

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Specialist Lymphoedema Practitioner Band 6

Responsible to: Lymphoedema Team Lead

Department(s): Pan Lothian Lymphoedema Services

Directorate: Edinburgh Health and Social Care Partnership

Operating Division: Community Services

Job Reference: L-EHSCP-PLLS-SLP

No of Job Holders: 1

2. JOB PURPOSE

To act independently undertaking specialist assessment, diagnosis, treatment and education to a complex range of patients living with primary or secondary lymphoedema who are referred to the service.

To maximise the outcomes for people who are living with lymphoedema and their carers enabling them to optimise the self management of their condition.

To develop and deliver training programmes for a wide range of professionals and supervise students or visiting staff to promote best practice in lymphoedema care. To participate in audit and research to further own evidenced-based clinical practice and that of the team.

3. DIMENSIONS

Clinical Activity: Primary Lymphoedema is a chronic and progressive condition but the symptoms can be improved and complications minimised with appropriate assessment, treatment and long term patient participation in a self-management programme. A proportion of clinical activity will be with patients who have an underlying cancer diagnosis, presenting with secondary lymphoedema.

Base: The post holder will have a designated base but could work in any of the Pan Lothian Lymphoedema Service sites: Edinburgh (Westerhailes Healthy Living Centre, Leith Community Treatment Centre); Mid Lothian (Midlothian Community Hospital); East Lothian (East Lothian Community Hospital) West Lothian (Strathbrock Health Centre). The post holder will work within a variety of environments including acute and community sites and patients own homes.

Staffing responsibilities:

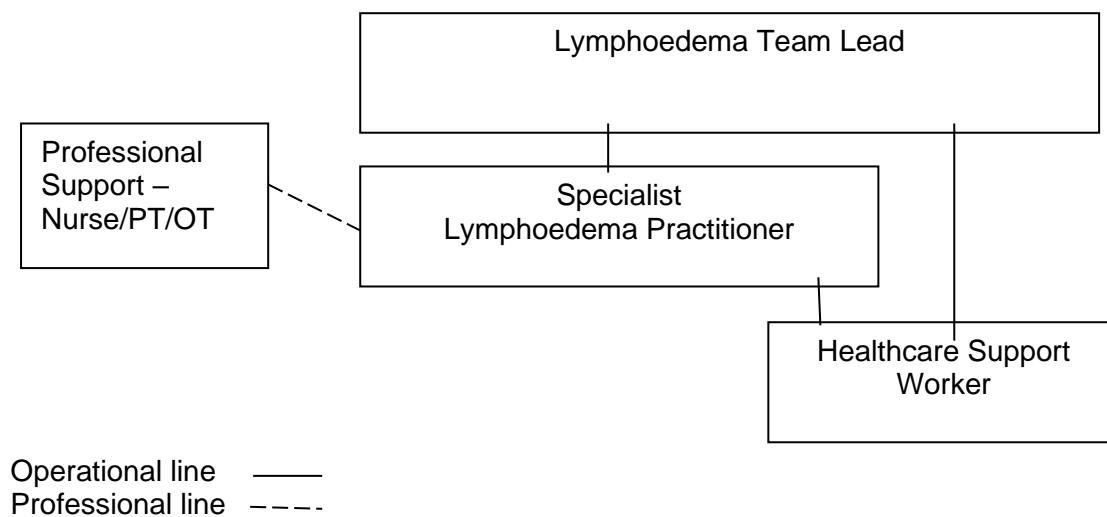
Supervise clinical workload of healthcare support workers and students.

Financial Responsibilities:

No financial responsibilities

The post is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Pan Lothian Lymphoedema Service is hosted within Edinburgh Health & Social Care Partnership

The Key responsibilities of the service are:

- Provision of specialist assessment and care to patients living with primary and secondary lymphoedema in a variety of community settings within Lothian
- To raise awareness and understanding of the management of lymphoedema
- Service management, planning and development within a defined budget and a multidisciplinary framework.
- Development, implementation and management of a Clinical Governance Strategy

6. KEY RESULT AREAS

Clinical

1. To independently prioritise and manage own individual specialist caseload providing a full and comprehensive specialist service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a complex range of patients referred to the Lymphoedema service. Treatment may include patient education, exercise and use of compression garments.
2. Act as a specialist clinical resource in the management of lymphoedema within the Lothians, providing specialist advice within the multidisciplinary team and taking responsibility for more complex cases.
3. To provide clinical advice, teaching and instruction to patients, relatives and carers to promote and facilitate understanding of treatment aims, thereby ensuring consistent patient care.
4. To maintain professional standard of record keeping, which is accurate and current, in line with professional codes, service standards and organisational requirements
5. To work within all local policies, procedures and protocols and in compliance with professional standards as documented by appropriate professional body (HCPC/NMC).
6. Delegate allocated tasks to healthcare support workers and supervise where appropriate, to maximise efficiency, teamwork and to achieve desired quality of care.
7. To undertake audit, research activity or other projects to promote evidence-based practice, and continual service improvement.

Educational

8. To develop and deliver training programmes for a wide range of professionals and carers to educate carers and significant others in the understanding of lymphoedema and the treatment interventions to optimise management.
9. To participate in the academic teaching and clinical supervision of undergraduate students and other professional groups and provide advice and specialist training to AHPs, nurses, health care support workers and students.

Managerial

10. To be responsible for the day to day management, organisation and risk assessment of own clinics / home visits.
11. To deputise for the Team Lead in periods of absence. This may require taking responsibility for healthcare support workers or representing the service at meetings.
12. To support Team Lead, to monitor activity and deliver a specialist Lymphoedema Service to maximise patient care and use of resources, and identify areas for potential service improvements.
13. To deal with first stage complaints recognising when to escalate to a more senior member of the team.
14. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

7a. EQUIPMENT AND MACHINERY

Be competent and responsible in the use of a wide range of equipment. Ensure that equipment in use is clean and safe, and regularly monitored for safety as per professional and organisational standards of practice.

The following are examples of equipment which may be used when undertaking the role:

IT Equipment – Personal Computer, laptops, telephones, mobile phone, videoconference.

Manual Handling equipment – Adjustable plinths, mechanical hoists, Samhall turner, sliding boards – to facilitate safe patient transfers.

Walking aids and wheelchairs.

Detail of equipment will be held locally and will depend on the work area.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

Maintaining patient records– documenting all patient interventions and non-direct contacts e.g., TRAK, Internet based clinical information sources e.g., E-Library

Department shared drive

Use of intranet to access information within NHS Lothian

Daily use of e-mail for communication

Microsoft 365 Office

MS Teams

Note: New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

The post holder has sole responsibility for clinical management of a specialist caseload, from referrals made to the service and will act independently within departmental and professional protocols / guidelines. Access to regular clinical and professional supervision is available via an appropriate senior therapist / nurse.

The post holder is expected to initiate work and developments in their specialist area, working within the multidisciplinary team to allocate appropriate tasks to the healthcare support worker or colleagues.

The Lymphoedema Team Lead may also delegate other non-clinical tasks e.g. participate on interview panel / recruitment process, training, quality improvement projects.

The post is operationally managed by the Lymphoedema Team Lead. This includes participation in an annual appraisal with personal development planning and performance review.

9. DECISIONS AND JUDGEMENTS

To work autonomously and independently within scope of practice to make complex clinical decisions relating to assessment, differential diagnosis, planning, implementing and evaluating specialist treatment programmes for own patient caseload.

To make decisions to effectively manage own time and workload, through prioritisation of own patient caseload, professional tasks and administrative demands. Discretion to delegate workload to appropriate colleagues for example garment ordering or to seek Senior guidance for a complex clinical scenario or refer on to appropriate health/social care professionals.

To be responsible, using own initiative when working in a variety of environments across the Lothians to influence effective patient management decisions within a complex multiprofessional context.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Working with a complex and diverse clinical caseload on a daily basis, adapting to a variety of bases and environments, which may include a patient's own home.

Undertaking a physically and mentally demanding role; and through continual effective risk assessment to safeguard own health and safety, frequently in the context of lone working.

Prolonged periods of concentration with complex patients who may have communication difficulties.

11. COMMUNICATIONS AND RELATIONSHIPS

Daily communication of complex professional information with colleagues (nursing, medical, physiotherapists, occupational therapists) and modified to a level appropriate for patients/carers/relatives. This may include modifications to meet requirements such as language barriers, learning difficulties, sensory impairment.

To convey information in relation to assessment, diagnosis, prognosis and treatment to individual patients to ensure a full understanding and encourage compliance with treatment, including the safe use of compression garments. To adapt communication style to share sensitive information, for example when it contradicts patients/carers expectations or end of life conversations with cancer patients.

Discuss and negotiate with patients and carers, person centred goals and to reassure, support and motivate them to manage their condition, both long and short term.

To seek support from Senior staff as required, escalating complaints in a timely manner.

Effective communication using a range of verbal, non verbal, written and presentation skills with a range of stakeholders including the patients/ carers /relatives and colleagues within health, social care, voluntary sector and education.

To liaise with and make onward referrals as appropriate to other healthcare professionals and agencies. This may include telephone discussions, emails, reporting writing and meetings.

To effectively communicate to support practice placement learning and training for students and junior colleagues.

Network with colleagues locally and nationally to ensure best practice.

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

Physical:

On a daily basis, manual handling of patients in compliance with NHS Lothian Manual Handling Policy. This will include the use of specialist manual handling equipment for the purposes of assessment and transfer of patients; many of who may be very immobile, disabled, and obese or display challenging behaviour due to an underlying medical condition (eg dementia, pain, anxiety). Skills to use adjustable plinths, hoists, walking aids, transfer equipment, pushing wheelchairs and to move heavy objects within the clinical environment.

Frequently sustaining periods of therapeutic handling and static postures throughout the working day, with occasional requirement to work in environments with space constraints (eg domiciliary visits). This may include assisting patients to put on and remove compression garments or bandaging a variety of body parts, which may include intimate body parts to manage lymphoedema.

A skilled level of dexterity, sensory, co-ordination skills and precision are essential in assessment techniques e.g. limb volume measurements.

On a daily basis to use IT equipment, including PC and laptops with standard keyboard skills.

May be required to carry and lift equipment in/out of vehicles, walking and climbing up/down stairs.

Mental:

High level of concentration needed when making specialist clinical decisions during all aspects of assessment and treatment and when discussing/reporting on a patient's difficulties with their family, education staff, medical colleagues etc.

Identifying and dealing sensitively with patients whose symptoms are both physical and psychological and manage patients, carers and relatives' expectations.

Constant need to be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions e.g. phone calls from patients or health professionals.

Occasionally demands to deal with patients whose medical condition may make them aggressive, agitated, demanding or abusive.

Meeting the needs of training and delegating work to healthcare support worker and students whilst maintain a high standard of clinical care.

Emotional:

Frequently communicating with distressed/anxious and emotionally demanding patients / relatives.

Daily dealing with patients who may have long term chronic illness/disabilities or are terminally ill.

This may include the need to impart potentially distressing information regarding the nature of their condition and the implications of this.

Occasionally managing patients who suffered, with a working knowledge of Protection of Vulnerable Adults legal framework. This may include receiving and acting upon confidential information relating to physical/emotional/sexual abuse or neglect.

Providing emotional support to colleagues within the team.

Environmental:

Working within infection control and health and safety guidelines in order to deal appropriately with unpleasant conditions, with occasional exposure to bodily fluids (urine, faeces, blood, vomit), sputum and infections and frequent exposure to body odours, fleas, lice.

Potential exposure to unsafe situations e.g exposure to verbal and physical aggression.

Frequently required to work in and travel to a variety of locations, including a patient's own home which can result in exposure to adverse weather between sites and working in cramped, unclean homes, travel to meetings throughout the day.

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

Degree level or equivalent qualification recognised by relevant professional body in Physiotherapy / Occupational Therapy / Nursing.
Current registration with HCPC / NMC
Evidence of significant post registration professional practice experience in a broad range of clinical areas e.g. working in oncology; rehabilitation; tissue viability; domiciliary services
Knowledge of relevant national clinical guidelines and best practice in the management of lymphoedema.
Demonstration of extensive CPD in relevant areas and attendance of postgraduate education courses, for example graduate Diploma in Specialist Lymphoedema Management,
Previous experience as a supervisor (students/junior colleagues) and evidence of developing leadership skills.
Good communicator, team worker and ability to work independently, and travel.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each job holder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

(I confirm that the Job Description accurately reflects the duties and responsibilities of the postholder and does not impact upon any other postholders role)

Date:

Date: