

JOB TITLE: Tissue Viability Educational/Clinical Lead Nurse

BAND: Band 7

JOB OVERVIEW

Provide clinical assessment using advanced knowledge and clinical skills, to provide diagnoses and develop management plans for optimal care.

Participate in research related to area of practice provide and education/mentorship to a multi-professional audience within the University Health Board and in Higher Education settings.

To be responsible for management of Tissue Viability Services for the Trust. This includes:

- Act as a senior specialist expert in Tissue viability with credibility and extensive knowledge in the field.
- Participate in the development of specialist services in the field of Tissue Viability.
- Work collaboratively with the clinical and non-clinical colleagues to develop services and quality initiatives in the speciality.
- Develop and implement Agored accredited units for complex wound management

Main Duties of the Job

On a daily basis the postholder will provide clinical assessment and management to patients.

To support research/use information systems, lead, and participate in relevant research within practice as well as demonstrate an understanding of research methodology,

To lead on the delivery of specialist education programmes for Tissue Viability topics and delivery of specialist tissue viability training to multidisciplinary teams across the Health Board.

Assess patients with highly complex/chronic wounds

Work at all times within the professional Codes of Conduct.

To deputise for the Senior Nurse and Clinical Lead when necessary

Responsible to

Reporting: Senior Nurse

Accountable: Director of Nursing

Professionally: Divisional Nurse Primary Care

Main Responsibilities

Planning and Design

Be autonomous in decision making, including judgments involving highly complex facts/situations that require the analysis, interpretation, and comparison of a range of options in relation to the care/management needs of the patients on a day-to-day basis within the clinical environment.

Managing complexity – making judgements involving highly complex facts or competing demands e.g., planned, and unplanned emergencies.

Plans and organises provision of care for patients and clients

To chair Tissue Viability MDT meetings.

To lead the education of Tissue Viability topics and delegate training sessions

Improvement and Monitoring

Implements policies and proposes changes to working practices or procedures in own work space

Support change and innovation, including service development and developing a case for change.

Contributes to the development and review of clinical guidelines and policies.

Communications

Provides and receives complex, sensitive information and highly confidential information concerning patients or clients requiring empathy, persuasion, and reassurance.

Impart diagnosis to patients and relatives, disclosing highly complex and sensitive clinical information in a format which can be understood and overcoming any barriers to understanding e.g., across all ages, patients with dementia, learning difficulties and Mental Health conditions. Alternative means are, sought to enable effective care and management. Demonstrate the ability to manage patients with challenging behaviour including application of appropriate management strategies.

Imparts unwelcome news, care of terminally ill/safeguarding issues e.g., child or older adult abuse.

Deal with emotionally distressing situations i.e., confrontational or challenging behaviours

Establish effective working relationships with other health care professionals whose role links to the Tissue Viability Service e.g. plastics and vascular teams, orthopaedics, pharmacy and primary care, nurses, doctors, Allied Health Professionals

Communicate with professional bodies, locally, nationally, and internationally, research and development and academic staff both locally and nationally and national experts and centres within the field of Tissue Viability.

Communicate with a variety of patients of all ages with tissue viability needs, who are frequently distressed by their tissue viability status and perceived body image.

Provide relevant information, educational advice and counselling.

Participate in personal development planning with line manager and facilitate individual and team objectives.

Develop and support champion roles to establish education and communication of TV issues and innovations.

Supervise link nurses to achieve clear communication and smooth running of the Tissue Viability nursing service.

Facilitate and chair multi professional meetings within the trust and at regional level relating to Tissue Viability and service provision.

Participate in establishing effective communication across professional boundaries within the Trust regarding the introduction of new initiatives or alterations in protocol or policy development or referral guidelines.

Collaborate with consultants, ward managers, and ensure that all clinical staff within the Trust are supported through education, advice and clinical protocols to effectively manage patients with tissue viability needs.

Establish and maintain effective communication networks and working relationships with personnel within and outside the organisation.

Work alongside the consultants, directorate of nursing and chief pharmacist in developing Patient Group Directives relating to Tissue Viability.

Using a health coaching approach empower patients to make informed choices regarding wound management modalities, drug therapy and lifestyle changes.

Act as the patient's advocate, using mediation skills when communicating between patients, carers and

Clinical

Assess patients with highly complex/chronic wounds with local specialists/practitioners, community teams and wound care services.

To give highly specialist advice to patients, clients or carers.

Manage a complex patient caseload. Work as an autonomous practitioner assessing, monitoring and evaluating treatment and management of patient pathway for those with complex tissue viability needs and associated multifaceted physical and mental health issues

Developing therapeutic interventions – advanced skills and autonomous judgement to formulate treatments following interpretation of clinical findings.

Carry out patient clinical reviews, and feedback complex clinical information to enable decisions in care management to be agreed upon and/or changed.

According to national legislation and Trust policy, undertake independent and extended non-medical prescribing.

Develops and implements specialist programmes of care; gives highly specialist advice to patients, clients or carers.

Dexterity and accuracy required to carry out procedures relevant to area of practice e.g., ABPI, Multi-Layer bandage systems, Measuring limb size for compression bandages.

Make advanced clinical judgements and be accountable for them in complex situations.

Initiate, interpret, and act upon clinical, laboratory and radiology data.

Finance and Budget

Be responsible for Tissue Viability equipment used and ensure the safe and appropriate use of equipment by others through teaching, training and supervision of practice.

Awareness of wound management product spend and communicate with procurement and finance managers to monitor spend and reduce overspend.

To effectively monitor and control the use of resources within the budgetary limits.

Management, Leadership and/or Training

To be visible leader of the Tissue Viability Team, accessible to all community and wound care services working with Tissue Viability throughout the Health Board.

To have line management responsibility for the team with responsibility for performance, PADR's, sickness, recruitment, grievance and disciplinary issues when the Tissue Viability Clinical Lead is absent.

Supervises work of others; clinical supervision of staff, students; provides training to others/delivers specialist training in area of expertise.

Planned specialist education programmes relevant to area of practice.

Implements clinical policies and proposes changes to working practices or procedures in own work space

Support service manager with evidence and information for business cases.

Assess and manage risks within sphere of responsibility. Activities may cross professional and speciality boundaries.

Lead and work collaboratively with other team members in establishing objectives for service delivery,

Investigate and prepare incident and complaint responses within sphere of responsibility.

Ensure any learning from datix investigations is embedding into safe practice.

Maintain accurate records in line with Trust policy and the NMC records and record keeping guidance.

Participate in the development of relevant documentation for use by the tissue viability team and across the Trust.

Develop and maintain a working knowledge of the electronic care record systems.

Influence recruitment and facilitate interviews in line with the service needs. Manage the process of staff inductions/orientation, training, development, performance review and clinical supervision.

Responsible for the quality of clinical practice of the TV team, being aware of any issues, escalate safety concerns - support innovation to address these.

As an Educational/Clinical lead nurse in the organisation -exhibit advanced leadership behaviours; organised/ time management, advocate, calm, enabling staff, clinically knowledgeable, confident, adaptive, and approachable.

Participation in R&D activity within area of practice

Responsible for maintaining own level of knowledge in specialist area of practice, lead specialist for a defined patient case load within area of practice

Responsible for own professional actions

Digital and Information

Require the use of IT systems relevant to the area of practice.

Accurately maintains contemporaneous patient/client documentation following all assessment and management in accordance with Professional and organisation Guidelines.

Research & Development

Undertake the formulation of frequent audits, research and evaluation strategies.

Implement research-based recommendations to improve care and management of patients with Acute/chronic wounds.

Participates and support in complex regional and national audits and research projects in conjunction with All Wales Tissue Viability Forum.

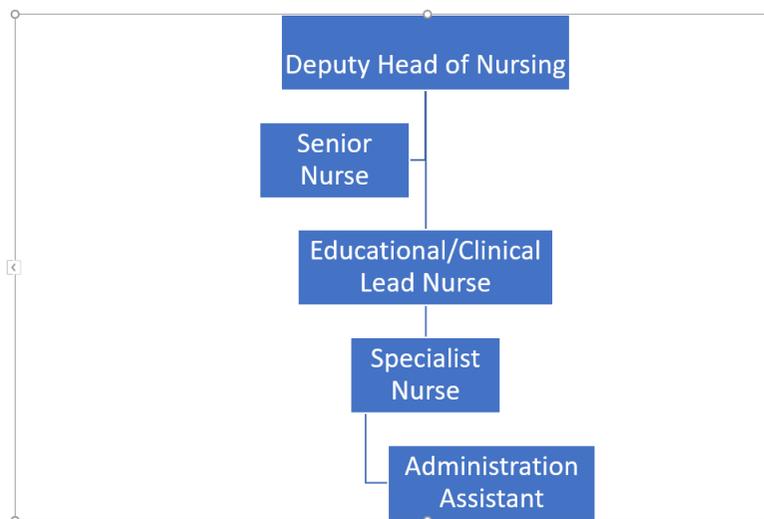
Support publishing formal findings of audits, case stories and research studies in reputable medical and nursing journals

PERSON SPECIFICATION

Qualifications and Knowledge	Experience
<p>Essential Registered Nurse Professional registration (NMC)</p> <p>Masters Degree or equivalent demonstrable specialist knowledge of mentorship, education and development practice.</p> <p>Specialist knowledge of patient pathways.</p> <p>Advanced theoretical knowledge and practical experience to carry out clinical consultation and/or examination relevant to area of practice.</p> <p>Mentorship/Coaching Module.</p> <p>Tissue Viability/ Chronic Wound management course</p> <p>Wound care management</p> <p>Sound knowledge of current acute and community nursing issues, with an understanding of the relevance and local impact of issues and policy from the wider arena of the nursing/AHP profession and the NHS.</p> <p>Significant experience in Tissue Viability or Community Nurse setting.</p>	<p>Post registration clinical experience in practice within speciality area.</p> <p>Experience in staff management and professional development</p> <p>Experience in audit, QIP and research processes</p> <p>Experience in leading change in clinical practice</p> <p>Experience of teaching multi-professional staff</p>
Skills and Attributes	Other
<p>Clinical skills competence for environment/ setting.</p> <p>Demonstrate leadership/ supervision experience.</p>	<p>Ability to travel in a timely manner throughout the organisation.</p> <p>Able to work hours flexibly.</p> <p>Welsh Language Skills are desirable at level 1 in understanding, speaking, reading, and writing in Welsh.</p>

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Organisational Chart



Physical Effort, Mental Effort, Emotional Effort and Working Conditions

Physical Effort		
Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed:		
Examples of Typical effort(s)	How Often	How Long
Walking between patients and departments	Frequent	Several periods
Moving of Hoists, beds, chairs etc	Occasionally	Several Periods
Bending to speak to patients, stabilise a patient as needed	Frequent	Several periods

Mental Effort

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day:

Examples of Typical effort(s)	Type	How Often
Concentration required for calculation and rationalisation of treatments.	Concentration	Frequent
Concentration in all aspects of patient management for lengthy periods of time, according to perceived patient need.	Concentration	Frequent
Frequent requirement of prolonged concentration during patient assessments, investigations, and encounters.	Concentration	Frequent

Emotional Effort

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

Examples of Typical effort(s)	Type	How Often
Communicates very sensitive, complex condition related information to patients and relatives, empathy, reassurance required.	Direct	Frequent
Demonstrate the ability to manage patients with challenging behaviour including application of appropriate management strategies.	Direct	Frequent
Frequently need to communicate with staff and patients to portray complex and sensitive information around patient care	Direct	Frequent

Working Conditions

Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.

Examples of Typical effort(s)	How Often
Will be exposed to highly unpleasant investigations involving bodily fluids i.e. Lymphatic leakage, open wounds	Occasional