**Title: Tissue Viability Nurse**

**Band: 6**

**Staff Group: Nursing**

**Reports to: Tissue Viability Clinical Nurse Specialist**

**Job Purpose:**

 The Tissue Viability Service has responsibility to provide clinical expertise in the assessment and

production of care plans for patients with complex wound problems, education of staff, production of policy,

and provision of guidance to Trust management on all aspects of the specialty including pressure ulcer

prevention.

**Key Responsibilities**

The post holder is required to:-

* Apply specialist practice, knowledge and skills and provide specialist/expert advice to improve the quality of care for patients with tissue viability needs
* Act as an expert resource in education and clinical practice to other health professionals within PHU and local agencies
* Act as a clinical and professional role model for the Pressure Ulcer Prevention. Ensure that clinical practice is kept up-to-date
* Lead, undertake and /or facilitate nursing / multi-professional research and audit within the Trust.
* Work clinically and support others to manage a caseload if required.
* Establish effective systems of communication to ensure that staff feel fully informed and involved in shaping the service
* Responsible for keeping patient information and website information up to date.
* Attend Senior Nurse and Clinical Nurse Specialist Forums and other organisational meetings as necessary.
* Provide responses to complaints when requested by the Trust complaints team.
* Develop networks to support initiative practice in Pressure Ulcer Prevention.
* Advise members of the public on their enquiries.
* To identify tissue viability related risks and set action plans to reduce those risks
* 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.

**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

The post holder will:

1. Proactively and positively contribute to the successful overall performance of the Trust.
2. Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.
3. Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government’s policies on Health.
4. Develop an organisational culture that fosters collaborative working among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.
5. Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.
6. Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.
7. Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government’s policies on public health
8. If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
9. Proactively, meaningfully and consistently demonstrate the Trust Values in your every day practice, decision making and interactions with patients and colleagues.
10. In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:
* Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
* Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
* Challenge poor practice that could lead to the transmission of infection.

**Specific Core Functions**

**Communication and Relationship Skills**

**Analytical and Judgement Skills**

* Participate in pressure ulcer and other Tissue Viability related review of incidents where required

**Planning and Organisational Skills**

* Act as a specialist advisor for Pressure Ulcer Prevention and tissue viability matters at all levels of the organisation

**Physical Skills**

1. Manual dexterity in the use and application of different wound dressing products.
2. Ability to deliver patient care in a variety of different settings including hospital wards and outpatient clinics.
3. Ability to carry and move some clinical and teaching equipment around the Trust between locations in accordance
4. with Moving and Handling procedures and policies.

**Responsibility for Patient and Client Care**

1. Undertake sufficient clinical practice in an expert tissue viability capacity in order to maintain that expertise.
2. Work in collaboration, in specific clinic and general clinical settings, with multidisciplinary team members.
3. Maintain an up to date knowledge of pressure relieving equipment and wound care interventions.
4. Identify, investigate, monitor and change procedures in Pressure Ulcer Prevention and tissue viability issues

**Responsibility for Policy and Service Development**

1. Utilise up to date evidence and guidelines from authoritative bodies to underpin clinical care and advice, written
2. guidance and education being delivered and to be responsible for producing and updating relevant policies and
3. procedures in partnership with Clinical teams.
4. Ensure that all referrals to the service and response times are consistent with operational policy requirements.
5. Encourage and motivate staff, look at new ways of working and implement change to improve delivery and quality of patient care

**Responsibility for Financial and Physical Resources**

* Work in partnership with procurement and have an understanding around the formularies and contracts in place in regard to tissue viability.

**Responsibility for Human Resources**

1. To promote evidence based practice through education, training and consultation.
2. Identify unmet educational needs of staff and advise managers accordingly
3. Ensure own educational needs are raised with line manager as necessary.
4. Responsibility for Information Resources
5. Ensure compliance with data quality standards and take appropriate corrective action as necessary
6. In collaboration with healthcare records ensure that any records or photographs held by the Tissue Viability Team are done so in accordance with Trust policies on record keeping and consent.
7. Maintain a system that holds data on departmental outputs, in particular referrals received and response times

**Responsibility for Research and Development**

1. To promote evidence based Tissue Viability and Pressure Ulcer Prevention practice by keeping abreast of relevant and up to date Tissue Viability research.
2. Collaborate with the Trust clinical audit team on Tissue Viability related project opportunities.
3. Lead and implement with relevant staff on Tissue Viability related audit activity for example, Pressure Ulcer
4. Prevalence audit, use of and implementation of Tissue Viability related documentation and policies and nursing care home wound prevalence where appropriate.
5. Partake in national clinical benchmarking

**Decision Making**

1. Be an expert on Tissue Viability Nursing issues and contribute to key committees and groups
2. Work clinically and manage a caseload as required.

**Physical Effort**

1. Able to undertake clinical work in a variety of locations including hospitals and clinics, which requires reaching, bending, kneeling and lifting and on occasion patient positioning.
2. Sit for long periods in one position at a desk.
3. Occasional physical effort moving health promotional and educational equipment and materials between locations.
4. Manual dexterity when demonstrating clinical skills during teaching

**Mental Effort**

1. Ability to work under pressure
2. To communicate sensitive/highly distressing information to patients/relatives/peers with reassurance and at a level
3. suitable for that person
4. Concentration under deadlines and busy office environments.
5. Public speaking/lecturing
6. Writing for national publications
7. Communicating with all levels and groups of staff within and beyond the organisation

**Emotional Effort**

1. Self-motivated and able to work on own initiative
2. Sensitive and empathic to staff and client needs
3. Dealing with complaints and concerns raised by service users and public
4. Ability to manage patients and relatives dissatisfied with explanations and treatment
5. Discussing wound diagnoses and prognoses with service users and relatives

**Working Conditions**

1. Exposure to malodorous, exuding and infected wounds on a regular basis.
2. Occasional exposure to aggressive patients/family/carers.

Job holders are required to:

1. Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
2. Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
3. Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
4. 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.

Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff.  All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date



**Person Specification**

**Qualifications**

*•* Registered General Nurse

• First Degree in a clinically relevant subject or working towards

*Desirable*

* Relevant teaching qualification

**Experience**

*Essential*

* A minimum of 3 years post registration experience
* Recent clinical Nursing experience within an acute setting within the last 2 years

*Desirable*

**Skills & Knowledge**

*Essential*

* Clinical expertise in the field
* Excellent communication skills (verbal and non-verbal)
* Effective leadership and team building skills
* Excellent Interpersonal skills
* Critical appraisal and problem solving skills
* Research awareness evidence of application of research into practice
* Ability to organise and prioritise workload
* Ability to work independently but collaboratively, ability to influence the
* clinical effectiveness of others
* Able to demonstrate leadership skills
* Self motivated
* Approachable
* Adaptable
* Enthusiastic
* Empathic

*Desirable*

* Clinical skills within field i.e. Topical Negative Pressure Wound Therapy competency, Sharp debridement competency, application of larvae therapy

**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)

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**Print Name:**

**Date:**

**Signature:**

