

JOB TITLE:	Senior Clinical Nurse – Tissue Viability
BAND:	Band 6
DEPARTMENT:	Tissue Viability – Trust wide
LOCATION:	Tissue Viability / Public Health
ACCOUNTABLE TO:	Director of Infection Prevention & Control [DIPC]
REPORTS TO:	Tissue Viability - Modern Matron

The post holder will support the delivery of Tissue Viability / Wound care to clients within NTW. Assist in providing professional and clinical support to clinical teams and ensure that their approach is professional, skilled and effective in providing evidence based nursing care.

They will develop and promote excellence in Tissue Viability, wound Management and will assist in the development, facilitation, coordination and delivery of patient care policies.

They will provide compassionate care that is based on empathy, kindness, respect and dignity and ensure wherever possible the client is central to any decisions regarding treatment they may need.

The post holder will flexibly manage their time to support the Tissue Viability Modern Matron to ensure that Tissue Viability issues are co-ordinated Trust-wide to achieve high quality care for all and where necessary deputise for the Trust Lead.

They will contribute to and where necessary lead on achieving performance indicators, essential standards and quality outcomes.

The post holder will also assist and where necessary lead in the planning, implementing and delivering of training and educational activities to enhance the knowledge and skills of the workforce and students.

They will manage the allocation of their time and the varying demands upon it through effective time management and negotiation with line manager.

The post holder will support the of the Tissue Viability Modern Matron to ensure that the Trust complies with all relevant legislation, maintaining and further developing an effective and efficient system for the surveillance, prevention, treatment, and where appropriate investigation of Tissue viability incidents across the Trust.

DIMENSIONS

Northumberland, Tyne and Wear NHS Trust is one of the largest mental health and disability Trusts in England, employing more than 6,000 staff, serving a population of approximately 1.4 million, providing services across an area totalling 2,200 square miles. We work from over 160 sites across Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside, Sunderland and North Easington.

The post holder will be responsible for the provision of professional and clinical leadership, support and advice to Ward Managers / Senior Nurses and inpatient nursing teams within their sphere of responsibility, and to the Director of Infection Prevention and Control. The support provided by the post holder to the Tissue Viability Modern Matron is crucial to the delivery of efficient, effective, and safe services.

They will have access to, and be ultimately accountable to the Band 8A Tissue Viability Lead, for professional practice and care standards. The post holder will be easily identifiable, highly visible and accessible to patients, service users, and clinical teams and where appropriate families and carers.

The post holder will be professionally accountable to the Tissue Viability Lead for the quality and standards of care provided. As part of the overall Public Health Team they will support other projects, initiatives and campaigns as directed by the DIPC.

The post holder will commit to the vision and values of the Trust

VISION AND VALUES

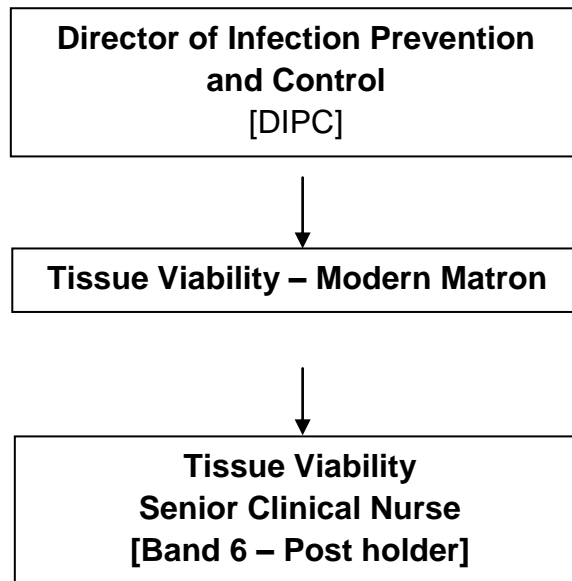
Our Vision is: "We Strive to provide the BEST CARE, delivered by the BEST PEOPLE, to achieve the BEST OUTCOMES."

Our Values are:-

- Caring Compassionate
- Respectful
- Honest and Transparent

OUR SHARED PURPOSE IS TO MAXIMISE OUR CONTRIBUTION TO HIGH QUALITY, COMPASSIONATE CARE AND TO ACHIEVE EXCELLENT HEALTH AND WELLBEING OUTCOMES

ORGANISATIONAL CHART



CORE COMPETENCIES

- Clinical Leadership
- Patient Care
- Professional Practice
- Practice Development
- Ensure that the care delivered is compassionate, competent, and courageous underpinned by a commitment to high standards and effective communication.

COMMUNICATION & RELATIONSHIPS

The post holder will:

- Provide and receive complex difficult and sensitive information, which may be in a challenging and emotive atmosphere.
- Communicate and collaborate with Tissue Viability Modern Matron, Service Managers, Clinical Nurse Managers, ward manager, peers, medical staff, patients, families and carers, general public, external agencies, voluntary agencies, GP's, other regional NHS Trusts.
- Listen to services users and carers to promote and practise shared decision making.
- Collaborate with service user/carer groups and representatives to promote service improvement and development.
- Organise, facilitate and contribute to the overarching Tissue Viability service ensuring robust information pathways.
- Prepare and present accurate reports both verbal and written.
- Adopt and oversee accurate, robust and high standard of record keeping.
- Communicate with service users and carers in order to positively develop therapeutic relationships.

- Promote and practice a culture of compassion where relationships are based on empathy, kindness, respect and dignity.
- Support and where appropriate deputise for the Tissue Viability lead with the investigation of complaints and serious incidents investigations.
- Support in practical terms the work of the band 8A, deputising where appropriate.
- Represent the team Lead at operational and clinical forums and meetings as delegated by the Band 8 to ensure effective two way communication.
- Provide ongoing assessment, advice and management to those patients across the range of Trust care settings. (Both in-patient and community). This may involve leg ulcer management - compression bandaging, hosiery assessment etc or complex wound care.
- Liaise with Band 8A if any concerns are raised during any episode of care.

KNOWLEDGE, SKILLS, TRAINING AND EXPERIENCE

The post holder will:

- Have a First Level registered nurse qualification. (RMN/RGN/RNLD/RNMH or equivalent)
- Hold 998 or P126/127 or equivalent qualification
- Have experience of wound care
- Complete preceptorship programme for newly qualified nurses.
- Demonstrate continued professional development

ANALYTICAL AND JUDGEMENTAL SKILLS

The post holder will:

- Within the parameters of personal / professional competence provide telephone advice to staff to avoid inappropriate referrals and potentially signpost staff to other services if deemed clinically appropriate.
- Within the parameters of their competence provide advice to staff over telephone in respect of wound care
- Carry out appropriate assessment of skin / wounds within their clinical competence.
- Assess, plan, implement and evaluate care, treatment and risk for service users
- Recognise potential risk and risk situations and act accordingly in conjunction with Trust and legislative policies.
- Consolidate clinical theory and practice.
- Develop, Implement and evaluate care / action plans responding to changes in the client care package (i.e. Changes in behaviour, compliance, concordance and wound presentation)
- Recognise their own clinical limitations and competencies and alert Band 8 to issues around this.
- Resolve issues and undertake appropriate actions in the event of a crisis.

PLANNING AND ORGANISATIONAL SKILLS

The post holder will:

- Prioritise work, oversee and coordinate specialist resources on a daily basis to meet the needs of the service.
- Contribute to the planning of the future delivery of Tissue Viability services
- To effectively manage their own time to ensure efficient delivery of care.
- Manage the department's resources effectively.

PHYSICAL SKILLS

The post holder will:

- Carry out advanced physical skills such as wound debriding, complex bandaging, compression and limb manipulation within the sphere of their professional competency and capability.
- Complete an appropriate 'break away' - Prevention and Management of violence and aggression course.
- Have and demonstrate standard basic keyboard and IT skills
- Implement safe moving and handling techniques including patient handling.
- Meet the physical requirements of the post subject to any requirements for the Trust to make reasonable adjustments for the post holder.
- Be able to meet the travel requirements of the post effectively and efficiently. As the post covers Trust wide having a full UK driving licence and access to a vehicle would be beneficial.

PATIENT CARE AND FAMILY INVOLVMENT

The post holder will:

- Deliver and maintain high standards of clinical care and contribute to achieving the Care Quality Commission Essential Standards. They will identify and act on any circumstances or practices which may compromise standards, quality of care and/or patient safety and report to the relevant manager or the tissue Viability modern Matron.
- Advocate and maintain a philosophy of care which is person/carer centred, maintaining dignity and independence and consistently right for that person at that time
- Lead collaboratively with department leads and where appropriate Band 8 in the implementation of care delivery systems, ensuring contemporary clinical practice is outcome focussed and of the highest professional standard and consistency.
- Working with teams and clinicians to devise, implement and evaluate specialist individual plans of care based on a person centred assessment and where necessary and appropriate focusing this from a Tissue viability / wound care perspective.
- Develop, implement and critically evaluate therapeutic clinical based interventions which meet the complex needs of service users.
- Provide advice and guidance related to the promotion of service users' health and well-being.

- Challenge practice which may be out-dated or no longer appropriate by providing evidence based nationally recognised best practice.
- Ensure that robust management systems are implemented and functioning.
- Assist, support and debrief service users and carers following critical incidents and difficult situations.
- Promote and practice a culture of compassion where relationships are based on empathy, kindness, respect and dignity.
- Implement local safeguarding procedures and other statutory requirements.
- Have courage to speak out challenge and act when things feel wrong.

POLICY AND SERVICE DEVELOPMENT

The post holder will:

- Implement Trust policies and Practice Guidance notes.
- Contribute to achieving all required Trust Quality & Performance objectives.
- Maintain Health and Safety Standards using existing mechanisms e.g. Clinical Risk Assessment, Environmental Risk Assessment, Moving and Handling, COSHH.
- Contribute to developing, delivering and maintaining the Tissue Viability Policy.
- Support any review of service provision.

FINANCIAL AND PHYSICAL RESOURCES

The post holder will:

- Assist the tissue Viability Modern Matron in effectively administering their budget.
- Assist in the ordering and Management of hired pressure relieving equipment, helping to maintain an accurate and up to date record of usage.
- Implement local financial safeguarding procedures and other statutory requirements.
- Be an authorised signatory within designated limits.

HUMAN RESOURCES

The post holder will:

- Address any potentially discriminatory practice
- Assist ,support when dealing with difficult situations
- Participate in their own clinical and managerial supervision.
- Participate in the Trust appraisal system, identifying best practice and areas for personal development.
- Provide effective mentorship and supervision of students.
- Assist in implementing policies and procedures
- Assist in managing complaints and incidents, reporting in line with Trust policy.
- Promote continuing professional development.

- To regularly / actively participate in training programmes to other health service staff. (Tissue Viability)
- To support the TVN lead in the delivery of appropriate training.
- Identify and communicate local developments and thinking in Tissue Viability which may benefit the practice of others and publicises local developments in wider forums.
- Undertake annual mandatory training updates and other relevant courses in line with Trust and local policies.
- Act as a role model providing mentorship and / or clinical supervision to other staff / learners supporting them in applying theory to practice
- Develop personal development plans, generating and using appropriate learning opportunities and applying own learning to future development of work. Identify and alert others to the contribution that learning and development can make to the development of services and the organisation.
- Maintain an extensive knowledge of tissue viability care by participating in ongoing research and continuing self-development, including regular review of performance and a high level of critical self-awareness.
- Support the integration of education, research and practice development within the Trust, developing effective links with other individuals, teams and organisations to support these initiatives.
- Share professional knowledge and expertise through formal and informal teaching using flexible methods of delivery.
- Identify and respond to any appropriate Tissue Viability-related education needs within the Trust, enabling practitioners to develop clinically based competencies, thus ensuring that they are effective in providing quality service provision.
- Promote a reflective, enquiring approach to clinical practice and support the use of clinical supervision to enhance the quality of patient care.

INFORMATION RESOURCES

The post holder will:

- Comply with Data Protection Act, Information Governance, Freedom of Information, and Records Management Policy.
- Maintain and update service user/carer information
- Supports change associated with the development of I.T. systems.
- Support the provision of information and reports to service leads.
- Assist the Tissue Viability lead in interpreting data from a variety of sources and implement findings.

RESEARCH AND DEVELOPMENT

The post holder will:

- Undertake surveys and audits in own work area as directed by the Tissue Viability Modern Matron.
- Participate in clinical audits as required and action findings.
- Act on service development in response to changing needs of service users, local and national priorities and guidelines utilising best practice.

FREEDOM TO ACT

The post holder will:

- Practise within the boundaries of National, regional and local advisory bodies complying with Trust policies and procedures.
- Maintain an active NMC registration.
- Be fully conversant with the NMC Code of Professional Conduct and associated guidelines and abide by their guidance.
- Use own discretion and judgement for problem solving and crisis resolution, within own competencies.
- Maintain clinical and professional credibility through personal and professional development, as identified by the post holder's annual appraisal.
- Maintain professional and personal learning in accordance with PREP requirements and formulate a development plan based upon training and development needs and the needs of the service.

EFFORT AND ENVIRONMENT

Physical:

- On occasions there may be a need to apply a dressing / equipment in an awkward location on a client; this may require bending and stretching. The post holder must use their patient / manual handling training and best judgement to ensure this is carried out safely.
- Where necessary and appropriate assist the movement of clients in order to provide clinical intervention. Transferring and manoeuvring service users into positions for dressing application or wound review. This must only be done within the scope of their personal competency / skills.
- Transport equipment and resources from vehicle to wards. The post holder must use their patient / manual handling training and best judgement to ensure this is carried out safely.
- Use de-escalation / physical intervention skills where clinically appropriate and in line with Trust policy and procedure

Mental:

- Concentrate on service user treatment and care. This work can be unpredictable when dealing with service user crisis.
- Service user behaviour can be unpredictable requiring immediate change to activity.
- Concentration required when checking documents/ service user notes and providing clinical intervention.
- Support the preparation of reports for and attend meetings as required within the scope of their competencies and grade. E.g. Case reviews, Physical health and well being group. Etc.
- Where necessary and appropriate act in the absence of the Band 8.

Emotional:

- Deal with distressed/ anxious/ worried/ upset/ angry service users and relatives
- Occasionally have to care for terminally ill service users
- Due to nature of service user group, can be expected to deal with severely challenging behaviour.
- May be expected to impart unwelcome news with tact and sensitivity.
- Provide emotional support to service users and carers.

Working Conditions:

- Regular exposure to body fluids
- Potential verbal aggression from service users can occur most days, several times per shift, depending on service user group
- Physical aggression from service users is a potential hazard because of unpredictable nature of service user group.
- The post holder will be required to work within a range of clinical areas across the Trust.
- Potential exposure to constant / excessive noise.

SAFEGUARDING

Every employee has a responsibility for safeguarding and protecting adults and children from abuse, regardless of the setting in which the care takes place. It is every employee's responsibility to be aware of relevant Trust Policies. All employees should take part in training in order to maintain their skills. Front line practitioners should access regular supervision and support in line with local procedures.

HEALTH AND SAFETY

Contribute to maintaining a safe environment of care through effective risk management. Identify risks and develop appropriate strategies to manage the risks including responding appropriately to untoward/emergency situations.

TRUST CLINICAL GOVERNANCE STRATEGY

It is the responsibility of all health care professionals to play an active role in delivering the clinical governance agenda. There is a specific responsibility for individual health care professionals to be involved in auditing their own and their team's clinical performance, and to engage in activities, which continuously improve, the quality of services they provide.

- To comply with and implement Tissue Viability protocols, procedures and guidelines both clinical and departmental as required. To assist in giving feedback on Trust policies when required.
- To participate in Tissue Viability-related clinical governance initiatives on a regular basis, measuring and evaluating individual and the teams clinical practice e.g. clinical effectiveness, research and clinical audit.
- Undertake and evaluate the effectiveness of nursing interventions, which are consistent with evidence-based practice, whilst transferring and applying knowledge and skills to meet the patient's needs.
- To generate, and assist in the analysis and dissemination of data as required for the Tissue Viability service, both manually and computerised.
- To actively undertake appropriate clinical audit on a regular basis.
- Discuss and agree with the Band 8 and clinical colleagues the assessment and care delivery process incorporating current practice, evidence base, future trends and development in care, timeliness of interventions and their related risks.

Information of a Confidential Nature or Access to Confidential information

"To be aware of the nature of information dealt within the NHS and to work in a manner which ensures confidentiality and security of this information"

INFECTION CONTROL

All Trust staff (clinical and non-clinical, including locum and agency staff employed by external contractors) have a personal responsibility to ensure the risk of infection to themselves, service users and visitors is minimised by ensuring that they (1) are familiar and adhere to, current Trust policy and guidance on infection prevention and control, (2) participate in the Trusts induction programme and statutory/required training in infection prevention and control and (3) consider infection prevention and control as part of their appraisal and/or personal development plans'.

CALDICOTT RESPONSIBILITIES:

1. **Justify the purpose (s) of every proposed use or transfer** - every proposed use or transfer of patient-identifiable information within an organisation should be clearly defined and scrutinised, with continuing uses regularly reviewed by an appropriate guardian.
2. Don't use it **unless it is absolutely necessary** - Patient-identifiable information should not be used unless there is no alternative.
3. **Use the minimum** necessary - Where use of patient-identifiable information is considered to be essential, each individual item of information should be justified with the aim of reducing identification.
4. Access should be on a strict **need-to-know** basis - Only those individuals who need access to patient-identifiable information should have access to it, and they should only have access to the information items that they need to see.
5. Everyone with access to it should be **aware of their responsibilities** - Action should be taken to ensure that those handling patient-identifiable information are aware of their responsibilities and obligations to respect patient confidentiality.
6. **Understand and comply with the law** - Every use of patient-identifiable information must be lawful. Each department must have someone responsible for ensuring that the organisation complies with legal requirements.

ACCESS TO CONFIDENTIAL INFORMATION:

To be aware of the nature of information dealt with within the NHS, and to work in a manner which ensures confidentiality and security of this information.

This job description is not intended to be an exhaustive list of the duties and responsibilities of the post and the post holder may be requested to carry out any other duties appropriate to the grade or post.

The post may change over time to meet organisational requirements and the job description may be changed after consultation with the post holder at any time.

JOB DESCRIPTION AGREEMENT

Post Title:

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Post Holder's Name:

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Post Holder's Signature: Date:

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Line Manager's Name:

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Line Manager's Signature:Date:

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TISSUE VIABILITY NURSE – PERSON SPECIFICATION

QUALIFICATIONS	ESSENTIAL	DESIRABLE
<p>Certificates and Experience</p>	<p>Current first level registered nurse (e.g.RMN/RGN/RNMH/RNLD)</p> <ul style="list-style-type: none"> • Current NMC registration • Qualification to Degree level or actively studying towards. • Continued Professional Development • Hold 998 or P126/127 or equivalent qualification • Undertaking or willing to undertake study in specific Tissue Viability training (Variety of topics) • Experience of working with Tissue Viability / Wounds • A breadth of current experience in working with patients at an advanced level. • Awareness of own clinical, personal and professional competencies and their limitations. • Have the ability to successfully develop, implement and reflecting on client specific treatment plans. • NMC standards and professional accountability • Experience of Clinical audit 	<p>Post registration qualification in Tissue Viability e.g. ENB N49</p>
<p>Knowledge</p>	<ul style="list-style-type: none"> • Awareness of the evolving healthcare agenda and the implications for nursing. • Demonstrates clinical skills and knowledge in respect of clients holistic assessment 	<ul style="list-style-type: none"> • Post registration experience directly in the field of Tissue Viability / wound management • Presentation skills and ability to teach.

	<ul style="list-style-type: none"> • Negotiation and influencing skills • Understanding of patient / carer views in shaping service development • Able to support or lead the development of policy • Able to problem solve, critical appraisal and independent decision making skills, with appropriate reference to others • Ability to work under pressure and prioritise workload • Ability to develop and maintain effective working relationships, internally and externally • A desire and motivation to develop skills and knowledge in Tissue Viability and Wound care 	<ul style="list-style-type: none"> • Evidence of involvement in clinical research • Experience in using clinical pathways, guidelines and policies • Knowledge of change management • Knowledge of resource management, financial, contract, staff and equipment / devices • Working knowledge of government strategies related to the NHS and the relevance to tissue viability
Skills	<ul style="list-style-type: none"> • Ability to work autonomously, team player • Effective time management skills • Negotiation and influencing skills • IT skills • Ability to recognise own learning abilities and set personal professional objectives • Self confident and able to instil confidence in others • Commitment to service development and quality • Commitment to lifelong learning • Excellent communicator, written and verbal • Able to deal with conflict • Awareness of importance of team work • Ability to support team under pressure 	<ul style="list-style-type: none"> • Clinical skills and knowledge in respect of wound care / Tissue Viability assessment. • Appraisal and application of research in practice • Leadership skills
Behaviours	<ul style="list-style-type: none"> • Self motivated 	

	<ul style="list-style-type: none"> • Flexible and innovative • Enthusiastic 	
Other Job Requirements	<ul style="list-style-type: none"> • Occupational Health clearance • Enhanced DBS disclosure • Able to meet the travel and visit requirements of the post <p>Standard Clauses: Due to the nature of our work, all posts are deemed to require DBS checks.</p>	<ul style="list-style-type: none"> • Car owner / driver, full licence and appropriate insurance cover