

JOB DESCRIPTION

Post Title:	Clinical Lead Nurse - Tissue Viability
Base:	Shrewsbury and Telford Hospitals NHS Trust
Department:	Corporate Nursing/Patient Safety
Band:	8A
Manager Responsible to:	Deputy Director of Nursing
Professional Accountable to:	Deputy Director/Director of Nursing

Post Purpose/Summary of Role:

To lead an evidence-based Tissue Viability Service across the organisation, striving to improve, maintain and monitor the quality of wound care through audit of practice, surveillance, education, and strategic planning. The post holder will undertake overall managerial responsibility for a defined service of Clinical Nurse Specialists/Specialist Practitioners. The post holder will work autonomously within their defined speciality and encompass the skills of advanced clinical assessment, examination, diagnosis, and treatment within an agreed scope of practice.

Scope and Range

The Tissue Viability Lead Nurse will provide strategic, professional, clinical leadership and consultancy in all areas of the Trust. The post holder will plan, contribute to and influence educational and training programs to increase awareness and promote best practice in Tissue Viability care.

The Tissue Viability Lead Nurse will have a high-profile role as clinical lead in Tissue Viability services with a focus on both strategic and clinical issues.

The Tissue Viability Lead Nurse will be an exceptional individual with the ability to influence, lead and motivate staff at all levels and will:

- Provide an expert clinical and professional Tissue Viability service to all Wards and Departments across the Trust
- Provide clinical and professional leadership to support clinical staff at all levels.
- Be an expert practitioner exercising a high degree of personal and professional autonomy and be clinically accountable for service delivery
- Work with Senior Managers, Heads of Departments and Clinical staff at all levels
- Strategic and operational planning of the Tissue Viability Service and developing professional practice across the service and sector, encouraging and fostering joint working within and outside of Shrewsbury and Telford Hospitals.
- Identify risks associated with nursing and the delivery of high quality patient care, escalating risks to the senior management teams as appropriate and implementing action plans to mitigate them

The Tissue Viability Lead Nurse will reach highly complex and critical judgements and manage conflicting inter and intra professional differences of opinion.

Key Relationships

- Director of Nursing and Deputy Director of Nursing
- Operational Directors
- Clinical Site Team

- Legal Team
- Senior Corporate Nursing Team
- Heads of Nursing/Midwifery
- Quality Matron and Department Matrons
- Ward and Department Managers
- Care Group Managers and Clinical Leads
- Allied Health Professional Leads
- Community Teams/Matrons/Nursing/Care Homes
- Consultants in all departments
- Diabetic Lead
- Vascular Nurses
- Surgeons of all disciplines
- General Practitioners
- District Nurses
- Oncologists
- CCG representatives
- Clinical Governance Teams
- Patient Safety Teams
- Medical Engineering

Main Duties and Responsibilities

Clinical

The post holder will be expected to spend a minimum of 50% of their time in clinical practice and 50% in overarching leadership, management, and development of the Tissue Viability Service

- Provide an expert clinical and professional Tissue Viability service to all Wards and Departments across the Trust
- Exercise a high degree of personal and professional autonomy, acting as an expert practitioner demonstrating advanced clinical competence, decision making and knowledge base underpinned by theory
- Participate in delivery of care by caring for patients with compromised Tissue Viability, demonstrating specific processes and carrying out procedures such as conservative sharp debridement as appropriate
- Provide and facilitate an expert level of care to all patients who have or are at risk of developing tissue damage. Include assessment of patients, initiation of treatment assessment of care delivered and interpretation of investigations relating to wounds
- Receive referrals from a variety of sources, including direct patient referral. Manage own caseload and clinical priorities according to agreed protocols and working practices
- Participate in ward rounds, patient reviews and multidisciplinary team meeting, including facilitating joint reviews with other specialties
- Within scope of practice and clinical competence, request and/or undertake diagnostic procedures and clinical investigations related to plans of care
- Make complex clinical judgements in relation to patient care, risk identification and management and provide support and guidance to patients and their family.
- Utilize and share advance clinical reasoning skills and evidence based knowledge when making complex decisions in relation to when palliation may be appropriate for patients' wounds and those with highly complex presentations
- Work towards safe and timely discharge and/or transfer of care of patients from or between hospitals and services and healthcare professionals, ensuring barriers to discharge/transfer are identified and acted upon appropriately
- Report and raise concerns related to Safeguarding, accessing advice and support as required. Be conversant with Trust policies for safeguarding including the assessment of mental capacity, and consideration of Deprivation of Liberty Safeguard (DOLS) and the application of the principles of Prevent (counter terrorism awareness)

- Ensure effective and accurate verbal or written handover of patients between healthcare professionals
- Attend and scrub in Theatres, where appropriate when clinical expertise is required in the management of wounds during and post-surgery

Professional Leadership and Management

The Tissue Viability Lead Nurse will provide professional leadership; communicate and support the delivery of high-quality care for patients with acute and chronic wounds and support families of those managing with wounds. The post holder will work under the Corporate Nursing Team and will adhere and influence professional practice developments across the organization.

- Provide highly visible and accessible professional leadership and demonstrate expert knowledge and standards of clinical practice
- Act as a point of contact to the Trust on nursing within the specialist field of practice
- To carry overall responsibility for the organization and management of a defined specialist nursing service and the professional leadership and management of a defined team of Clinical Nurse Specialists.
- Ensure for staff directly managed, accurate staff records are maintained.
- To act as an expert practitioner in all aspects of Tissue Viability practice, advising on nursing and medical care in relation to clinical interventions, policies, service development and delivery for people with wounds.
- Provide consultancy as required to developing services in partnership with the Sustainability and Transformation Partnership, West Midlands Tissue Viability Association, and the Trust.
- Participate in business planning and business case development to support increased resource requirements with associated directorate and divisional management teams
- To provide clinical leadership as part of a multidisciplinary team approach to patient care
- To lead on development and innovations in Tissue Viability within the Trust including those involving liaison with the primary care and other relevant agencies
- To attend and be an active participant in relevant clinical and managerial groups at a local, regional, and national level
- In collaboration with other experts and specialists, review and update policies, procedures, and standards in relation to Tissue Viability issues, ensuring policies are patient centered, research based and effectively implemented
- To forge links and partnership working with other healthcare professionals with expertise in the field of tissue viability such as podiatrists, occupational therapist, physiotherapists, and continence advisors thus promoting a local regional and national profile for Tissue Viability at Shrewsbury and Telford NHS Trust
- Advise service-related information to senior managers of the Trust on advances in Tissue Viability
- Provide regular feedback of audit data to medical, nursing, and other clinical groups
- Present written and verbal reports to Trust board and all levels of management in relation to tissue viability in the Trust
- To lead and participate in assessing purchasing/hiring equipment related to patient tissue viability and experience.
- Support staff at all levels in delivering patient care ensuring sound clinical and ethical decision making in relation to tissue viability
- Lead and participate in cost improvement initiatives related to Tissue Viability
- Present reports to inform senior managers and external bodies of incidents of pressure damage, thematic reviews, and actions for improvement.
- To manage staff including appraisal, CPD and performance
- To manage the pay and non-pay budget for the service ensuring income and expenditure balance is achieved

- Act as a lead clinician providing expert clinical advice for the procurement of specialist Tissue Viability equipment ensuring robust links with procurement, supplies and finance departments
- Lead in the implementation of national recommendations that relate to Tissue Viability within clinical Directorates
- Demonstrate a high level of analytical and judgmental skills on situations requiring analysis, interpretation comparison of a range of options
- Develop and review annual Tissue Viability objectives in collaboration with other professional groups
- Working closely with the Clinical Governance and Patient Safety Teams, ensure learning from Serious Incidents, RCAs, complaints and claims in relation to Tissue Viability are translated into learning and improvements across all clinical areas in the Trust
- Ensure nursing risks in relation to Tissue Viability are included on the corporate risk register
- Participate in directorate management meetings, including service planning, budget setting and demand and capacity work
- Lead and actively participate in service/departmental projects, quality initiatives and statutory accreditation processes. This will include the setting and monitoring of clinical standards of care
- Respond promptly to any complaints/concerns and/or prepare reports in response to clinical negligence claims as requested by the Legal Team. Attend coroner's court as requested on behalf of the organisation as an expert witness
- Responsibility for completing or delegating the preparation and review of staff duty rotas, ensuring that the team provides most effective service provision

Education and Training

- Develop, implement, and deliver education and training programs on tissue viability for all disciplines and grades of staff, formally and informally in clinical and other work areas as appropriate
- Identify and respond to any appropriate competency and educational needs within the Trust, enabling practitioners to develop clinically based competencies
- Provide inter professional support and education within the specialty for staff of all disciplines
- Provide a specialist nursing placement for student nurses as required
- Participate in collaborative research activity at local and national levels in areas relevant to tissue viability
- Ensure that the staff who work within the Tissue Viability Service have opportunities to develop skills in literature searching and critical appraisal

Research and Audit

- Contribute to Clinical Governance and Clinical effectiveness agendas relating to tissue viability, implementing, and evaluating best practice guidelines in tissue viability to improve patient care
- Lead and participate in benchmarking initiatives related to tissue viability within the Trust
- Scope and implement national and international best practice applicable to the clinical areas
- Examine and develop consistent research and evidence-based practice to support clinical effectiveness within the specialty
- Actively participate in monitoring of pressure ulcer prevalence and develop pressure incidence monitoring working closely with the patient safety team
- Undertake audit and relevant nursing research
- Lead on the testing and evaluation of new equipment within the clinical area
- Lead audit projects as required by the specialty, involving collating, analyzing and reporting on results of the audit process

Professional Development

- Maintain a contemporary knowledge of tissue viability care by participating in ongoing education and continuing self-development
- At all times adhere to the Nursing and Midwifery Council (NMC) Code
- To participate in personal objective setting and review, including the creation of a personal development plan
- Be conversant with the NMC Code and understand the importance of professional accountability
- Attend Trust statutory training programme
- Maintain clinical and professional credibility through personal and professional development identified by the post holder and through annual appraisal.
- Adopt the Trusts lean methodology in initiating and implementing practice development initiatives

Systems and Equipment

- Support programs of data collection and audit to determine the efficiency of tissue viability services provided and to inform the planning of future services and training needs
- Use computer skills to maintain communications links and to examine and develop consistent research and evidence-based practice to support clinical effectiveness within tissue viability
- Communicate using keyboard and word processing skills to enable the composition of guidelines, letters, reports, and educational material
- Carry out diagnostic procedures using handheld Doppler when required
- Carry out conservative wound debridement procedures requiring manual dexterity to manipulate find surgical instruments as required
- Potential to carry out punch biopsies if indicated following training plan
- Ensure the maintenance of accurate patient records in line with NMC guidelines and information governance.

Decisions, Judgment and Freedom to Act

- Provide and facilitate an expert level of care to patients presenting with or who are at risk of compromised tissue viability, including the assessment of patients and the initiation of treatment
- Exercise a high degree of personal and professional autonomy, acting as expert practitioner demonstrating advanced clinical competence, decision making and knowledge beyond those associated with conventional nursing roles
- Support the multidisciplinary team in delivering patient care ensuring sound clinical and ethical decision making in relation to tissue viability
- Advise the Trust on service development related to tissue viability
- Support the multidisciplinary team in delivering patient care ensuring sound clinical and ethical decision making in relation to tissue viability
- Continually assess, monitor, and report clinical risk and challenge own and others practice

Communication and relationships

- The post holder will reach highly complex and critical judgements and manage conflicting inter and intra professional differences of opinion.
- To demonstrate sensitivity in dealing with highly complex and confidential information from patients, families, and colleagues, giving advice and support when necessary. Take appropriate action where necessary.
- Present specialist information to large groups of staff
- In liaison with relevant colleagues devise protocols for making and receiving referrals for patients with tissue viability needs and where appropriate prescribe wound management products

- Ensure that appropriate, consistent, and realistic information is provided to patients and relatives
- Provide expert clinical advice and support to the multidisciplinary team and as appropriate liaise with Primary Care and other agencies
- Provide clinical and professional leadership to support and inspire colleagues with regard to improving patient/client services in tissue viability and actively contribute to strategic planning of the tissue viability service
- Forge links with other Tissue Viability Nurse Specialists and those involved with developing and advancing tissue viability services thus promoting local and regional quality services for tissue viability

Physical, mental and emotional demands of the post

- The post holder will have to travel across sites within the organization using road transportation and may start work on one site and end on a different site within the organization. The post holder will be expected to travel to meetings in the UK as a Trust representative
- Will be required to maneuver patients in accordance with Moving and Handling policies and manage wounds in difficult to reach areas, manual dexterity and accuracy is required to manage complex dressing techniques and handling of equipment
- To be able to work flexibly as appropriate in order to meet critical, short- and long-term deadlines
- There is a frequent requirement for concentration where the work pattern is unpredictable and subject to frequent interruptions for urgent reasons
- There is a requirement for the post holder to analyze complex data for long periods of time and produce reports/recommendations from the analysis
- There is a requirement to interpret and translate national policy/directive into local action policy and procedure at Trust level
- There is a requirement for autonomous decision making sometimes this may be urgent and in the absence of detailed information
- Undertake complex or difficult wound management procedures in occasionally unpleasant conditions for as long as needed to complete the procedure, dictated by patient needs as required
- Provide emotional support for patients and colleagues in demanding or distressing wound management procedures as circumstance demands
- Proactively manage complex situations through the employment of strong interpersonal skills to engage, influence and lead a diverse range of stakeholders through transformational change
- To reconcile inter and intra professional differences of opinion and judgements on complex clinical and professional issues
- The post holder will be required to impart unwelcome news to stakeholders which may influence strategic decisions in relation to temporary staffing use/demand and expenditure

General Information

Health & Safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g., incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust, you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed, or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people, and vulnerable adults.
- As an employee of the Trust, you have a responsibility to ensure that:
 - You are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous Improvement

The Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower staff at all levels to have the confidence, capability, passion, and knowledge, to test changes and make improvements at the Trust and the communities we serve. Following a successful five-year partnership with the Virginia Mason Institute in the USA, the Trust continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you to make improvements, whilst also providing training at various stages of your time at the organisation, as part of your continuing professional development.