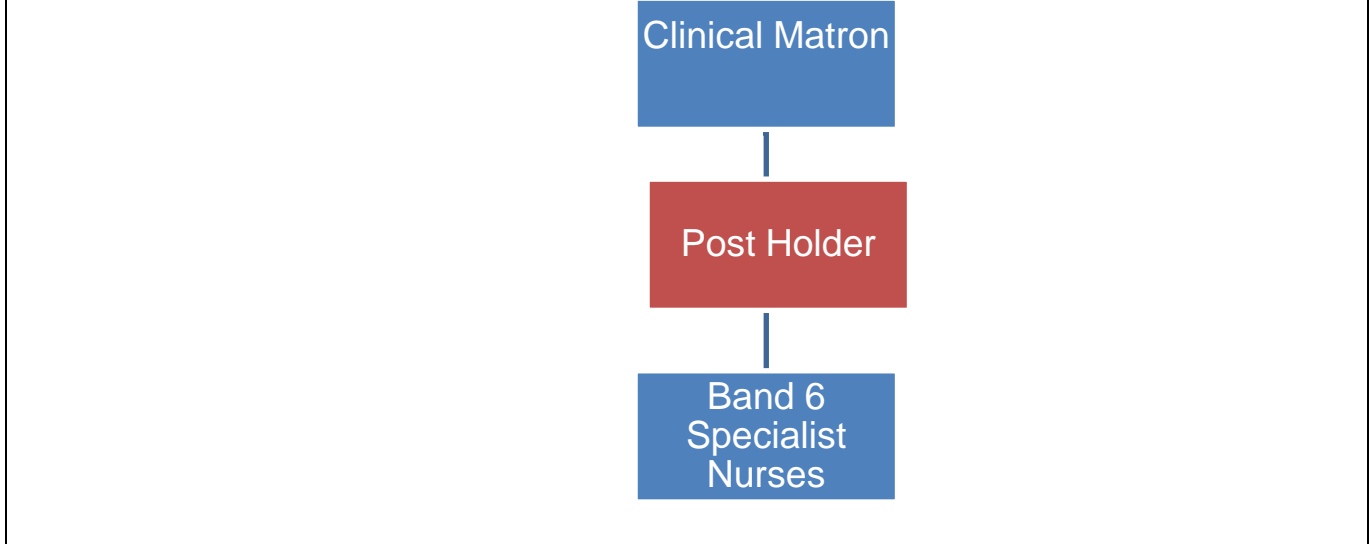
The post holder is required to work effectively with all staff across the RDUH on a daily basis along with the wider healthcare community, external organisations and the public.

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"> • Director of Infection Prevention and Control (DIPC) • Clinical Matron and Lead Nurse for Tissue Viability • TV Team 	<ul style="list-style-type: none"> • NHSE • Devon Integrated Care Board • Other Trust and Community Departments and Services

<ul style="list-style-type: none"> • Infection Prevention and Control (IPC) Team • TV Link Nurses / Practitioners • EPIC team • Clinical Nurse Managers • Patients • Multidisciplinary Teams • Care Group Directors and Associate Directors of Patient Care • Vascular, Plastic and Dermatology Teams • Diabetes Foot Care Team and Podiatry • Lymphoedema Nurse Specialists • Patient Safety and Risk Management Teams • Procurement Department • Lower Limb Therapy Team • Medical Device Library Staff/EBME 	<ul style="list-style-type: none"> • Care / residential home managers and staff • GP Practice staff • Domiciliary Care providers • Carers, Relatives and Visitors
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ORGANISATIONAL CHART



FREEDOM TO ACT

- As a specialist nurse within the TV team you will work as an autonomous practitioner, within agreed protocols.
- Lead specialist in a defined area of nursing care working within a multi-professional team.
- To work autonomously and be able to provide expert advice to patients and families in relation to patient condition and specialist treatments and services in line with the Trust and service policy.

COMMUNICATION/RELATIONSHIP SKILLS

- Provide clinical support and supervision to other members of the TV team as appropriate, supporting colleagues in stressful / pressurised circumstances when required.
- Preparing papers which include complex information and presenting them at meetings.
- Communicating with all levels and groups of staff and patients within and beyond the organisation.
- Respond to TV enquiries from staff, patients, visitors and the public and give advice in accordance with agreed policy and guidance.
- Occasional complex and sensitive discussion with patients, visitors and staff about wound care and TV services requiring an empathetic approach.

- Concentration required for preparing audit reports.
- Communicates very sensitive, complex condition related information to patients and relatives, offering empathy and reassurance.
- To communicate effectively between departments, wards and Trusts to ensure patients journey is seamless.
- Provides and receives highly sensitive, distressing, complex or contentious information to patients, their relatives and members of the public with empathy and reassurance e.g. complex TV issues.
- Communicates with a range other staff of all disciplines, acting as a highly specialist resource including liaison with health care providers out with the Trust regarding diagnosis and treatment advice.
- Empower colleagues and less experienced nursing staff to contribute to the formation of goals, knowledge and skills relating to the specialty.
- Represent the Trust in this specialist field at professional meetings and conferences.
- Work with patients with mental health problems or occasional challenging behaviour.

ANALYTICAL/JUDGEMENTAL SKILLS

- Evaluate and update TV procedures throughout the areas of service responsibility as necessary.
- Work within knowledge and capabilities and escalate issues appropriately to other team members
- Utilise risk assessment skills e.g. EPRAT.
- Analyse and interpret complex facts and situations then lead in the identification and comparison of a range of options.
- Assesses and interprets 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.
- Develops skills to assess and interpret specialist information and conditions and takes appropriate action usually without the need to refer to other specialists.
- To provide expert assessment of patient's needs.

PLANNING/ORGANISATIONAL SKILLS

- Ensure the delivery of every day departmental tasks associated with the TV services e.g. triage and allocation of work.
- Prioritise own work plan to deliver essential daily department outputs as identified above.
- Contribute to the daily planning of the departmental work programme / diary in collaboration with the Clinical Matron and department administrators.
- To develop and provide a co-ordinated specialist service to patients with the relevant diagnosis and their carers and to have direct clinical involvement in complex care in both the outpatient and inpatient setting.
- To support and prevent admission for the patient with the relevant diagnosis and support the coordination of complex discharges for patients with the relevant diagnosis that have been admitted.
- To use effective prioritisation, problem solving and delegation skills to manage time effectively.
- Responsible for organising own workload and supervising the workload of less experienced specialist nurses/practitioners within the requirements of the specialist team activities and work plan.

PATIENT/CLIENT CARE

- Act as a specialist advisor in all matters relating to TV.
- Provide highly specialist advice and provide diagnostic assessment (e.g. doppler) and implement care in accordance to national & local guidelines. Provide treatment plans and review care at recommended intervals.
- Provide advanced level holistic practice to clinical area of practice, working collaboratively with all members of the multi professional team to meet the needs of patients.
- Ensure consistent high standard evidence based clinical intervention and decision making informed by local protocols and national guidelines.

- Work in accordance with the Trust Framework, HEE and speciality standards and credentials in undertaking specialist skills in the assessment, planning, implementation and evaluation of care for patients referred. This Includes managing complete episodes of patient care requesting and interpreting appropriate investigations within the scope of practice.
- Advise patients, their carers and staff on the promotion of health and prevention of illness.
- Apply highly specialist knowledge in providing advice and support to patients or carers to facilitate informed choice, and self-efficacy.
- Act as an expert resource in specialist field.
- Work with patients/service users, and carers, to optimise outcomes.
- Deliver patient care in a variety of different settings including hospital wards, outpatient clinics and patients own homes.

POLICY/SERVICE DEVELOPMENT

- Implementation of the TV annual plan.
- Implement the formulation and update of TV policies and procedures devolved from the TV annual plan.
- Assist in the implementation of TV policy into clinical practice by communication and practical demonstration with all levels of staff.
- Aid individual areas/personnel with production of specific local protocols on TV aspects of their work.
- Participate in the development and implementation of the annual programmes of the Tissue Viability Steering Group (TVSG), and those from other organisations the service is contracted to.
- Act as a specialist advisor to working groups/committees relevant to TV, providing feedback to the TV team as directed by the Clinical Matron.
- 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 and produce an annual report.
- Act as facilitator in developing clinical practice and promoting changes in service that meet National Standards – both clinical and operational.
- To participate in developing the specialist service strategy and shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this.
- 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.
- Actively participate in strategic service planning & development.
- Take a leading role and contribute to planning and delivery of publicity drives in association with national/international initiatives e.g. Stop the Pressure.
- Appraise current practices, update and introduce new ones in accordance with recent findings
- Actively participate in strategic service planning & development.
- Develops specialist multidisciplinary protocols and policies for specialist area.

FINANCIAL/PHYSICAL RESOURCES

- The post holder has a personal duty of care in relation to equipment and resources.
- In conjunction with procurement, assist with any trials / product changes and that may have financial or practice implications for TV.
- Be aware of budgetary limitations and provide highest quality nursing service within those confines.

HUMAN RESOURCES

- Line management of the TV team.
- Take a leading role in the development and delivery of TV education and training materials and programmes, for staff in a variety of settings.

- Provide education to other members of the TV team as appropriate.
- Demonstrate commitment to professional and personal development by maintaining personal development plan, and attending relevant meetings, courses, and conferences.
- Contribute to the maintenance of the TV web pages on trust intranet.
- To provide specialist input to post-registration courses and professional development programmes.
- To supervise/instruct all clinical staff as appropriate, to include the TV team.
- Provide leadership and support to clinical teams and deal with poor performance.
- Ensures that personal development reviews and 1:1s of line managed staff are undertaken regularly.

INFORMATION RESOURCES

- Collect relevant clinical data for use by the TV team.
- Produce quarterly audit reports for TVSG when required.
- Document all patient contacts in patient record, as per Trust Documentation Policy.
- Use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations. The post holder will be responsible for sourcing and gathering information to produce presentations, informative reports, briefings and papers for meetings, on average quarterly.
- Accurately record notes and enter electronic data into databases.
- Ensure accurate electronic records of care and advice given are kept.
- Works with the clinical matron and Epic team to develop the electronic patient record in relation to TV related documentation.
- Ensure accurate electronic records of patient encounters and audit results are kept.

RESEARCH AND DEVELOPMENT

- Act as a research resource in the matters relating to the annual TV programme.
- Report on any current practices that do not meet relevant policy standards.
- Undertake monthly monitoring of relevant publications / websites and accessing evidence-based practice information to inform TV policy and practice.
- Ensure clinical practice developments are based on best available evidence.
- Review and disseminate new information to relevant staff.
- Collect and collate epidemiological data to enable the team to inform independent or collaborative review of clinical practice.
- To participate and lead in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care on a regular basis and provide feedback to relevant groups.
- To ensure the Trust provides accurate clinical data to national data collection programmes relevant to the service.
- To be involved in the Audit Programme relevant to the service.

PHYSICAL SKILLS

- Undertakes clinical procedures that require dexterity and accuracy e.g. complex wound interventions such as negative pressure wound therapy, sharp debridement, Doppler ultrasound, compression bandaging.
- Manual dexterity when demonstrating clinical skills during teaching.

PHYSICAL EFFORT

- The post holder may be required to exert physical effort (loads of not more than 5kg moving health promotional and educational equipment and materials between locations) on an occasional basis.
- Ability to visit / move around between many wards and departments in working day, and to travel to other hospitals and community sites.
- The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods involving sitting at a VDU for long periods of time.
- Regular need to drive around the geographical area covered by RDUH.

- Carry and move some clinical and teaching equipment around the Trust between locations in accordance with Moving and Handling procedures and policies.

MENTAL EFFORT

- Ability to work under pressure as unpredictable work pattern – frequent interruptions to daily tasks and routine work to deal with queries on a range of matters and competing priorities. e.g. telephone enquiries.
- Flexibility to adapt to an unpredictable workload, for example acute/community patient caseloads, presence in theatre to provide expert clinical and dressing advice, number of pressure incidents resulting in after action reviews etc.
- Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people.

EMOTIONAL EFFORT

- Support patients and their families with complex wounds which may have a detrimental impact on their outcome/wellbeing. May on occasions be required to impart distressing information to patients.
- Managing conflict in the workplace and assist in dealing with crises/problems/ difficult circumstances within department teams/individuals.
- Dealing with complaints and patient feedback.
- Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people across different organisations whilst also providing senior support to junior members of staff.
- Be sensitive and empathic to staff and patient/client needs.
- 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.

WORKING CONDITIONS

- Occasional exposure to aggressive patients/family/carers.
- Frequent exposure to malodorous, exuding and infected wounds.
- Frequent requirement to sit at display screen equipment.

OTHER RESPONSIBILITIES

- Take part in regular performance appraisal.
- Maintain responsibility for own professional and specialist development.
- Use reflection to identify and prioritise education/development needs.
- Pursue an ongoing programme of professional education/development relevant to the specialty
- Be a member of a professional specialist forum/association (where such exists) and attend regional/national meetings and conferences when possible.
- 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 (DSE) if appropriate to role

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are

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

Job Title	Tissue Viability Clinical Nurse Specialist
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
NMC Registered Nurse	E	
Master's level qualification or equivalent experience	E	
Conservative sharp debridement qualification		D
Relevant experience in TV department	E	
Relevant teaching / educational qualification		D
KNOWLEDGE/SKILLS		
A comprehensive knowledge of wound care	E	
An appreciation of Trust strategy and policy at organizational levels and how these drivers are interpreted in the specialist service	E	
Ability to appraise research evidence consistent with evidenced based care	E	
Computer literacy to a level consistent with everyday use for common use software word processing, spreadsheets, presentation, plus email and internet familiarity	E	
Excellent verbal and written communication skills	E	
Ability to manage own case/workload	E	
Ability to lead other clinical staff	E	
Ability to review the performance and development of other staff	E	
Ability to lead and coordinate research, surveillance and audit activity		D
Ability to implement changes to practice successfully		D
EXPERIENCE		
Demonstrable post qualification nursing experience in an acute hospital / community setting	E	
Demonstrable post qualification experience as a TV nurse	E	
Has undertaken clinical audit projects	E	
Has drafted TV policy for review by TV Team	E	
Experience of delivering nurse led services/clinics	E	
Experience of teaching in practice	E	
Experience of undertaking formal teaching/lecturing		D
PERSONAL ATTRIBUTES		
Ability to adapt and display appropriate interpersonal skills to suit needs of audience / situation	E	
Ability to support colleagues in stressful / pressurised circumstances when required	E	
Ability to communicate with many levels of staff and with clients	E	
Adaptability as regular interruptions to daily tasks occurs	E	
Ability to prioritise busy schedules and competing demands	E	
Confidence to challenge poor practice	E	
Ability to manage patients and relatives requiring explanation on wound care	E	
Comfortable working in busy, hot, noisy multi-person office	E	
Capable of regular periods of VDU work.	E	

<p>Capable of lone working</p> <p>Able to work as a team member</p> <p>Highly motivated and enthusiastic</p> <p>Takes responsibility for own professional development</p> <p>Smart professional appearance</p> <p>Up to date personal profile</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p>OTHER REQUIREMENTS</p> <p>The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.</p> <p>Hold a driver's license and have the ability to travel to other locations as required.</p>	<p>E</p> <p>E</p>	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y			X	
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	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)	Y			X	
Animals	N				
Cytotoxic drugs	N				
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)	N				
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		