

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Specialist Nurse (Wound Care)

Responsible to: Manager, Harm Reduction Team

Department(s): Harm Reduction Team

Directorate: ARTC

Operating Division: REAS

Job Reference: 153170

No. of Job Holder: 1

Last Update: December 2017

2. JOB PURPOSE

The postholder is required to act as a role model to staff in relation to Tissue Viability, assist the Tissue Viability Nurse Specialists (TVNS) in managing the Tissue Viability Service across Lothian to improve patient care in all aspects of Tissue Viability, reducing both risks and costs. The postholder is also required to assist in the implementation and evaluation of relevant policies, guidelines and in the delivery of multi-disciplinary education.

Provide expert specialist professional and clinical advice to patients, carers and the multidisciplinary team to promote patient centred quality care and evidence based practice in Tissue Viability through the development, implementation and undertaking of audit activities.

3. DIMENSIONS

The post holder will support the Tissue Viability Nurse Specialist's team in providing the tissue viability service to REAS

The post holder has lead clinical and managerial responsibility for the provision of a drop-in wound care service within the Harm Reduction service at Spittal Street centre.

The post holder will interact with other members of the multi-disciplinary team within Spittal Street: medical /psychologists/ drugs workers / key workers / procurement / health and safety and risk management; and also outwith Spittal Street with other service providers including social work, health agencies and non statutory agencies who may refer clients.

This includes patients, carers and staff whether at home or within a health care facility = 15 hospital sites and all Local Authority Care Homes. In addition, the team provide advice and support to private care homes where required in relation to tissue viability / wound management (circa in excess 2000 beds).

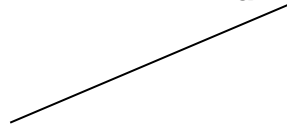
The post holder is not responsible for a budget but is expected to promote cost-effective care at all times.

4. ORGANISATIONAL POSITION

Lead Clinician: CHT/HRT Services (1)



Harm Reduction Team Manager (1)



Specialist Nurse (Wound Care)

5. ROLE OF DEPARTMENT

To provide a comprehensive Injecting Equipment Provision (IEP) Service to communities throughout all Lothian through direct service provision at the Spittal Street Centre and indirect provision through selected pharmacies and third sector agencies.

To provide outreach IEP throughout Lothian, in collaboration with other agencies.

To provide a BBV testing service, including HBV vaccination for those at risk of BBVs throughout Lothian.

To provide free condoms throughout Lothian through the C Card Service.

To provide a Low Threshold Medication Service to 60 high risk people who use drugs in Lothian, including individualised packages of care for those attending the Spittal Street Centre and those cared for in the community.

To provide training and consultation for staff within and out with the Health Service on harm minimisation.

To contribute to planning and policy in a number of related fields.

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6. KEY RESULT AREAS

Professional

1. Practice at all times within the Nursing & Midwifery Code of Professional Conduct.
2. Ensure own professional self-development by identifying training requirements.
3. Develop personal practice and skills working within protocols, guidelines and evidence-based best practice.
4. Develop the role by using evidence-based practice and continuously improve one's own knowledge, following PREP guidelines.

Clinical

5. Utilise specialist clinical knowledge and practical skills in tissue viability e.g. leg ulcer management including Doppler ABPI assessment, application of a wide range of compression therapies, sharp debridement skills, assessment for and application of negative pressure therapies, assessment for and application of larvae (maggot) therapies to develop, implement and review specialist packages of care
6. Provide specialist advice to other staff in both the acute and community setting
7. Patients being managed by the District Nursing service may be referred for periods of time to the Tissue Viability Nurse being discharged/referred back to the District Nursing service as required
8. Ensure the quality of patient care relating to tissue viability is reviewed, assessed, implemented & monitored to maintain delivery of best practice standards.
9. Effectively manage complex patient needs related to tissue viability, utilising higher level assessment skills and provide continuity of care from referral by working collaboratively with colleagues.
10. Promote effective, efficient and equitable access to tissue viability services for all patients.
11. Ensure appropriate referral to specialist/department e.g. Dermatology, Plastic Surgery, Lymphoedema, vascular; consulting with advanced TVNS in team

Education

12. Contribute to the multidisciplinary specialist education & training programmes, to promote a wider understanding of tissue viability in primary & secondary healthcare settings including medical staff social care staff etc.
13. Aid in developing the Tissue Viability Link Nurse system across Lothian.
14. Promote patient/carer independence through the provision of relevant teaching and support on all aspects of Tissue Viability.
15. Direct and mentor junior staff in the multidisciplinary team, inclusive of medics and AHPs, as to best practice and problem solving strategies.

Guidelines/Policies/Protocols

16. Responsible for implementation of relevant specialist policies and proposing changes to existing policies
17. Postholder is required to contribute to the development of local policies/guidelines in relation to all aspects of Tissue Viability and be involved in adapting regional and national guidelines for local use.

Equipment and resources

18. Contributes to discussions around strategies for the procurement of equipment/products.
19. Provide advice of effectiveness and suitability of pressure reducing/relieving equipment to staff and managers.
20. Undertakes wound product/equipment evaluations and makes recommendations to senior management.

Audit and Research

21. Contributes and participates in audit activity related to Tissue Viability, including training and supervising staff.
22. Evaluate research and audit findings and be involved in disseminating these findings as appropriate. Identifying changes to practice and discussing with senior TV colleagues re implementation.
23. Collect data to inform the audit process associated with the tissue viability service.

7a. EQUIPMENT AND MACHINERY

Post holder is expected to have knowledge and ability to use a range of equipment required in patient care management and as it relates to tissue viability, e.g.

Topical Negative Pressure therapy (TNP)

Larvae therapy

Compression therapy systems(bandages & hosiery)

Electric bed frames/specialist therapy beds

Bariatric equipment

Pressure relieving/reducing equipment

Specialist Therapy beds

Wound dressing products & instruments

Computer – for internet/intranet access/email, patient info including TRAK & database of referrals, prevalence data, spreadsheets etc.

Data projector

Handheld Doppler Machine

7b. SYSTEMS

Information management including:

Database of patient referrals & visits

Generating and maintaining concise patient records

PECOS ordering system – ordering & receipting

DATIX – incident management reporting & analysis of data from pressure ulcer reports

TRAK – patient management/information/reporting system

Internet and Intranet – Personal development and Business use

Computer packages – Word; Power Point; Excel

8. ASSIGNMENT AND REVIEW OF WORK

The post is largely self directed and autonomous in response to the needs of patients and staff based on:

- Patients needs in all clinical areas referred by healthcare professionals
- Direct caseload following referral from in-hospital clinicians or referral from District Nursing Team/GPs
- Staff needs for support, training and education
- Audit requirement to evaluate the service and patient care – identified by results of observation from clinical practice and new guidelines/best practice statements
- Evaluation of products – based on research and clinical evidence to ensure cost effective use of resources

The post holder will be provided with ongoing clinical support from senior TVNS colleagues

The post holder will have a professional Personal Development Plan, which is reviewed by the

Chief Nurse for Quality annually.

9. DECISIONS AND JUDGEMENTS

The post holder is expected to make clinical and professional autonomous decisions on a daily basis, including the provision of advice to the multidisciplinary team.

The post holder is expected to inform clinical decision making with regard to patients health care, through monitoring of the patient's condition in relation to tissue viability and acting on clinical judgements.

The postholder is required analyse a range of complex facts and potential treatments options in order to decide on the optimal treatment

Freedom to act is guided by precedent and clearly defined NHS Lothian policies, protocol/procedures and codes of conduct in accordance with NMC regulations and Clinical and Staff Governance Framework.

Acting as the patients' advocate to ensure their rights are upheld.

Anticipates and plans for effective and efficient utilisation of resources within tissue viability.

Ensure assessment of needs and care provided is accurately and systematically documented for professional and legal reasons.

Challenges inappropriate care/interventions relevant to tissue viability.

10. MOST CHALLENGING/DIFFICULT PART OF THE JOB

Making complex and informed decisions appropriate to tissue viability nursing practice.

Maintaining accurate and effective communication of sensitive information between all members of the multidisciplinary team, patients and their carers.

Continuing development & promotion of the service

Improving communications between the professions involved in the care & treatment of patients with tissue viability needs

Addressing the equality & diversity needs of patients & staff

Dealing with multi facet organisations

Implementing change effectively in a multidisciplinary environment

Unexpected patient activity & demand

Time Management including prioritising the patient's needs with strategic needs of the service

11. COMMUNICATIONS AND RELATIONSHIPS

The postholder is required to provide and receive highly complex and highly sensitive information relating to condition of patients and to overcome barriers to acceptance in order to ensure optimal compliance and treatment outcomes

Communicate with the patient, relatives and carers on the delivery of patient care.

Liaise with the multidisciplinary team on service needs and requirements.

Other relevant lines of communication will encompass the following internal and external groups to ensure the gathering and dissemination of information as appropriate:

Internal Communications:

Senior Charge Nurses/District Nurses
Clinical Nurse Managers/Chief Nurses
Medical Staff
Infection Control
Lab Staff
Medical Photography
CPPD

External Communication:

Private Nursing / Care Homes
Various Bed Hire Companies
Reps from Wound Management companies
Other TVN's across Scotland
Scottish Healthcare Supplies
Joint Community Equip. Store
Educational institutes and staff organisations
Voluntary organisations
Social care providers
Private nursing home managers

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Effort/Skills

Assessment of all types of wounds
Application of complex dressings and compression therapies
Use of Doppler equipment
Application of larvae (maggot) therapies
Fine manipulation in the management of wound debridement using scalpel
Application of negative pressure therapy devices, this may include patients where vessels and tendons remain exposed, therefore fine tune assessment and management is required
All of the above will include demonstrating/educating community staff to patient requirements
Frequently moving and positioning patients to assess wounds/skin
Managing patients in difficult physical environments/restricted areas, this may require manoeuvring of beds and equipment related to Tissue Viability

Use of hoists for immobile patients and bariatric patients

When working in community areas may involve working in restricted and dirty environments

Mental Demands

Workload is unpredictable with frequent interruptions. Managing and supporting patients with sensory and/or cognitive impairment and/or behaviour that may be unpredictable

Recognising and responding to ethical issues that may arise during the course of assessment and treatment

Challenging inappropriate/poor clinical practice

Emotional Demands

Frequently imparting unwelcome news dealing with body image issues related to open wounds/loss of digits/scarring/odour etc

Dealing with distressed patients and relatives related to above.

Dealing with terminally ill patients and their relatives at a highly emotional time in their care.

Possible exposure to hostility and verbal aggression

Communicating complex, sensitive issues with the multidisciplinary team.

Environmental Demands

Regular frequent contact with malodorous and contaminated body fluids/tissue

Exposure to verbal/physical aggression in clinical/community areas

Temperature / air quality of general working environment

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First level nurse registration(adult)
- Educated to first degree level or ability to demonstrate equivalent skills and abilities to work at this level
- Non-medical independent prescriber qualification
- Relevant post registration experience in tissue viability to demonstrate appropriate competencies and skills for the job
- Knowledge and awareness of community working including working with social and private care providers
- Post-graduation qualification or equivalent portfolio evidence in tissue viability/wound management.
- Be able to demonstrate team working skills plus be able to work independently and function flexibly using own initiative in an ever changing environment
- Time management / ability to prioritise workload effectively
- Evidence of effective problem solving skills
- Effective communication and interpersonal skills.
- Ability to network at all levels and across organisational boundaries.
- Be able to demonstrate presentation/teaching skills.
- Must demonstrate leadership qualities.
- IT skills

14. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date: