

Job Title:	Tissue Viability Nurse – Band 5
Reports to (job title):	Lead Tissue Viability Nurse Specialist
Line Manager to:	

Job purpose

To work within a specialist team providing clinical advice, intervention and education to patients, colleagues and external professionals in a variety of settings within the scope of own competence.

Base

Swindon Community Health Services: Orbital Centre

This post is responsible for

- Prioritise and manage own clinical case load within the context of the total Tissue Viability service delivery - as directed by the Tissue Viability Nurse /Specialist.
- Undertake patient assessments in a variety of care settings within sphere of competence. To advise on changes to care and assessed patient needs to the nurse with care management responsibility in order to support staff to develop appropriate clinical management plans.
- Effectively escalate complex tissue viability needs, conditions, and situations outside of current knowledge and skill level. Recognising situations that may be detrimental to the health and well-being of the patient and their family/carer. and
- Liaison with multi-disciplinary teams in all care settings and external organisations in order to achieve partnership working, pathway adherence and expert care.
- Demonstrate sound understanding of the principles of wound healing and management and be able to transfer the theory into clinical practice. Continually striving to extend knowledge skills and competence within this specialist field as a reflective practitioner.
- Provision of clinical advice on the prevention and management of pressure ulcers, complex wounds and leg ulcers within sphere of own competence to all healthcare professionals, patients and carers, in order to improve patient outcomes.
- Participate in the operational management of the Tissue Viability Service including triage, data collection and provision of complex wound clinics in a number of settings as determined by service need and requirements.
- Contribute to the strategic elements of providing a specialist service including 'Key Performance Indicators' (KPI's) as defined by the service leads and executive boards e.g. CCG .

- Participate in the improvement of quality, health outcomes and service delivery by working collaboratively internally and in local improvement programmes, with the wider communities and the acute sector.
- Planning and delivery of core education on all aspects of Tissue Viability to internal and external colleagues, patients, and their families, as required by the KPI's and learning needs analysis, recognising the need to create bespoke learning opportunities when required.
- Educational sessions will involve a variety of content and methods of delivery including formal and informal sessions and acting as a role model representing the service to other clinicians and organisations.
- Participation in clinical audit and research to improve services, maintain standards and quality of care.
- Contribution to the development of local guidelines, policies and practices which support the delivery of excellent evidenced based care.
- Participate in the continued development of the service and self by networking with local, regional and national clinicians.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

We will expect your values and behaviours to reflect the STAR Values of the organisation:

Service - We will put our patients first

Teamwork - We will work together

Ambition - We will aspire to provide the best service

Respect - We will act with integrity

Essential

- Registered Nurse RN (Adult) first level registration
- Post registration experience of working within a community setting (Minimum 6 months)
- Experience of supporting caseload management.
- Experience of developing and providing educational sessions to others.
- Experience of planning care
- Effective time keeping and management.
- Understanding of all community services.
- Competent in the use of SystemOne, in particular 'live'.
- Accurate and contemporaneous record keeping.
- Knowledge of current Tissue Viability pathways and policies.
- Ability to document and communicate comprehensive information to assist in the care planning of patients with complex needs.
- Compliant with internal tissue viability education and training.
- Able to demonstrate a passion for tissue viability.
- **Outcome driven in clinical practice**
- Willing to work in other areas of the Trust or Trust-wide as and when required to do so.
- Able to travel daily across the geographical area.

Desirable

- Compression Competency.
- Vascular Assessment Competency.
- Experience of caseload management.
- Education and training received in Tissue Viability externally.
- Experience of delivering Education, Training or Clinical supervision.



Job Description

Employee signature

Manager signature

