

Job Description

Title: Vascular Access Nurse Specialist

Band: 6

Staff Group: Nursing & Midwifery

Reports to: Lead Nurse, Vascular Access

Job Summary:

- Undertake training to become a specialist in vascular access and attend annual updates to ensure the vascular access service provides evidence-based care.
- Attain level 4 competency in the placement of intravenous devices, such as PICC and midlines.
- Attain level 4 competence in Phlebotomy, Cannulation and IV therapy.
- Provide expert advice, education and support to patients, their carers and other professionals.
- Provide support and expertise to junior staff.
- Contribute towards the patient safety agenda by auditing vascular access practice and devices in clinical areas to identify educational and training needs thus reducing the risk of blood stream infections.
- Audit the vascular access service to drive service improvements.
- Accept referrals and refer patients to other health care professionals as required in the hospital and/or in the community.
- To be responsible for the prioritising and allocating referrals, clinically assessing and consenting patients and undertaking clinical sessions.
- Lead and co-ordinate the service alongside the Vascular access lead nurse.
- Co-ordinate and implement an overall strategy of evidence based PICC line placement and Audits relevant to placement and vascular care.
- Through effective leadership ensure the vascular access team deliver a safe, robust, 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 and act as a professional role model.

Key Responsibilities:

Clinical/Professional

- Attain level 4 competence in phlebotomy, intravenous therapy and cannulation skills along with level 4 competence in the management and care of indwelling central devices.
- Undertake invasive line placement insertion training for PICC and midlines and achieve the required standard of competency to become an independent vascular access nurse specialist.
- Undertake BASIC II ultrasound training with SonoSite.
- Complete IRMER training.
- Act as an expert resource for patients, carers and staff.
- Understand and teach on the principles of asepsis.

- Develop a service philosophy and models of care to ensure that all policies and procedures are implemented and to lead on the development practice. Monitor any impact on the patient experience.
- Communicate with patients in ways that empowers them to make informed choices about their health and health care. Act as advocate for individual patients.
- Maintain adequate patient documentation for all patients receiving treatment whether that be an invasive line insertion, intervention or advice.
- Ensure provision of verbal/written information to patients to facilitate the informed consent process according to Trust policy.
- To assess patients clinically and their suitability for tunnelled and non-tunnelled vascular access using ultrasound equipment.
- Administer hepsal, sodium chloride and local anaesthetic according to local protocol/PGD during line placement.
- Audit the use of the Vascular Access Teams PGD's annually to ensure they are being used correctly and remain clinically relevant.
- Trouble shoot any problems with lines such as unblocking for occlusion; assess possible migration, dressing issues, infection and possible clots giving appropriate advice and assistance.
- Maintain a log of clinical information/ activity and outcome of all Midline, PICC line Placements and interventions of care for legal, audits and evaluation of performance by the Vascular Access team.
- 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.
- Ensure that the users of the service and their families have a positive experience and using feedback (Elephant Surveys, Family and Friends Test, concerns and complaints) evaluate patient processes and pathways of care to ensure any service improvements are made as required.
- 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.
- Report any untoward incidents or complaints.
- 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.

Management/Leadership

- Responsible for the organisation and management of the service alongside the vascular access lead nurse.
- Provide clinical expertise and leadership to relevant staff within and outside of the organisation, in order to inform service provision and development.
- Demonstrate awareness of national and local guidelines relating to specialty (e.g. NICE guidelines) 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 nursing care and placement of venous access lines.
- 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.

- Be proactive in the prevention and management of complaints (formal and those via Patient Advice and Liaison Service) and when they occur investigate and respond in a timely manner. Use any learning to share widely with the multidisciplinary team and to improve care delivery.
- Promote effective communication with staff members across the organisation.
- Synthesise coherently and effectively, knowledge and expertise related to the specific area of practice
- 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, informing the vascular access lead nurse if unable to resolve.
- Work collaboratively and in partnership with other health care professionals, offering appropriate, guidance and supervision to colleagues.
- Work closely with partners i.e. Engie, resolving any relevant issues and escalate when issues cannot be resolved.
- Utilise user feedback to inform the vascular access team and to facilitate service development.
- Be involved in planning and implementing standards of care, practice guidelines and where appropriate Integrated Care Pathways, and to continually evaluate the quality of the patient care.
- Attend relevant department and management meetings.
- Work closely with the practice educators 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 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 of all work undertaken by the vascular access team.
- Be proactive in supporting service change to enhance practice development and service improvement/modernisation activities, in accordance with local and national service policy and guidelines.
- Present at seminars/conferences/meetings to raise profile of team and department. Submit articles for publication in peer review or other appropriate journals.

Research and Education

Research

- Support local research teams, actively contribute to local department multidisciplinary audits, represent the clinical area at governance meetings and highlight areas for change.
- Assist in evaluation of the service and patient care, including patient satisfaction, selecting and applying a range of valid and reliable methods that are appropriate to needs and context.
- Participate in relevant research, evaluations and audits and act on this information in collaboration with colleagues to continually develop the service.
- Identify gaps in evidence and /or practice knowledge that require resolution through research, and initiate or assist in research activities as appropriate.

Education

- Participate in the delivery of educational packages in cannulation, phlebotomy and intravenous therapy across the trust.

- Participate in specialist train the trainer sessions for the practice education team in cannulation, phlebotomy and intravenous therapy.
- Provide PICC and Midline care and maintenance training and education to patients and carers prior to discharge.
- Responsible for developing and improving own knowledge, skills and attitudes in structured ways.

Communication and Working Relations

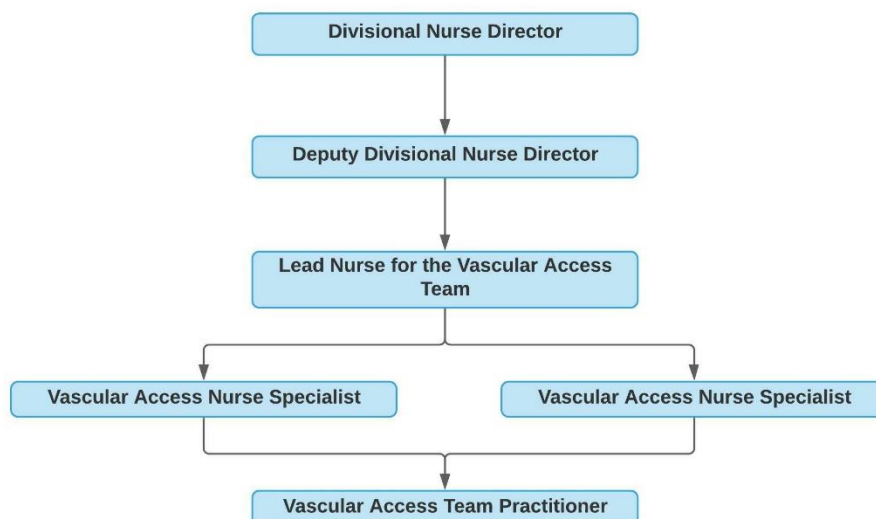
- Support, develop and strengthen interpersonal relationships with all team members. Ensure good team working, collaborative working practices and professionalism throughout the department.
- Ensure effective written and verbal communication with all members of the healthcare team, patients carers and visitors.
- Liaise and work collaboratively with all grades and disciplines of clinical and non-clinical staff.
- 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.

Working Conditions

- Working within an environment that requires rapid response to unpredictable events

Organisational Chart

The Vascular Access Team Organisational Chart



Person Specification

Qualifications and Experience

- Current RN with current NMC registration
- BSc Degree Level Qualification
- Teaching Qualification or experience
- Evidence of change management with relevant management/leadership course (Desirable)
- Clinical supervision – where applicable monthly attendance

Skills and Knowledge

- Cannulation and phlebotomy experience
- Ideally current or previous experience of placing PICC and Midlines
- Clinically competent
- Clinical decision -making skills
- Effective leadership skills
- Organisational skills and forward planning
- Flexibility
- Able to support development of others
- Coaching and mentoring skills
- Critical appraisal skills
- Strong customer service skills
- IT literate

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 well being 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:

