

PILGRIMS HOSPICES IN EAST KENT

JOB DESCRIPTION

Job Title:	Tissue Viability Lead Nurse
Department:	Clinical Services
Grade:	Band 6
Hours of Work:	15 hours
Responsible to:	Senior Nurse Manager
Accountable to:	Associate Director of Nursing
Location:	Canterbury, Ashford or Thanet
Terms:	

1. Job Purpose

The purpose of the job is to work autonomously within the Pilgrims Hospices to provide a robust evidence based tissue viability service to service users, their families and carers. This will encompass patient choice and make the best use of valuable resources.

To lead, under direction of the Senior Nurse Manager, development and review of the service and to provide advice to improve patient care and to develop clinical practice. As an independent supplementary prescriber the post holder will assess, diagnose, implement care and evaluate tissue viability care plans.

2. Job Dimensions

- The post holder will work as part of the multidisciplinary team incorporating the inpatient units, community and the care home sector
- The post holder will provide expertise and clinical advice to staff, patients, carers and tissue viability link nurses
- The post holder will liaise with members of the external multidisciplinary team, such as the District Nursing Services, GP service and the acute sector. The aim being to share expertise and knowledge and promote a seamless service to patients and their carers
- Although not responsible for a budget, as an independent and supplementary prescriber, the post holder will be expected to be aware of cost implications of managing patient care.
- To assess, diagnose wound status, plan and evaluate and ensure written tissue viability care plans are documented using a patient centred approach.
- To use independent and supplementary prescribing skills within the post holder's competencies to prescribe evidence based, effective treatments in tissue viability
- The post holder will contribute to the learning environment, acting as educator to qualified/unqualified colleagues and students to facilitate

and assist achieving learning objectives within the scope of tissue viability

- The post holder will be expected to contribute to research, audit and quality initiatives. They will be expected to demonstrate the existence of evidence based practice and clinical effectiveness of the service
- Take part in relevant evaluation trials of new techniques, products and equipment concerned with tissue viability
- Assist in the development of tissue viability guidelines/policies both internally and externally

3. Nature and scope of the role

- The post holder will be a Registered Nurse with independent and supplementary prescribing qualifications
- Work will be undertaken in line with Pilgrims Hospices, local and national policy and guidance and the NMC Professional Codes of conduct
- The post holder will work within the multidisciplinary team and will influence care in tissue viability from a nursing and independent/ supplementary prescribing perspective
- Working within a team structure the Tissue Viability lead nurse will ensure all incidents, complaints, difficulties and complex situations are documented and any remedial actions taken by the multi disciplinary team

4. Principle accountabilities and responsibilities

Clinical and professional

- Undertake a comprehensive tissue viability assessment of appropriate patients within the inpatient, community or care home setting. Identify an appropriate plan of care for patients and families based on clear goals intending to bring about effective, measurable patient/family outcomes
- Maintaining patients' dignity and privacy at all times
- To use independent and supplementary prescribing skills within the post holder's competencies if required to enhance patient care
- Provide advice and guidance related to tissue viability maintenance and prevention of avoidable damage to skin integrity to patients, families, carers and staff
- Oversee the patient's progress in line with the care plan and make changes to plan when patient's needs and preferences change
- Maintain up to date theoretical and practical skills
- Maintain continuity of patient care through accurate verbal reports and electronic and written documentation including the use of electronic patient management systems ensuring patient confidentiality at all times
- Ensure all patient information is electronically recorded in a safe, accurate and contemporaneous manner through familiarity with and daily use of the Infoflex patient management system and adherence to Hospice IT protocols

- Maintain safe nursing practice by attaining and maintaining competency in clinical interventions as set out with in the knowledge and skills framework
- Ensure high standard of care through awareness and implementation of Hospice policies, procedures and guidelines especially in relation to infection control, manual handling, health and safety and fire

Management

- Participates in the induction of new staff and facilitates the training of new and existing colleagues through mentorship and supervision as required
- In addition is required to act as a mentor for student health professionals, assisting with learning and providing documented evidence as required
- Promote a high level of consistent nursing care by participating in the development and implementation of clinical policies and protocols
- Maintain knowledge and skills competencies and high standards of care through continued professional development set out in the performance management process including annual appraisal, attending and successfully completing mandatory training and reviewing progress with the line manager alongside a personal development plan
- Provide teaching sessions to colleagues as required either on an individual basis or small groups. These may be pre-planned or impromptu as time allows
- Facilitate any internal or external research projects by participating in and/or auditing as requested by Senior Nurse Manager or independently highlighted
- Promote the work of the Hospice through collaborative working with clinical and allied professionals, encouraging a multi disciplinary team approach to support patients, families and carers irrespective of setting

5. Measures of success

- High level of satisfaction from patients and relatives, low level of adverse comments or complaints
- Effective understanding and successful implementation of the Hospices' policies and procedures
- Effective use of all physical or IT based resources including, stocks, supplies, data systems and the patient electronic patient record system (Infoflex)

6. Communications and relationships

Internal

Associate Director of Nursing
Nurse Manager
Multi Disciplinary Team
Tissue Viability Link Nurses
Ward Sisters
community setting
Infection control link nurses
Moving and Handling link nurse

External

General Practitioner
Community Nurses
Tissue Viability Nurses – Acute setting and
Staff in care homes

CNS team
Consultant

- Attend meeting relevant to tissue viability
- Meet with patient's carers to address and advise on nursing care, clinical practice and patient related enquiries. Ensure patients and carers are informed with regard to patient choice, treatment and progress, whilst maintaining respect for the privacy and dignity of the patient
- Effectively communicate with other agencies to ensure continuity of care between the Hospice, community and care home setting
- Ensure patients' understanding and concordance for treatment and intervention is maintained even when communication is impaired, eg due to visual, hearing or cognitive impairment by using all verbal and non verbal communication skills
- Adopt standards of behaviour in keeping with Pilgrims Hospice values and behaviours framework and the NMC Code of conduct
- Ensure continuity of care by providing effective verbal and written reports on individual patient conditions and any changes in treatments to relevant professionals in a timely manner

7. Finance/Resource and Management

- Promote clinical and cost effective interventions to staff and provide suggestions to improve clinical and effective care to managers
- Ensure independent and supplementary prescribing optimises cost effective clinical treatment
- Effectively manage ordering of relevant stores in inpatient setting

8. Audit/Clinical Audit/Research

- Initiates and undertakes audit projects to inform standards of practice, instigates and participates in research activities
- Actively disseminates and presents findings through the Hospices' education, evidence based practice and governance forums
- Supports and participates in the development of Pilgrims Hospices' projects, adapting and adopting change to provide high standard of care

9. Education/Training/Teaching/Policy Development

- To maintain own specialist clinical knowledge and skills, including internal and external policies relating to tissue viability
- Achievement of the competencies set out within the knowledge and skills framework
- Provide regular teaching sessions as part of the Hospices' internal and external therapeutic and educational programmes
- Contributes to the delivery of informal education programmes in the clinical area and/or during team education sessions
- Supervise and share knowledge and skills, imparting advice and recommendations for patient care to other health and social care professionals

- Ensures own knowledge is up to date, undertaking all required statutory and mandatory training and attending workshops and training course as agreed at appraisal for the benefit of continued personal development, to learn new skills and increase knowledge to benefit patient and family care
- Provides input through the integrated governance structure towards clinical policy development

10. Administration

- Register and document complaints from patients, carers and other health and social care professionals, in line with the Hospices' complaints procedures
- Participate promptly in any complaints enquiries/investigations when asked to do so by a manager or complaints investigation officer
- Implements changes in personal practice as a result of investigation conclusions, changes in policy and guidance and service user feedback to improve patient and carers' experience
- Attend meetings/participate in designated working groups within Pilgrims Hospices as directed by manager
- Assess, report and manage risks in line with Hospice policies, the Nursing and Midwifery Council's Code and other statutory bodies

11. Information

- Contribute to multi-professional meetings, present structured and appropriate patient information verbally and for the purpose of maintaining a comprehensive electronic patient record
- Maintain continuity of patient care through accurate electronic and written documentation, including the use of IT patient management systems, ensuring that patient confidentiality is maintained and information governance procedures adhered to

12. Communication

- Use advanced communication skills to engage in open, focused discussions with other members of the multi-professional team to ensure that the plans of care for patients and their families are clearly understood
- Take an active role in fostering dialogue with patients, families and carers to discuss sensitive issues about end of life preferences and care management
- Ensure patients, families and carers are informed with regard to the range of Hospice services, patient choice, treatment and progress, whilst maintaining respect for privacy, dignity and confidentiality
- Effectively communicate with other agencies to ensure continuity of care between Pilgrims and other health and social care providers
- Work within the Nursing and Midwifery Council's Code and other NMC standards and guidance
- Adopt standards of behaviour in keeping with Pilgrims Hospices' values and behaviour framework

13. Personal/Professional Development

- Attend all training and development courses as identified through the appraisal process and take an active role in maintaining own personal development plan
- Recognise gaps and/or areas for development in knowledge and skills linked with the role and actively work with manager to develop self in the scope of the role

General Statements

Corporate Governance

- The post holder must, at all times, act honestly and openly and comply with relevant corporate governance requirements, employment legislation and standards of business conduct.

Health & Safety

- Under the Health & Safety at work Act (1974), it is the responsibility of the post holder at every level to take care of his/her own health and safety and that of others who may be affected by his/her acts at work.

Code of Conduct

The post holder is required to observe the following principles:

- Make the care and safety of patients his/her first concern and act to protect them from risk
- Respect the public, patients, relatives, carers, staff and partners
- Be honest and act with integrity
- Accept responsibility for his/her own work and the performance of the people the post holder manages
- Show commitment to working as a team member by working effectively with team members and the wider community
- Take responsibility for own learning and development
- In all actions undertaken have regard for the Hospice's reputation

Flexibility

- The post holder is expected to work flexibly to be able to meet the challenges and opportunities of working within Pilgrims Hospices in East Kent

Other

- Post holders are expected to be familiar with and comply with the policies and procedures published by Pilgrims Hospices in East Kent. This job description is a reflection of the current position and the post holder is expected to view it as a guide rather than an exact description of all duties and responsibilities. It may be subject to variation from time to time. The job description is not exhaustive. The post holder will be required to undertake any other duties that may be required by the line manager, commensurate with the level of the post

Data Protection

Ensure that all data is processed in a fair and lawful way for the specific identified purpose, in line with the General Data Protection Regulations (GDPR), national data protection legislation and Pilgrims Hospices' Data Protection Policy. Data must not be disclosed in any manner which is incompatible with the purpose and to any unauthorised persons or organisations.

JOB DESCRIPTION AGREEMENT:

I have read this job description and understand its contents in relationship to my day-to-day duties.

Job holder's name (please print)

Job holder's signature Date

Written 14 November 2014

Person Specification

Tissue Viability Lead Nurse

Essential	Desirable	Assessed by
Experience		
Circa three years recent experience as a Registered Nurse including one year's experience in palliative care	Can demonstrate previous experience of being involved in change projects that improve the patients' experience	CV, Interview and Portfolio
Experience of productive multi and inter multidisciplinary work		CV Interview and Portfolio
Experience in the use of common IT software in the workplace	Use of electronic records	Interview and Portfolio
Experience of informal and formal teaching/effective imparting skills to other multi-professional colleagues		CV, Interview and Portfolio
Qualifications		
First level Registered Nurse (adult)		NMC Pin No.
First degree in nursing	Teaching qualification	CV, Interview and Portfolio
Diploma level module in relevant field		CV, Interview and Portfolio
Independent and supplementary prescribing		NMC statement
Skills, knowledge and abilities		
Holistic assessment skills	Can demonstrate	Interview

	knowledge, skills and or abilities with regard to tissue viability care	
Demonstrates specialist knowledge in the field of palliative care with a high degree of skill and ability in managing tissue viability symptoms		Interview, References and Portfolio
Can effectively impart and transfer knowledge to others and articulate a balanced evidence based review to support patients' care plan/care plan reviews in internal and external multi professional meetings		Interview and References
Demonstrate effective influencing skills		Interview and References
Demonstrate effective leadership skills		Interview and References
Demonstrate effective time management skills		Interview and References
Demonstrate knowledge of the clinical audit cycle and give examples of effective use of audit in improving practice		CV, Portfolio and Interview
Personal attributes		
Ability to meet the complex demands of the post, managing variability of tasks and work under pressure		CV, References and Interview
Work independently with minimal supervision		Interview and References
Act as a good role model at all times		Interview and References
Identify own limitations and formulate plan to address these		Interview
Demonstrate pro-active trait towards work		Interview
Reliable, conscientious and acts with integrity		Interview and References
Personal circumstances		
Evidence of commitment		CV, Portfolio and

to ongoing professional development		References
Car owner/driver with full licence		Full valid UK driving licence
Flexible approach to working patterns and the changing needs of health care		Interview