

JOB DESCRIPTION

JOB DETAILS

Job Title: Tissue Viability Nurse

Pay Band: Band 6

Directorate: Nursing, Quality & Patient Experience

Department: Tissue Viability

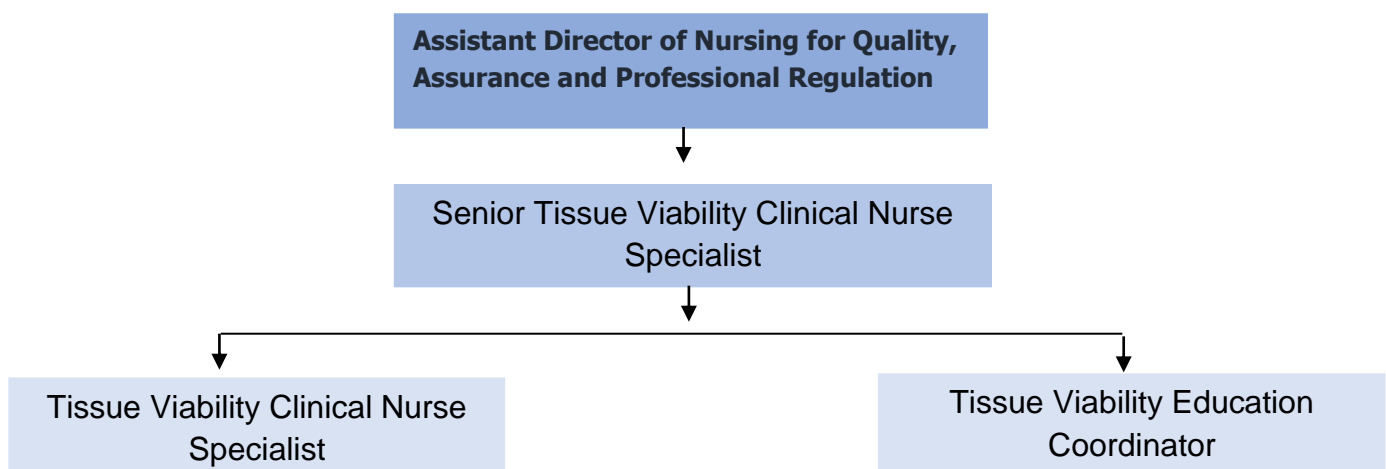
ORGANISATIONAL ARRANGEMENTS

Managerial Accountable to: Lead Tissue Viability Nurse

Reports to: Lead Tissue Viability Nurse

Professionally Responsible to: Lead Tissue Viability Nurse

Organisation chart:



JOB SUMMARY / PURPOSE

The post holder will work as an integral member of the tissue viability team, providing an expert professional and clinical contribution to the nursing care and management of patients with complex wounds, supporting every nursing team throughout the health board to provide high standards of evidence based wound care for patients.

The post holder will facilitate relevant practice development in line with National standards, guidance and best practice through clinical practice, leadership, education, research and audit which reflect the cooperate clinical governance objectives.

To work as an integral member of the wider multi-disciplinary team to promote a collaborative culture for individualized wound care for all patients.

MAIN DUTIES AND RESPONSIBILITIES

To work as an autonomous practitioner.

Accepts referrals from all health care professionals both in primary and secondary care in accordance within set protocols for referral.

Provide a tissue viability nurse service for patients with wounds in both Primary and Community services and Secondary Care settings.

Responsible for managing a defined caseload.

To assist senior tissue viability nurse/practitioner with provision of Nurse Led clinic services within secondary care & community as necessary.

To be responsible for assessing tissue viability problems of patients and initiate appropriate treatment & investigations, interpreting, acting on and communicating the results appropriately to the patient.

To use expertise and clinical skills to assess patients' individual needs, to educate and give practical advice on how to manage their treatments.

To recommend prescriptions and advise on treatments as per nurse prescribing legislation and Health Board protocols.

To promote understanding and knowledge for the patient in the management of their condition and instruction to patients on maintaining healthy lifestyles, promoting health education.

To acquire special skills and techniques under the instruction and supervision of the senior tissue viability Nurses.

To acquire competency in new skills under supervision (i.e. Recording Ankle Brachial Pressure Index) and work within policies and protocols written and ratified for these skills.

Assist in the development of skills of nursing staff within Primary and Community Care services and Secondary Care setting.

Work towards developing innovative and modern proposals for meeting the care needs of this client group.

Service Management

To help develop tissue viability services in order to meet local/national objectives and standards.

To play an active role in writing and developing protocols, guidelines, business plans and operational policies.

Utilises current evidence & best practice in all areas of practice.

To participate in the testing and evaluation of new equipment.

Will participate in working parties and committees relevant to the client group or professional practice.

To support development of clinical interventions to improve patient pathways and support the roll out of these interventions.

To processes IT skills to facilitate the use of digitalization packages to analyse data, results of investigations etc.

Service Improvement

To be responsible for continuing development and audit of the role to develop relevant changes in-patient or departmental needs, ensuring a quality service is provided and maintained.

To demonstrate cost effective use of resources, identifying areas for improvement. Work towards meeting the standards as defined by the Health Boards "Developmental framework for clinical nurse specialists and nurse practitioners".

To develop services in order to meet local/national objectives and standards. Assist in the analysis of complaints in relation to tissue viability.

Communications

Facilitate effective communication and collaboration with the tissue viability multidisciplinary team, patients, carers, relatives and multi-agency community services to promote a seamless service which facilitates effective discharge planning for patients with complex wounds.

Where appropriate, to liaise directly with Nursing/medical staff to plan referral or discharge. To liaise with the Community Nursing Service to introduce current effective treatments, for clients in the Primary & Community Care Settings.

To develop good working relationships with the multi-disciplinary team in both Primary and secondary care settings.

To participate in training days by presentational teaching and being a resource for members of multidisciplinary team.

To promote the specialty to clinical colleagues.

To act as a point of resource and information for the specialty of tissue viability

To help develop and deliver specialist teaching programmes for staff in all areas of health care. (eg: Organise tissue viability study days)

To act as a role model, to encourage staff development.

To operate a consultancy/advisory capacity for all those in the Primary & Community Services and Secondary Care involved in the care of the patient with wound problems.

To be responsible for developing and maintaining good systems of communication between the patient and all members of the multidisciplinary team, promoting good working relationships at all times.

To ensure effective communication with patients and their carers, including provision of patient and care education, emotional support and health promotion.

To be able to manage complex or sensitive situations using effective communication and negotiation skills.

To keep accurate and concise documentation of all patient interactions in line with the Health Board and NMC guidelines.

Finance and Resources

To demonstrate cost effective use of resources, identifying areas for improvement

Personal and People Development and People Management

Will work collaboratively within the tissue viability team in identifying and responding to training and development needs through the implementation of structured and comprehensive training programmes which target the priority needs of all grades of staff working within the Health Board.

To assist in the delivery of pressure damage prevention and Tissue Viability training in various care settings ie. Care Homes, ward based teaching and organised study days.

To evaluate all training, assessing the effectiveness of education and training programmes to ensure the objectives of each programme are appropriate and achieved.

Provide education to patients and carers concerning the management of their complex wounds both in Primary and Community and Secondary Care setting.

Provide appropriate support to others to improve their knowledge and understanding and shares own knowledge, skills and experience with others during induction and training sessions for staff.

Prepares for and takes on active part in the PDR process in accordance with organisation policy in partnership with reviewer and identifies opportunities to develop own competence/own skills in order to achieve objectives.

Provides appropriate support to others to improve their knowledge and understanding and shares own knowledge, skills and experience with others during induction and training sessions for staff.

To be responsible for establishing personal developmental objectives in accordance with the Health Board's Learning and Developmental Contract.

To comply with all mandatory and statutory training requirements and Clinical Supervision defined by the Health Board.

To attend relevant courses, conferences, study days and keep professionally up to date, disseminating relevant information into appropriate areas.

To be responsible for maintaining the skills and knowledge levels required of a Specialist Nurse as defined by the Health Board's Developmental Framework for Clinical Nurse Specialists and Nurse Practitioners.

To comply with all mandatory and statutory training requirements, PDR, and Clinical Supervision defined by the Health Board.

Information Processing

Where appropriate participate in local or national research under supervision of Tissue Viability Nurse/practitioners.

To take responsibility for critically analysing current research or literature in order to maintain expert levels of knowledge.

To initiate, undertake and disseminate research in collaboration with all Health Board research and development groups and appropriate external agencies.

Responsible for ensuring contemporaneous records are kept.

Health, Safety and Security

Act within legislation, policies and procedures relating to information governance.
Attend statutory/mandatory training.

To comply with the University Health Board policies and protocols.

Responsibility for ensuring the Health & Safety policies and procedures are implemented in their designated area of responsibility.

All employees of the Health Board have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Employees are required to co-operate with management to enable the Health Board to meet its own legal duties and to report any hazardous situations or defective equipment.

Quality

Undertake and participate in regular Auditing in order to improve the Tissue Viability and Health Board Services.

Supports others effectively during times of change and work with others to overcome problems and tensions as they arise and ensure that own workload is managed effectively.

To play an active role in writing and developing protocols, guidelines, business plans and operational policies.

Utilises current evidence & best practice in all areas of practice. To participate in the testing and evaluation of new equipment.

Work towards meeting the standards as defined by the Health Boards “Developmental framework for clinical nurse specialists and nurse practitioners”.

Will participate in working parties and committees relevant to the client group or professional practice

Equality and Diversity

To ensure that equality and diversity issues are recognised and addressed in accordance with legislation, policies and procedures.

Actively promotes equality of opportunity and diversity in own area of responsibility. It is intended to go beyond compliance with equality legislation and move towards a situation where there is awareness in your area of and active commitment to the need to ensure equality of opportunity and the benefits of diversity

Effort and Environmental

Advanced motor skills to apply multi-layer specialist bandaging and the application of advanced wound management products.

Frequent requirement to exert physical effort e.g. kneeling and crouching to dress patient wounds

Frequent requirement to analyse data, results of investigations etc.

Occasional exposure to distressing or emotional circumstances when treating acutely unwell patients in clinical practice.

Post holder will be required to travel between the Acute and Community settings within HDUHB when required.

Post holder will be exposed to body fluids and potentially contaminated wounds frequently as part of the role.

Frequent use VDU equipment

General

The postholder needs to ensure they are familiar with their terms and conditions of service,

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and Knowledge	Registered first level Nurse Educated to Postgraduate Diploma level or have equivalent experience. NMC Registration. Substantial Post registration Experience. Experience of working within a multi-professional environment. Evidence of ongoing CPD	Relevant degree or commitment to study at degree level. Nurse prescriber. Experience in Tissue Viability	Application form Interview
Experience	Demonstrable experience in relevant speciality Significant post registration experience Evidence of ability to work independently.	Teaching experience/ qualification. Experience of working in both Primary and Community Service and Secondary Care settings. Experience of managing own caseload in relevant speciality	Application form Interview References
Language Skills		Welsh speaker (Level 1) <i>Full details around the expectations associated with level 1 may be found</i>	Application form and Interview

		<i>at the bottom of this page</i>	
Aptitude and Abilities	<p>Excellent communication, listening and interpersonal skills.</p> <p>Decision making capabilities.</p> <p>Team working skills.</p> <p>Demonstrate sound IT skills</p> <p>Self-motivated & enthusiastic.</p> <p>Leadership skills.</p> <p>Ability to work on own initiative.</p> <p>Friendly & approachable</p> <p>Client & quality focused</p> <p>Evidence of ability to motivate, influence change, support staff and evaluate services.</p> <p>Demonstrate ability to influence within and outside of service, across multi / inter disciplinary groups.</p> <p>Recognises own limitations</p> <p>Ability to work flexibly to meet the needs of the service</p>	<p>Critical analysis & audit/research skills.</p> <p>An ability to co-ordinate a service.</p> <p>Basic tissue viability management.</p> <p>Evidence of presenting work within and outside the organisation.</p> <p>Willing to undertake further studies as appropriate</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
Values	<p>Ability to embrace the following personal values and behaviours daily -</p> <ul style="list-style-type: none"> • Dignity, Respect and Fairness • Integrity, Openness and Honesty • Caring, Kindness and Compassion 		<p>Application form and interview.</p>

	Ability to demonstrate a commitment to our organisational values - <ul style="list-style-type: none"> • Working together to be the best we can be • Striving to develop and deliver excellent services • Putting people at the heart of everything we do 		
Other	Ability to travel between sites in a timely manner Flexible approach to the needs of the service		interview.

Level 1 Welsh

(Please note that for this particular post level 1 in spoken Welsh is desirable but not essential)

Listening/Speaking: Pronounce Welsh words, place names, department names, etc. Greet and understand a greeting. Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...'. State simple requests and follow up with extra questions / requests in a limited way.

Reading/Understanding: Understand simple key words and sentences on familiar / predictable matters relating to own job area, e.g. on signs, in letters.

Writing: Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.

GENERIC STATEMENTS

NHS CODE OF CONDUCT FOR MANAGERS

The post holder will be expected to adhere to the standards laid down in the NHS Code of Conduct for Managers and at all times act in a manner that reflects and promotes the values of the HB. The post holder must ensure all activity and service objectives are effectively met in compliance with HBs standing orders and SFIs, scheme of delegated authority and employment legislation.

REGISTERED HEALTH PROFESSIONAL

All staff who are members of a regulatory body must comply with standards of professional practice/conduct. It is the postholders responsibility to ensure they are both familiar with and adhere to these requirements.

COMPETENCE

The post holder is required to participate in the Hywel Dda PDR process and work towards meeting identified development needs. The postholder is required to demonstrate on-going continuous professional development. At no time should the postholder work outside their defined level of competence. If the postholder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The postholder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

OUR VALUES

Hywel Dda University Health Board is a values driven organisation. The post holder is expected to uphold our values of dignity, respect, fairness, integrity, honesty, openness and caring, kindness & compassion underpin a behaviour framework which are supported by our organisational values of

- Putting people at the heart of everything we do
- Working together to be the best we can be
- Striving to deliver & develop excellent services

TEAM BRIEF

The post holder is required to actively participate in Hywel Dda Team Briefing in order to aid communication within the Health Board. Managers and supervisors will regularly deliver the Team Brief verbally to their own staff teams by means of a Core Brief and additional departmental information.

RISK MANAGEMENT/HEALTH & SAFETY

The postholder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Hywel Dda. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice. The postholder has the responsibility for monitoring the progress on action plans in relation to risk, health and safety. The postholder has the responsibility for the development of risk profiles and a risk register within their area of responsibility. The postholder has the responsibility for developing systems to monitor performance against agreed performance indicators.

HARRASSMENT & BULLYING

The HB condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias. All staff is requested to report any form of harassment and bullying to their line manager or to any Director of the HB.

RECORDS MANAGEMENT

The postholder has the responsibility for timely and accurate record keeping and where appropriate in accordance with professional guidelines. The postholder has the responsibility for the creation and maintenance of records in accordance with Hywel Dda policy and the data protection act.

FLEXIBILITY STATEMENT

The developing and rapidly changing nature of the organisation will require considerable flexibility from the post holder. This job description indicates the main functions and responsibilities for the post and is not intended to be a fully inclusive list and the duties and responsibilities specified in this job description are subject to change as the needs of the HB evolve. On agreement with the post holder, this job description will be amended, as necessary, in the event of future organisational and professional changes and/or personal development.

CONFIDENTIALITY

All staff may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and /or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.

EQUAL OPPORTUNITIES

Hywel Dda University Health Board is committed to ensuring that, as far as is reasonably practicable, the way we provide services to the public and the way we treat our staff, patients and others reflects their individual needs and that individuals or groups will not face discrimination, harassment or victimisation, or be treated less favourably on the basis of sex, pregnancy and maternity, gender reassignment, disability, race, age, sexual orientation, religion and belief, family circumstances including marriage and civil partnership. To this end, the UHB has an Equality and Diversity Policy and Equality Impact Assessment Policy and Procedure and it is for each employee to contribute to enacting these policies.

OUTSIDE EMPLOYMENT/OUTSIDE INTERESTS

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of the HB.

ENVIRONMENTAL

The Hywel Dda Health Board is committed to its environmental responsibilities. The Board recognizes that its activities, including energy consumption, waste generation, transportation emissions, water use and resource consumption, have a significant impact on the environment. As an integral part of its commitment to ensure high quality patient care, all staff have a responsibility to adhere to environmental policy and procedure at both an organisational level and within their own area of work to ensure legal compliance. Staff will do their utmost to minimize the environmental impacts of Health Board activities and

services, and seek to continually improve operations to minimize their environmental effects. Staff should take note of relevant communications and attend mandatory training when required.

SMOKE FREE POLICY

All Health Board sites and premises and grounds are designated as smoke free areas. This policy applies to all staff, contractors/service providers, patients, visitors and the public.

SAFEGUARDING ADULTS AND CHILDREN

Every employee of the Health Board, whatever their job, role, profession, status or place of work, paid or voluntary, has a responsibility for Safeguarding both adults and children. Staff must:

- Understand the nature of abuse and how children and adults might be at risk of harm and neglect.
- Understand their own safeguarding responsibilities and what actions they may need to take.
- Know where they can access local policies and procedures in relation to Safeguarding Children and Safeguarding Adults.
- Report allegations or suspicions of abuse to their line manager, including suspicions about a colleague or manager, irrespective of their status, profession or authority. This includes whistle-blowing
- Know how to make a Safeguarding referral to Social Services and/or the Police for both adults and children to report allegations or if they have concerns.
- Know what services, advice and support are available locally to vulnerable children and adults and how to access help needed.

INFECTION CONTROL

"The document Commitment to Purpose: Eliminating Preventable Healthcare Associated Infection: A Framework of actions for healthcare organisations in Wales stipulates that all staff must understand their responsibility and accountability for Infection Prevention & Control and the Health Board must be assured of this on an ongoing basis". IP&C is the personal and individual responsibility of all Health Board staff. All staff have a responsibility to protect and safeguard patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing, Health Board Infection Prevention & Control Policies and procedures; and best practice guidance in order to maintain high standards of Infection Prevention & control.

GENERAL

The postholder needs to ensure they are familiar with their terms and conditions of service.