

SINGLE CORPORATE SERVICES

Tissue Viability

Job title:	Tissue Viability Nurse	<i>To be completed by HR Job Reference Number</i>
Reporting to:	Tissue Viability Clinical Nurse Specialist	
Accountable to:	Head of Patient Safety	
Pay Band:	6	

As part of the Single Corporate Service, this role is a designated site-based role however the post holder will be part of the Corporate Service team which provides a service across both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

As the single corporate service will be delivered across both organisations, individuals may be required to undertake business travel between sites. The frequency and arrangements will be discussed on an individual basis and the staff mobility local agreement will apply.

For our leaders managing staff across multi-site locations, they will need to be visible and provide in person leadership. The arrangements and frequency will be agreed locally.

Job purpose

The Tissue Viability Nurse has responsibility to provide clinical expertise in the assessment and production of care plans for patients with complex wound problems, education of staff, contribute to the production of policy, and provision of guidance to the Trust on all aspects of the specialty including pressure ulcer prevention. 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.

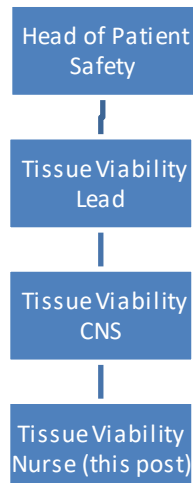
Job summary

The post holder is required to:-

- Apply specialist practice, knowledge and skills 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 PHT and local agencies
- Lead, undertake and /or facilitate nursing and multi-professional research and audit within the Trust.
- Work clinically and support others to manage a caseload
- To provide expert clinical advice
- Advise members of the public on their enquiries.
- To identify Tissue Viability related risks and set action plans to reduce those risks

- Provide specialist education, or facilitate the dissemination of education relating to all matters associated with Tissue Viability.
- Remain professionally updated in all aspects of wound care and Tissue Viability

Organisational Chart



Specific Core Functions

- Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks,
- Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate.
- Liaison with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated
- Build and sustain effective communications with other roles involved in the shared services as required
- Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims
- Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.
- Undertake proactive horizon scanning for either developments relating to Trust work or opportunities for Trust involvement around health issues
- Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.

- Dissemination of learning through contribution in report writing, , taking full responsibility for technical accuracy and reliability and being sensitive to the wider implications of that dissemination.
- Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with government departments, national agencies and key stakeholders.
- Develop structures, systems, ways of working and personal values that will support the Trusts sustainable development objectives with regard to issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change.

Communication and Relationship Skills

- Act as a clinical and professional role model for the Pressure Ulcer Prevention. Ensure that clinical practice is kept up-to-date
- 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 new initiatives in Pressure Ulcer Prevention.

Analytical and Judgement Skills

- Participate in pressure ulcer and other Tissue Viability related safety learning events, and support proportionate learning responses, ensuring the use of systems thinking.

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 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 guidance and education being delivered and to be responsible for producing and updating relevant policies and procedures in partnership with Clinical teams.
2. Ensure that all referrals to the service and response times are consistent with operational policy requirements.
3. Encourage and motivate staff, look at new ways of working and implement change to improve delivery and quality of patient care

Education

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. Educate ward link nurses relating to specific patient safety priorities, in particular tissue viability related issues
6. Support and promote the development of a patient safety culture at every opportunity
7. Contribute to the development and delivery of multidisciplinary education and training within the context of Tissue Viability

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.

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

Planning and organising

- Planning and organisation of straightforward tasks, activities, or programmes, some of which may be ongoing.

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 provides highly 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 follows policies in own role which are determined by others; require to contribute towards service development, and may be required to comment on policies, procedures, or possible developments.

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.
- Have an understanding around the formularies and contracts in place in regard to tissue viability and ensure that approved budgets are spent effectively and in accordance with agreed procedures

Management/Leadership

- The post holder will be autonomous and manage their work allocation, this may also include monitoring or supervision of one or more groups of staff.

Information Resources

- Ensure compliance with data quality standards and take appropriate corrective action as necessary
- 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.
- Maintain a system that holds data on departmental outputs, in particular referrals received and response times

Research and development

- Undertakes surveys, audits, service and quality improvement as necessary to own work or as directed by team lead; may occasionally participate in R&D, clinical trials or equipment testing.

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

Mental effort

- There is a frequent requirement for concentration where the work pattern is unpredictable, or there is an occasional requirement for prolonged concentration.

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.

Person Specification

Criteria	Essential	Desirable	How criteria will be assessed
Qualifications	<ul style="list-style-type: none"> • Current RN registration with NMC and any other relevant post registration qualifications. 	<ul style="list-style-type: none"> • Relevant teaching qualification • Leadership development program with experience of leading/managing a team 	Application and Interview

<p>Experience</p>	<ul style="list-style-type: none"> • A minimum of 3 years post registration experience • Effective leadership and team building skills • Clinical Experience in managing complex wounds and pressure ulcers 	<ul style="list-style-type: none"> • Evidence of implementing change in area of work 	<p>Application and Interview</p>
<p>Knowledge</p>	<ul style="list-style-type: none"> • Excellent communication skills (verbal and non-verbal) • 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 • Organisational skills and forward planning • Flexibility • Attention to detail 	<ul style="list-style-type: none"> • Evidence of recent continuing professional development related to tissue viability. 	<p>Application and Interview</p>

Compliance statement to expected organisational standards.

To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

Understand duty to adhere to policies and protocols applicable to infection prevention and control.

- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
- To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,
- Ensure that you 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.
- 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
- 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.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your every day practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.



This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the post holder.