

## **JOB DESCRIPTION**

<b>Job Title:</b>	Tissue Viability Nurse
<b>Band:</b>	Band 6
<b>Responsible To:</b>	Clinical Nurse Specialist Tissue Viability
<b>Accountable To:</b>	Clinical Matron (Tissue Viability)
<b>Section/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.

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.

**Context:**

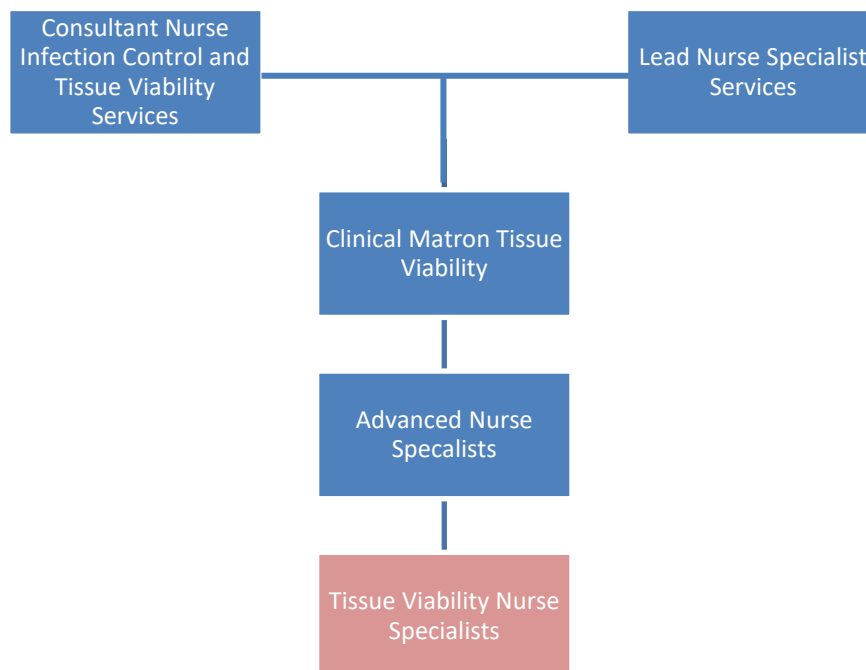
**Budget** –To be aware of budget management and to take delegated responsibility as required.

**Key Working Relationships:**

- Trust staff; in particular, Assistant Director of Nursing, Director of Nursing, Consultants and other medical staff, Senior / Lead Nurses / Matrons and equivalent therapists, Patient Safety Team, nursing staff, Ward and department clinical staff, Allied Health Professionals and Community Teams, Procurement, Nursing Care Home staff, podiatrists, and the diabetes team
- Patient Advice and Liaison Service (PALS) staff
- External care agencies
- Company representatives.
- Other tissue viability specialists
- Procurement staff
- Medical device library staff and MEM Manager
- Childrens services
- Devon Partnership Trust, hospice and HMP Services

The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media.

**Organisational Chart:**



## **Key Result Areas/Principal Duties and Responsibilities**

### **Communication and 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;

- Nurses – Hospital, Community, Practice, Care Home
- Allied Health Professionals – Podiatrists, Pharmacists, Occupational Therapists
- Medical personnel - Vascular, Orthopaedic, General Surgeons, Dermatology, Microbiology, Diabetic, General/Care of Elderly Physicians, GPs.
- Specialist nurses - Rheumatology, Diabetes, Continence, Stoma, Breast, Multiple Sclerosis, Back Care, Infection Control.
- Governance professionals – Clinical Audit, Risk Management, Research
- Director of Nursing
- Senior Nurses – Directorates
- Patient Safety Team
- Community Matrons

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 and Judgement 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 and 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

### **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.

### **Responsibility for Patient and 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, Nursing Care Homes and other Allied Health Professionals 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 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.

### **Responsibility for Policy and 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.

### **Responsibility for Financial and Physical Resources**

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

### **Responsibility for 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.

### **Responsibility for 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.

### **Responsibility for 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

### **Decision Making**

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 work independently recognising when it is necessary to refer to their manager

### **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.

**PERSON SPECIFICATION****POST : Tissue Viability Nurse**

REQUIREMENTS	E/ D*	HOW TESTED? Application Form/Interview/ Reference/Test	INTERVIEW COMMENTS	SCORE (1 Low – 10 High)
<u>QUALIFICATIONS/SPECIAL TRAINING :</u> 1 <sup>st</sup> level Registered Nurse qualification (NMC registered)  Relevant health associated first level degree or graduate diploma qualification  Evidence of study at Masters level or equivalent experience  Teaching/Assessing qualification	E  E  D  D	Application  Application  Application  Application		
<u>KNOWLEDGE/SKILLS:</u> 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  E  D	Application & Interview  Application & Interview  Application  Application & Interview  Application & Interview  Application & Interview  Interview  Application & Interview		
<u>EXPERIENCE:</u>				



Has significant post qualification relevant clinical experience	E	Application & Interview		
Experience of applying evidence based practice to clinical practice	E	Application & Interview		
Experience of developing nurse led services/clinics	D	Application & Interview		
Previous experience of developing and delivering educational programmes	D	Application & Interview		
<b><u>PERSONAL REQUIREMENTS:</u></b> Able to work as a team member	E	Application & Interview		
Demonstrates effective written and verbal communication skills	E	Application & Interview		
Communicating with all levels and groups of staff within and external to the organisation	E	Application & Interview		
Ability to undertake clinical work in a variety of locations including hospitals, clinics and home environments.	E	Application & Interview		
Self-motivated and ability to work under own initiative.	E	Application & Interview		
Computer literate. Ability to use Word, Excel, Powerpoint and e-mail systems.	E	Application & Interview		
The ability to challenge and discuss poor practice both within the Tissue Viability team and in wider practice	E	Application & Interview		
Teaching Tissue Viability topics at University and University accredited modules	D	Application & Interview		
<b><u>OTHER REQUIREMENTS:</u></b> The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	Interview		
Ability to travel to other locations as required	E	Interview		

\*Essential/Desirable

<b>HAZARDS :</b>					
Laboratory Specimens Proteinacious Dusts	x	Clinical contact with patients	x	Performing Exposure Prone Invasive Procedures	
Blood/Body Fluids	x	Dusty Environment		VDU Use	x
Radiation		Challenging Behaviour	x	Manual Handling	x
Solvents		Driving	x	Noise	
Respiratory Sensitisers		Food Handling		Working in Isolation	x