Royal Devon University Healthcare NHS Foundation Trust

JOB DESCRIPTION

JOB DETAILS	
Job Title	Tissue Viability Practice Educator
Reports to	Clinical Nurse Specialist (Tissue Viability)
Band	Band 6
Department/Directorate	Clinical Specialist Services

JOB PURPOSE

Education will be delivered to Registered Nurses, Allied Health Professionals, Healthcare Support Workers, volunteers, patients and students. Delivery of education will be across a variety of settings including in clinical areas and in small groups.

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

The post holder is required to:

Deliver TV specific education with a particular focus on evidence-based nursing interventions, pressure ulcer prevention and promotion of skin integrity.

Play a key role in improving standards of care based on clinical audit of risk assessment and TV documentation.

Promote the continued reduction of healthcare acquired pressure ulcers

Work with the TV service to provide quality monitoring related to TV.

Be involved in service improvements as directed by the Lead Nurse TV and CNS TV, demonstrating initiation of changes in practice.

Have an awareness of the TV budget.

KEY WORKING RELATIONSHIPS

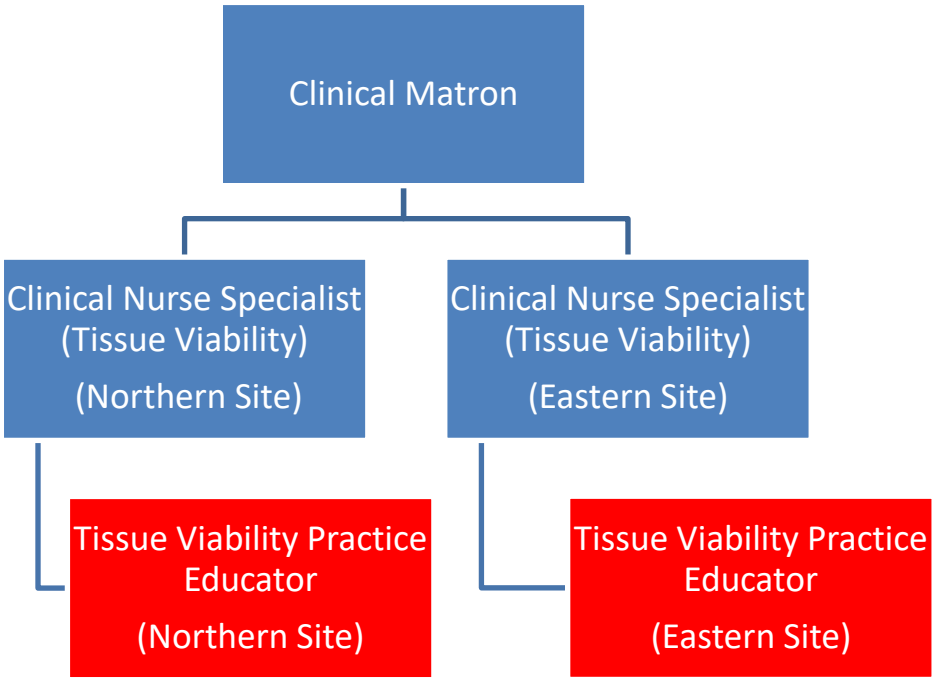
The post holder is required to work effectively with all staff across the RDUH on a daily basis along with the wider healthcare community, external organisations and the public.

This will include verbal, written and electronic media. Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
• Director of Infection Prevention and Control (DIPC) • Clinical Matron and Lead Nurse for Tissue Viability	• NHSE • Devon Integrated Care Board • Other Trust and Community Departments and Services

	• 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	• 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 broad occupational guidelines and policies.
- 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

- Communicate complex information effectively across a wide range of channels and with a wide range of individuals, patients and health, social and care professionals. The post holder will require persuasive, motivational and negotiation skills in order to do this.
- Use both verbal and non-verbal methods of communication, dependent on the needs of the staff and patients, adapting their communication style to overcome barriers to understanding.
- Effectively deliver education and training relating to basic nursing interventions, promotion of skin integrity and prevention of pressure ulcers.
- Demonstrate interpersonal skills that show empathy, compassion, courtesy, respect, and trust.
- Ability to communicate with the appropriate response and manner to patients, carers/family, and members of staff during emotional times.
- Ensure clear, concise, accurate, and legible records and all communication is maintained in relation to care delivered, adhering to local and national guidance.
- Act as a positive role model and portray a consistent professional image
- Provide advice and support to colleagues, care providers, service users and carers, and other agencies/organisations as required.

ANALYTICAL/JUDGEMENTAL SKILLS

- Work within knowledge and capabilities and escalate issues appropriately to other team members.
- Utilise risk assessment skills e.g. EPRAT.
- Requires skills for assessing and interpreting complex specialist acute and other patient conditions and take appropriate actions where there is a range of options.
- 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.
- Review clinical research and link with subject experts in RDUH or other providers to ensure education and training packages reflect current up to date evidence-based practice.
- Work in collaboration with other teams in order to support a consistent and equitable service across the Trust.
- Observe, mentor, and appraise registrants and non-registrants regarding their competence within the role and development of clinical skills.
- Monitor the impact of training by reviewing completed pre and post training questionnaires. Use the feedback to evaluate the effectiveness of the education and revise the training and/or package if required.
- Support with the identification of learning needs and overcome limitations that may arise. Review how the training is delivered from identified needs and select learning opportunities that build on strengths within the training session.
- Analyse training competencies and review trust policy.

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.
- Combine clinical expertise with the ability to teach and the application of theories of learning and education.
- Review the efficacy of the teaching methods used and the duration and frequency of the education sessions for maximum benefit.

PATIENT/CLIENT CARE

- Support the development and maintenance of high standards of care within clinical teams through supervised and observed practice, and deliver education in the clinical setting alongside patients and staff.
- Promote the safety of patients, carers, and staff within training sessions and during contact with patients during assessment.
- Escalate any concerns in care delivered by clinical teams if it is below standards expected.
- Take appropriate action when patients are identified as at risk, e.g. safeguarding adult, Best Interest Assessments, incident reporting, and Deprivation of Liberty procedures.
- Evaluate progress of improvements in safety culture and modify training and support methods as required.
- Demonstrate own clinical competence developed through continual professional development, reflective practice and maintenance of a skills portfolio.
- Provide specialised / best practice advice on a range of interventions, pressure ulcer prevention and promotion of skin integrity in accordance with evidence-based trust policies and guidelines.

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 and delivery of publicity drives in association with national/international initiatives e.g. Stop the Pressure.
- Actively participate in strategic service planning & development.
- 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.
- Work with the Professional Educational Team and Professional Practice Team to provide and continually review, a comprehensive TV educational programme for all staff.

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.
- Teach, plan, and evaluate in-house education and training programmes, for all relevant disciplines of healthcare professionals, including students. This is a major job responsibility.
- 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.
- Support the Tissue Viability service within their scope of clinical practice. This will include supporting those new to the clinical area and more experienced staff.
- Provide effective training for clinical staff, including mandatory training. Have knowledge for matters relating to competence-based programmes.
- Support the provision of structured support programs for clinical staff with performance management in conjunction with the Tissue Viability service.
- Act as Mentor and Assessor in practice for all staff members undertaking courses and have a positive relationship with students.
- Work with and provide cover for the Tissue Viability Specialist Nurses in the Locality as appropriate and needed.

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.
- Contribute to the collection of statistical data, in order to monitor and develop team activity and training needs, using electronic and paper methods.
- Accurately complete and maintain learning records for Competency document to support learning.
- Maintain accurate and up to date learning material for use in training programmes.

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 on a quarterly basis.
- Review and disseminate new information and audit results to relevant staff.
- Assist in the development of training materials to an agreed standard.

PHYSICAL SKILLS

- Teaching 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.
- 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.
- 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.
- A continual level of concentration will be required throughout the day, offering support to clinical staff, communicating with teams, and delivering training sessions.
- Work in an unpredictable pattern when required as training sessions may change at short notice.
- Time spent researching and developing training programmes that meet required standards within a set timeframe.

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.
- 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.
- Occasional exposure to malodourous, 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.

PERSON SPECIFICATION

Job Title	Tissue Viability Practice Educator

Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
NMC Registered Nurse	E	
Postgraduate diploma/qualification or specialist courses or equivalent experience	E	
Evidence of study at Masters level or equivalent experience		D
Teaching/Assessing qualification or equivalent experience	E	
KNOWLEDGE/SKILLS		
Up to date knowledge and recent 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		D
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		
An awareness of NHS strategy and policy at national, regional and organisational levels and how these drivers are interpreted in the specialist service		D
EXPERIENCE		
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
PERSONAL ATTRIBUTES		
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
OTHER REQUIREMENTS		
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 – holds a full Driver's License	E	

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)	N				
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		