

Job Description

Title: Clinical Nurse Specialist – Tissue Viability

Band: 7

Staff Group: Nursing

Reports to: Tissue Viability Lead Nurse

Job Purpose:

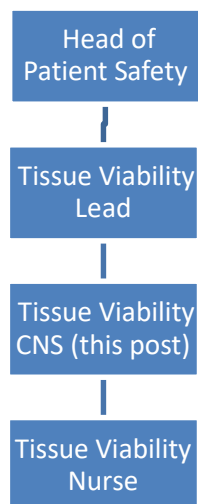
The Tissue Viability Clinical Nurse Specialist has responsibility to provide clinical expertise in the assessment, diagnosis, and production of care plans for patients with complex wound problems, education of staff, contribute to/production of policy, and provision of guidance to the Trust on all aspects of the specialty including pressure ulcer prevention. The post holder will also work with the Tissue Viability Lead to co-ordinate and implement an overall strategy for evidence-based wound care. The role will also lead and co-ordinate the Trust Tissue Viability service, with support from the Tissue Viability Lead. The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider healthcare community, external organisations, and the public. This will include verbal, written and electronic media.

Key Responsibilities

- To support the Tissue Viability Lead to develop the Tissue Viability service to provide expert advice for the Trust for the effective management of patients with complex wounds and pressure ulcer prevention and management strategies.
- Through effective leadership ensure the clinical, multidisciplinary team deliver a safe, effective, responsive, caring and well-led service where compassion is embedded, and a positive patient experience is achieved.
- Provide strong professional, clinical and managerial leadership for Tissue Viability Nurses and act as a professional role model.
- Work across organisational and professional boundaries.
- Remain professionally updated in all aspects of wound care and Tissue Viability, working clinically to apply specialist practice, knowledge and skills to improve the quality of care for patients with tissue viability needs.
- Work clinically and oversee the management of the Tissue Viability patient caseload.
- Work with Senior colleagues to identify, investigate and lead on / participate in specific quality improvement projects, research and audit related to wound care and pressure ulcer prevention and management.
- As an autonomous practitioner, the post holder will take a professional and clinical leadership role and ensure that the Trust continues to meet national standards for Tissue Viability.
- The post holder will apply specialist practice, knowledge and skills to maintain and improve the incidence of hospital acquired pressure ulcers and influence the outcomes of patients with chronic/complex wounds
- Act as an expert resource in education and clinical practice to other health professionals within PHU and working collaboratively with Primary Care Trusts on the prevention of and management of relevant tissue viability matters.
- Work collaboratively with equivalent Tissue Viability clinical nurse specialist in the Isle of Wight Trust, and share best practices to improve patient pathways and outcomes.

- Advise members of the public on their enquiries related to Tissue Viability.
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Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

Specific Core Functions

- Promote and set high standards of professional nursing care and maintain the delivery of quality care within the trust policies, protocols and guidelines. Implement the trust 'values and beliefs' ensuring they are embedded into everyday practice and evaluate their impact on the patients' experience.
- Provide professional nursing leadership to MDT within sphere of clinical responsibility. Lead and motivate others by giving clear direction and setting achievable objectives (where applicable).
- To be responsible for prioritising, assessing, planning, implementing and evaluating the nursing needs and interventions of patients referred to the tissue viability service with complex wounds.
- Act as a specialist clinical practitioner demonstrating developed clinical skills and knowledge.
- Have a strong drive to ensure safe patient outcomes in relation to both national and local Trust clinical safety indicators, primarily focussed on, but not limited to, tissue viability. The post holder will support the Tissue Viability Lead to steer initiatives and provide advice, support and mentorship to Trust staff in order to promote a positive safety culture and continuous quality improvement
- Be a visible clinical presence, working alongside clinical staff to provide support, advice and education to support the development of a patient safety focussed culture across the organisation.
- Develop a service philosophy and models of care to ensure that all policies and procedures are implemented and to lead on the development of nursing practice. Monitor any impact on the patient experience.
- Ensure that any patient quality and safety issues are addressed in a timely manner. This includes monitoring and evaluating standards of care by the clinical team and providing regular feedback to the specialty team on the standards of care.

- Implement evidence-based practice, identify, initiate, manage and evaluate changes that lead to improvements in patient safety and higher standards of care and in particular any service changes following learning from patient safety events.
- Communicating, influencing and working with the multidisciplinary team in different ways to improve patient safety, quality of care, and informed clinical decisions. Promote innovation and participate in benchmarking and quality audits to measure effectiveness of current practices.
- To act as an advocate for individuals, their families/carers to ensure their wound care needs are met, promoting concordance and independence where possible.
- Ensure concerns raised by patients and their families are dealt with in an open, honest and transparent way, quickly and effectively, in line with trust policies, procedures and Duty of Candour legislation.
- Work in partnership with the legal team where required to provide expert evidence statements to the Coronial Court, in matters of patient harm related to tissue viability.
- Ensuring that accurate and timely patient records are maintained, monitoring standards and taking corrective action as required.
- Ensure the MDT are appropriately supported by relevant knowledge experts to ensure competence in the use of any medical devices/equipment and have access to training and monitoring compliance.
- Make autonomous clinical, psychological and social assessments of patients and initiate/interpret investigations/treatments.
- Accept referrals and refer patients to other health care professionals as required in the hospital and/or in the community.

Management/Leadership

- Responsible for the organisation and management of the service, deputising for the Tissue Viability Lead in times of absence, with the support of Head of Patient Safety, as required.
- Provide clinical expertise and leadership to relevant staff within and outside PHU, in order to inform service provision and development.
- Demonstrate awareness of national and local guidelines relating to speciality and influence care developments in accordance with these.
- Identify, contribute to or lead on aspects in the development and dissemination of evidence-based guidelines, standards and protocols as required and implement change to improve the quality of patient care.
- Contribute to Trust peer reviews and any focused CQC style reviews.
- Actively contribute to achieving the clinical governance goals/targets set by the Trust and department and comply with reporting schedules for monitoring and reporting on clinical outcomes. Includes auditing of services.
- Implement the Nursing Strategy by setting clear achievable objectives into any staff's annual performance and development reviews and evaluate performance (where applicable).
- Be proactive in the prevention and management of complaints (formal and those via Patient Advice and Liaison Service) and safeguarding concerns when they occur. Provide specialist input to inform responses and investigations in a timely manner. Use any learning to share widely with the multidisciplinary team and to improve care delivery.
- Responsible for the management of staff performance and attendance in line with trust policies (if applicable).
- Support Ward Managers and Practice Educators with Wound Care Ambassador and Tissue Viability Champions development, applicable to Tissue Viability and job role, ensuring learning needs are identified through line manager/practice educator supervision and Annual Performance Development Reviews.
- Provide support to those dealing with patients who are either newly diagnosed or in late stages of their illness, as required
- Promote the health and well-being of MDT, patients and their carers, making every contact count with effective communication across organisational boundaries

- Comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Take appropriate action to address unexpected changes and situations, escalating appropriately if unable to resolve
- Have an understanding around the Wound Care formulary and contracts in place in regard to tissue viability and ensure that approved budgets are spent effectively and in accordance with agreed procedures, and work closely with Procurement and Supply Chain co-ordinators.
- Work closely with partners i.e. Equans resolving any relevant issues and escalate when issues cannot be resolved.
- Utilise user feedback to inform the Tissue Viability/Patient Safety team and to facilitate service development
- Contribute to operational policies to ensure the appropriate use of the tissue viability team and its resources within the Trust.
- Attend relevant department and management meetings. Work closely with ward Wound Care Ambassadors and Tissue Viability Champions (as applicable) to ensure ward training needs are met to ensure high quality evidence-based care delivery; there is good communication and dissemination of information.
- Network with other specialty teams (i.e. UHS, vascular or other) to share good practice and bring back new ideas to improve the local service.
- Attend local, regional and national networks/meetings and working parties as required ensuring learning contributes to the evidence base.
- Present at seminars/conferences/meetings to raise profile of the Tissue Viability Service. Submit articles for publication in peer review or other appropriate journals.

Research and Education

Research

- To participate in clinical trials of dressings, pressure relieving and other relevant equipment where required making recommendations and reporting on the clinical effectiveness of said equipment pre procurement.
- To participate in clinical audit, and research to support benchmarking and the teams local and national Clinical Governance agenda.
- Support the development of a research culture within the Tissue Viability team to identify current knowledge and deliver evidence-based care.
- Support local research teams, actively contribute to local department multidisciplinary audits, represent the clinical area at governance meetings and highlight areas for change.
- Liaise with the relevant research nurse to ensure patients are identified to take part in clinical research studies and research is delivered safely on the ward.

Education

- Assist in educating ward link nurses relating to specific patient safety priorities, in particular tissue viability related issues.
- Support and promote the development of a patient safety culture at every opportunity.
- Responsible for ensuring staff within line management undertake essential training
- Work alongside the Head of Patient Safety and Tissue Viability Lead to recognise appropriate staff for further development for replacement CNS posts, as required
- Embed in the team culture the concept of recruitment to clinical trials, when available, which is a national performance indicator.

- Contribute to the development and delivery of multidisciplinary education and training within the context of Tissue Viability and Patient Safety, ensuring evaluation of content and effectiveness.
- Supervise and coach Student Nurses and learners, support staff and other registrants to undertake ongoing professional development

Communication and Working Relations

- Communicate highly sensitive and complex information with empathy ensuring that information is understood.
- Ensure patients, their carers and the MDT have access to specialist information and provide care that meets individual patients needs at all stages of the care pathway. This includes the provision of telephone support/ advice.
- Frequent exposure to highly distressing events. Working and supporting staff and patients/family/carers within a highly emotive environment (if applicable).
- Communicating and co-operating with other specialist areas, promoting and maintaining good working relationships within own clinical area and across the organisation, giving accurate information as required.
- An active member of the clinical nursing team contributing to Trust wide nursing groups and meetings.
- Develop expertise in dealing with interpersonal conflict and be responsible for the resolution of any adverse situation/incidents. Comply and promote compliance to Trust policies e.g. Harassment and Bullying.

Key Responsibilities

Communication and Working Relationships

- The post holder will be providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding and/or providing and receiving highly complex information.

Analytical and Judgement

- Judgements involving highly complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.

Planning and organising

- Planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans.

Physical Skills

- The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error, or the post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.

Patient Client Care

- Develops specialised programmes of care/care packages, or highly provides specialist clinical technical services, or provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients, or accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service.

Policy and Service Development

- The post holder is responsible for the implementation of policies for a team/department and proposes policy or service changes which impact beyond own area of activity.

Financial Management

- The post holder will observe a personal duty of care in relation to equipment and resources used in the course of their work.

Management/Leadership

- The post holder is responsible for day-to-day management of staff within Tissue Viability Team. The post holder will deal with the initial stages of grievance and discipline; appraisal, acting as an interview panel member; responsible for monitoring mandatory training compliance with their team. The post holder will be responsible for reviewing work performance and progress and manage the allocation of work.

Information Resources

- The post holder has occasional requirement to use computer software to develop or create statistical reports requiring formulae, query reports or detailed drawings /diagrams using desktop publishing (DTP) or computer aided design (CAD).

Research and development

- Regularly undertakes R&D activity as a requirement of the job, or regularly undertakes clinical trials, or regularly undertakes equipment testing or adaptation. This is mainly incorporated within the development and review of the PHU Wound Care Formulary.

Freedom to Act

- The post holder is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at agreed intervals.

Physical effort

- There is a frequent requirement for light physical effort for several short periods during a shift.

Mental effort

- There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention, or there is an occasional requirement for concentration where the work pattern is unpredictable.

Emotional Effort

- Frequent exposure to distressing or emotional circumstances, or occasional exposure to highly distressing or highly emotional circumstances, or frequent indirect exposure to highly distressing or highly emotional circumstances.

Working conditions

- Frequent exposure to unpleasant working conditions, or occasional exposure to highly unpleasant working conditions.
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Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- Current RN registration with NMC and any other relevant post registration qualifications.
- BSc Degree in relevant field
- A minimum of 3 years post registration experience
- Post Reg. qualifications for specialist area (i.e. wound care ambassador programme, or other evidence)
- Leadership development program with experience of leading/managing a team
- Teaching qualification /experience

Desirable

- Master's degree (or evidence of working towards)
- An accredited mentorship/coaching course

Experience

Essential

- Significant demonstrable experience within specialism of complex wound management including Topical Negative Pressure Wound Therapy, Larvae Therapy,
- Minimum of 1 year experience within a leadership role

- Evidence of change management with relevant management/leadership course
- Research/ Quality improvement awareness

Desirable

- Sharp debridement competency with evidence of professional development.
- Evidence of developing policy, guidelines and managing resources
- Evidence of attending training to undertake Clinical supervision e.g. management and leadership modules

Skills & Knowledge

Essential

- Clinically competent
- Clinical decision-making skills
- Ability to liaise effectively with senior medical and nursing staff, managers and all grades of health care workers.
- Effective leadership skills
- Organisational, prioritisation and forward planning skills
- Flexibility
- Able to support development of others and influence their clinical effectiveness
- Coaching and mentoring skills
- Critical appraisal and problem-solving skills, with an attention to detail
- Strong communication and customer service skills.
- IT literate: including excel, word, Datix, PowerPoint
- Understanding of the principles and application of effective budgetary management
- Understanding of the principles and application of effective staff / HR management
- Understanding of the theory and application of Clinical Governance.
- Demonstrable experience of effective management and supervision of staff and taking charge of ward /unit, with ability to work independently and collaboratively
- Evidence of applying research into practice
- Evidence of recent CPD relating to Tissue Viability
- Sound understanding of PSIRF, proportionate learning response, and safety improvement plans, with an ability to educate others in the methodology.

Desirable

- Demonstrable knowledge of research process.
- Advanced Communication Skills Training

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: