

JOB DESCRIPTION

JOB DETAILS	
Job Title	Tissue Viability Nurse Specialist
Reports to	Tissue Viability Clinical Nurse Specialist
Band	Band 6
Care Group	Clinical Specialist Services

JOB PURPOSE
<p>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.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>The post holder is required to:</p> <p>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.</p> <p>In partnership with the Tissue Viability Clinical Nurse Specialist (CNS) 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.</p> <p>Support staff in their clinical decision-making providing guidance aimed at improving clinical outcomes and patient wellbeing.</p> <p>Promote the continued reduction of healthcare acquired pressure ulcers and review pressure ulcer incident reports via Datix Incident Reporting system.</p> <p>To facilitate learning interventions using the Patient Safety Incident Response Framework (PSIRF) and support teams with completion of the appropriate documentation.</p> <p>Work with the Tissue Viability service to provide quality monitoring related to Tissue Viability.</p> <p>Be involved in service improvements as directed by the Clinical Matron and Tissue Viability CNS demonstrating initiation of changes in practice.</p> <p>Have an awareness of the Tissue Viability budget.</p>

KEY WORKING RELATIONSHIPS
<p>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.</p>

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 • Infection Prevention and Control (IPC) Team • TV Link Nurses / Practitioners • Clinical Nurse Managers • Patients • Multidisciplinary Teams • Care Group Directors and Associate Directors of Patient Care • Vascular, Plastic and Dermatology Teams • Diabetes Foot Care Team / 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"> • NHSE • Devon Integrated Care Board • Other Trust and Community Departments and Services • Care / residential home managers and staff • GP Practice staff • Domiciliary Care providers • Carers, Relatives and Visitors

ORGANISATIONAL CHART



FREEDOM TO ACT

- Identify with relevant stakeholders and the CNS the educational needs of the local health economy.
- Ensure that educational activities provided are evaluated.
- Undertake annual development review with CNS. Monthly management supervision (one to one meetings) with CNS.
- Expected results are defined but the post holder decides how they are best achieved, using tissue viability guidelines and policies.

- Work independently recognising when it is necessary to refer to their manager.
- Maintain responsibility for own professional and specialist development.
- 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.
- Act in accordance with the NMC Code of Professional Conduct.

COMMUNICATION/RELATIONSHIP SKILLS

- Preparing papers which include complex information and presenting them at meetings.
- Respond to TV enquiries from staff, patients, visitors and the public and give advice in accordance with agreed policy and guidance.
- Complex and sensitive discussion with patients, visitors and staff about complex wounds requiring an empathetic approach.
- Provide and receive complex and sensitive information. Communicates sensitive, complex condition related information to patients and relatives, offering empathy and reassurance e.g. advice and guidance about non-healing wounds, skin changes at end of life.
- Will need to overcome barriers to understanding as they see a range of patients and have an ability to adapt their communication skills. They will require tact and persuasive skills when caring for a range of patient groups and when implementing care to a diverse range of patient groups. This includes situations where patients may not understand the information or treatment being provided due language differences, physical or mental special needs, or due to age (e.g. elderly or frail).
- To communicate effectively between departments, wards and Trusts to ensure patients journey is seamless.
- 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.
- Occasionally manage a difficult situation which may arise with angry/upset clients, staff and telephone callers.
- Challenge potentially hazardous or ineffective TV practice directly with staff where appropriate and report back to senior members of the TV team.
- Provide representation on committees/working groups as required.
- Be prepared to challenge individuals' actions/omissions if not compliant with trust policies and guidelines at any time.
- Work with patients with mental health problems or occasional challenging behaviour.

ANALYTICAL/JUDGEMENTAL SKILLS

- Act as a specialist advisor in all matters relating to TV.
- 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 identify and compare a range of options e.g. wound assessment and dressing/treatment options.
- Requires skills for assessing and interpreting specialist acute and other patient conditions and take appropriate actions.
- Monitor and review the effectiveness of interventions with the patient and clinical team and modify these to meet changing needs.
- To employ effective decision-making skills to address complex issues and use effective change management skills to implement these.
- Evaluate clinical practice in relation to its evidence base and clinical effectiveness.

PLANNING/ORGANISATIONAL SKILLS

- Prioritise own work plan to deliver essential daily department outputs as identified above.
- Plan the daily allocation of the departmental work programme / diary in collaboration with the department administrator.
- To use effective prioritisation, problem solving and delegation skills to manage time effectively.

PATIENT/CLIENT CARE

- Provide specialist TV advice to patients, staff, visitors and contractors.
- Discuss more complex cases with relevant senior members of the team to ensure appropriate care is provided.
- Recognise ethical dilemmas relating to care and act as the patient/relative's advocate when required.
- Support the development of care pathways for patients with relevant specialist conditions
- 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.
- 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 development of evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions.
- Participate in developing a shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this.
- Establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise.
- Implement the development of patient/ healthcare information, specific to TV.
- Implement the provision of specialist protocols and policies.
- Contribute to planning, delivery and implementation of publicity drives in association with national/international initiatives e.g. Stop the Pressure.
- Actively participate in strategic service planning & development.

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

- Provide clinical support and supervision to other members of the TV team as appropriate, supporting colleagues in stressful / pressurised circumstances when required.
- Day to day management of the TV Assistant Practitioner / Nursing Associate, responsible for appraisals, initial stages of grievance and discipline, reviewing work performance and progress, work allocation and checking and ensuring that appropriate training is delivered to staff.
- Participate in the planning, delivery and evaluation of in-house education and training programmes, for all relevant disciplines of healthcare professionals, including medical students.
- Deputises for and supports senior colleague/s of the speciality in their absence.
- Responsible for organising own workload within the requirements of the specialist team activities and work plan.
- Teaches patients and their families/carers about wound care.
- Acts as a positive role model for other staff and students.
- Empower colleagues and less experienced nursing staff to contribute to the formation of goals, knowledge and skills relating to the specialty.

INFORMATION RESOURCES

- To document all patient contacts and maintain patients records as per Trust Documentation Policy.
- Collect and input clinical data for reporting of pressure damage incidents.
- Assist in keeping accurate paper and electronic records of care and advice given.
- Assist in keeping ongoing accurate paper and electronic records.

RESEARCH AND DEVELOPMENT

- Assist in the research of aspects on TV in order to provide the optimum level of advice to staff.
- Report on any current practices that do not meet relevant policy standards.
- To maintain own and others' awareness of relevant research evidence related to the speciality and work with others in applying this to practice.
- Ensure clinical practice in relation to its evidence base and clinical effectiveness.
- If not already held, the expectation would be for the post holder to complete an academic Tissue Viability module and Sharp Debridement course.
- Collect and input relevant data from audits undertaken to check compliance with the TV annual plan.
- Assist in producing audit reports for TV Steering Group.
- Review and disseminate new information to relevant staff.

PHYSICAL SKILLS

- Undertakes clinical procedures that require dexterity and accuracy e.g. complex wound interventions such as negative pressure wound therapy, tissue biopsies, 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.
- Concentration required for preparing audit reports.

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

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 Nurse Specialist	
Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING NMC Registered Nurse Postgraduate diploma/qualification or specialist courses or equivalent experience Teaching and mentoring qualification or equivalent experience	E E	D
KNOWLEDGE/SKILLS Up to date knowledge and recent significant clinical experience with patients with Tissue Viability needs. Ability to appraise research evidence consistent with evidenced based care Requires knowledge of and experience in audit of clinical audit process Understands pressure ulcer surveillance methodologies Computer literacy to a level consistent with everyday use for common use software word processing, spread sheets, presentation, plus email and internet familiarity Can work in ways that seek to prevent admissions and produce early discharge for patients with wounds Evidence of ability to work autonomously An awareness of NHS strategy and policy at national, regional and organisational levels and how these drivers are interpreted in the specialist service	E E E E E E	D
EXPERIENCE Has significant post qualification relevant clinical experience Experience of applying evidence-based practice to clinical practice Experience of delivering nurse led services/clinics Previous experience of developing and delivering educational programmes	E E	D D
PERSONAL ATTRIBUTES Able to work as a team member Demonstrates effective written and verbal communication skills Communicating with all levels and groups of staff within and external to the organisation Ability to undertake clinical work in a variety of locations including hospitals, clinics and home environments. Self-motivated and ability to work under own initiative. Computer literate. Ability to use Word, Excel, PowerPoint and e-mail systems. The ability to challenge and discuss poor practice both within the Tissue Viability team and in wider practice Teaching Tissue Viability topics at University and University accredited modules	E E E E E E E	D
OTHER REQUIREMENTS The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	

Hold a driver's license and have the ability to travel to other locations as required.	E	
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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				
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	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)	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		