

JOB DESCRIPTION

JOB DETAILS	
Job Title	Tissue Viability Assistant Practitioner / Nursing Associate
Reports to	Tissue Viability Nurse Specialist
Band	Band 4
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> <p>The role of the Assistant Practitioner (AP) / Nursing Associate (NA) is to support the TV nursing team by undertaking delegated aspects of their role for which they will have been trained and deemed competent. The AP/NA on completion of training always continues to act under the guidance of a registered practitioner.</p> <p>The AP/NA does not require daily supervision and should be able to take responsibility for their work within pathways of care and that of others within a broad framework laid down by and as directed by the supervisor of practice.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> • The post holder will work as part of the TV team • Support the specialist nurses in all aspects of Tissue Viability under the direction of the TV team • Contribute to the delivery of patients' individual care programmes under direction of the TV team • Support the TV team to deliver national and local guidelines, with regard to pressure ulcer prevention and treatment • Deliver plans of wound care under the direction of the TV team • Monitor and provide equipment for pressure relief • Work autonomously within the clearly defined boundaries of their AP competencies and carry out specific delegated clinical tasks and responsibilities that may cross professional demarcations of care • As part of the multi-disciplinary team, they will provide a key role in providing care and support to individuals as specified in a care plan, in a range of environments as outlined • Participate in the assessment process and contribute to the on-going monitoring and review of the goals set for an individual by the TV team • Ensure that all activities undertaken with the patient, relative, carers or other people involved follow the policies and procedures laid down nationally and locally • There will be an element of lone working, remote working without direct supervision and supervising, teaching and involvement with the development of peers and other relevant team members, carers and clients • Fulfil all tasks and work as part of a team to meet the needs of the service • May be required to work in other areas as appropriate as directed by the line manager • Assist in the delivery of nursing interventions as appropriate

- Feedback any outcomes/concerns/progression/deterioration with regard to the achievement of the set goals
- Maintain patient records using appropriate documentation for intervention carried out
- Enable and empower patients to develop self and environmental management skills
- Promote and facilitate access to community resources
- Enable individuals to sustain and improve their overall health and wellbeing
- Identify, act and minimise risk to patients and clients

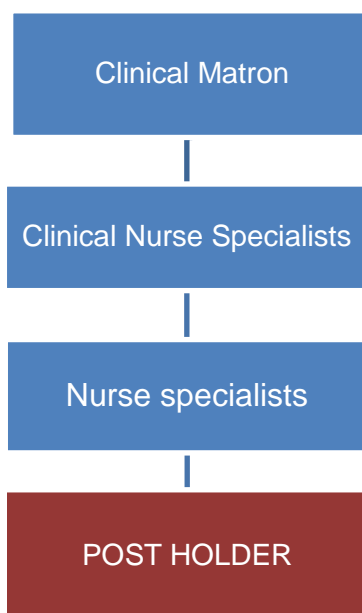
KEY WORKING RELATIONSHIPS

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"> • Clinical Matron and Lead Nurse for Tissue Viability • TV Team • TV Link Nurses / Practitioners • Clinical Nurse Managers • Patients • Multidisciplinary Teams • Vascular, Plastic and Dermatology Teams • Diabetes Foot Care Team • Lymphoedema Nurse Specialists • Patient Safety and Risk Management Teams • Procurement Department • Lower Limb Therapy Team 	<ul style="list-style-type: none"> • Care / residential home managers and staff • GP Practice staff • Domiciliary Care providers • Carers, Relatives and Visitors

ORGANISATIONAL CHART



FREEDOM TO ACT

- Work to standard operating procedures with registered care professional available for reference
- Work within the organisational policy, procedures and guidelines as well as national and ethical frameworks for practice
- Work within the NA/AP scope of practice
- Be responsible and accountable for own practice, working within limits of competence and within professional boundaries
- Raise any concerns to a registered care professional or appropriate person
- Work within organisational Policies, Procedures and Standard Operating procedures (SOP)
- May be required to take decisions alone and then escalate to the registered nurse, nurse specialist (community) or therapist
- Can identify through risk assessment when to escalate to the Registrants within the TV team
- To always work within clearly defined accountability framework

COMMUNICATION/RELATIONSHIP SKILLS

- Provide and receive complex and sensitive information regarding wound or pressure relieving care with patients/clients requiring support, tact and reassurance, for example when having to adapt to safeguarding issues
- Form professional relationships with patients/clients and communicate and cooperates with them in a way that respects their views, autonomy and culture
- Constructively manage barriers to effective communication and works cooperatively with patients and team members. 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)
- Instruct and guide individuals/groups of patients in therapeutic/nursing programmes and activities
- Understand the implications of the Mental Capacity Act and acts to assess capacity as appropriate
- Understand the safeguarding issues and act within the guidance of the policy to keep children and adults within their care safe
- Able to keep accurate contemporaneous documentation using and supporting the organisation's documentation
- Report effectively to the relevant team on patients' progress
- Communicate with other staff and agencies as appropriate in written and oral format to report on patient progress
- Attend meetings and feedback relevant information
- Assist in obtaining valid patient consent and work within a legal framework with patients who lack capacity to consent to treatment
- Contribute to multi-disciplinary meetings and case conferences helping to ensure that there is an integrated approach which benefits the patient's overall care and discharge plans
- Working with patients with mental health, learning disabilities and challenging behaviour

ANALYTICAL/JUDGEMENTAL SKILLS

- Carries out delegated assessment of patients and their condition and monitors the patient's response to intervention
- Undertake delegated risk assessments providing accurate feedback to the team as necessary e.g. in relation to lone working
- Recognise the need for further advice, guidance and support as appropriate
- Engage in reflective practice including management of self and reflection on own reactions, asking questions and reflecting on answers given
- Exercise personal responsibility and work independently within defined parameters of practice, taking the initiative in a variety of situations and performing a range of clinical and care skills consistent with the roles, responsibilities and professional values of a Nursing Associate
- Exercise judgment in assessing patient condition, comfort and wellbeing using analysis of a range of possible factors

- Work with a mentor to take responsibility for developing own clinical competence and reflective practice within the workplace

PLANNING/ORGANISATIONAL SKILLS

- Support the planning, implementing and evaluating programmes of care for individual patients.
- Work without direct supervision of the registered practitioner in the implementation of programmes of care appropriate to the community and evaluate the effectiveness of interventions and feedback appropriately
- Prioritise own tasks under the appropriate delegation of the registered practitioner
- Liaise with other providers regarding care provision

PATIENT/CLIENT CARE

- To undertake training to develop a range of knowledge and skills in order to deliver high quality clinical interventions
- To recognise and appropriately address risk factors to patients/clients and carers within their healthcare setting and feedback appropriately to the registered practitioner/nurse
- To undertake delegated clinical interventions, identify any changes in the patient's condition and refer and feedback to the appropriate professional
- To report any untoward incidents, complaints and clinical emergencies to the appropriate professional within the appropriate timescales
- To prevent adverse effects on health and wellbeing
- To support good health for all patients within the local community
- Support assessing, planning, implementing and evaluating patient care
- Implementing care packages as instructed by the registered healthcare professional

POLICY/SERVICE DEVELOPMENT

- To maintain Trust Standards of Clinical Governance
- To support Professional Standards of Practice

FINANCIAL/PHYSICAL RESOURCES

- Support the efficient use of resources
- Ensure equipment is checked appropriately
- Report any equipment defects
- Demonstrate and instruct the use of equipment to ensure safety

HUMAN RESOURCES

- Supporting the training and development of new staff, pre-registration students, those undertaking Care Certificate, work experience students, support workers, formal and informal carers
- Individual responsibility for ensuring attendance at mandatory training
- Be prepared to share knowledge and experience both formally and informally
- Take a flexible approach in supporting colleagues during times of caseload pressures
- Participate in the training and induction of other staff/students as appropriate
- Participate in supervision and appraisal process, identifying own areas of development, & undertaking relevant activities to meet objectives set in Personal Development Plan
- Keep a record of own training and development, maintain a portfolio, working to sustain acquired competencies for the post
- To demonstrate clinical competence developed through continual professional development, reflective practice and maintain a skills portfolio relevant to the service specification

INFORMATION RESOURCES

- 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

RESEARCH AND DEVELOPMENT

- Contribute to developing own and team evidenced based practice including research and involvement in the audit process

PHYSICAL SKILLS

- Ability / manual dexterity to demonstrate clinical skills during teaching
- Standard keyboard skills and use of databases e.g. to extract data for reports. Keyboard accuracy is essential for inputting complex data and producing multifaceted documents and papers
- The post holder will require-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. Doppler ultrasound, compression bandaging

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.
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MENTAL EFFORT

- Ability to work under pressure as unpredictable work pattern, will be required to change from one task to another, for example auditing or teaching which is promptly superseded by providing patient care to support the TV nursing staff or due to operational pressures
- Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people

EMOTIONAL EFFORT

- Frequent exposure to emotional or distressing circumstances as caring for patients at end of life, chronic conditions and their families, carers and friends. This may include supporting patients, relatives and carers in dealing with emotional circumstances

WORKING CONDITIONS

- Occasional exposure to aggressive patients/family/carers
- Regular VDU use
- Frequent exposure to malodorous, exuding and infected wounds

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 (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 Assistant Practitioner / Nursing Associate
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Foundation Degree	E	
Programme or Equivalent relevant qualification	E	
National Vocational Qualification (NVQ) Level 3: Credit Framework QCF	E	
KNOWLEDGE/SKILLS		
Knowledge/ understanding of promoting independence		D
Awareness of Health and Social care	E	
Knowledge of client conditions related to therapy/nursing setting		D
Demonstrate a commitment to lifelong learning		D
Basic IT Skills	E	
EXPERIENCE		
Experience of working in a Health and Social Care Setting	E	
Experience of training others in technical skills/life skills		D
PERSONAL ATTRIBUTES		
A passion and enthusiasm for wound care	E	
Ability to work single handed	E	
Ability to work under pressure and with flexibility	E	
Basic computer skills	E	
Competent listening and observation skills	E	
Good communication skills, written and verbal	E	
Positive interpersonal skills	E	
Good co-ordination/organization skills	E	
Ability to work as part of a team	E	
Ability to teach technical skills/life skills to clients	E	
Able to contribute to the training of other staff/students		D
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by Trust	E	
To be willing to work throughout the Trust	E	
Flexible working re: working in a range of clinical settings and environments	E	
Able to travel to meet needs of the job	E	
Will need to hold a full UK driving licence, have access to own vehicle with business insurance		

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		