JOB DESCRIPTION

1. **Post Title:** Tissue Viability Nurse Band 6
2. **Base:** Shrewsbury and Telford Hospital NHS Trust
3. **Department:** Corporate Nursing
4. **Manager Responsible to:** Tissue Viability Nurse Specialist
5. **Professional Accountable to:** Associate Director of Patient Safety

**Post Purpose/Summary of Role:**

To assist the Tissue Viability Specialist Nurse in providing evidence based Tissue Viability Services at the Shrewsbury and Telford NHS Trust as part of a multi-disciplinary approach to patient care. To take an active role in supporting the development of a Tissue Viability Service across the organisation. To strive to improve, maintain and monitor the quality of Tissue Viability through audit of practice, surveillance, education and strategic planning. The post holder will work autonomously within agreed competencies and seek collaborative relationships with others across and within professional boundaries. The post holder will act as a skilled and knowledgeable resource in Tissue Viability and provide support and education in Tissue Viability issues to clinical staff.

The Tissue Viability Nurse will contribute as part of the team to the promotion and development of nursing in the field of tissue viability creating and maintaining a culture of effective patient and health care services which have measurable, achievable and desirable outcomes for patients.

**Scope and Range**

- To support the provision of a Tissue Viability service to all Wards and Departments across the Trust
- To support qualified staff in Tissue Viability issues and mentor Tissue Viability Link Nurses
- Act as a skilled practitioner exercising a high degree of personal and professional autonomy
- Work with Ward Managers, Matrons and Clinical staff at all levels
- Develop partnership working with Community Trust TVN nurses
- Develop personal skills and theoretical knowledge within the domain of tissue viability practice
- Assist nurse colleagues to assess complex wounds and develop plans, including those for specialist interventions, to meet the health needs of patients in a range of clinical settings
- Monitor and evaluate the wound care services provided within the trust by the nursing teams.
- Ensure the delivery of quality outcomes and the management of risk with the use of audit and implementation of research based care across the Trust

**Main Duties and Responsibilities**

**Clinical/Managerial**

- To act as a skilled practitioner in all aspects of Tissue Viability practice working with staff and patients.
• Act as a skilled resource in Tissue Viability issues at an organisational level providing specialist knowledge as required.
• Participate in delivery of care by caring for patients with compromised Tissue Viability, demonstrating specific processes and carrying out procedures such as wound debridement as appropriate
• To support the development and implementation of 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 groups at a local, regional and national level
• 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
• To promote preventative strategies such as reducing pressure ulcers and improved outcomes for patients with complex wounds
• Provide regular feedback of audit data to medical, nursing and other clinical groups
• Produce written reports to all levels of management in relation to tissue viability issues

Training Education

• Develop, implement and participate in education and training programmes 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 educational needs within the Trust, enabling practitioners to develop clinically based competencies
• Provide interprofessional support and education within the specialty for staff of all disciplines
• Support the provision of a specialist nursing placement for student nurses for 18 weeks per year or as required

Research

• 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
• Support benchmarking initiatives related to tissue viability within the Trust
• Direct relevant practice development based on National recommendations and NICE guidance
• Examine and develop consistent research and evidence based practice to support clinical effectiveness within the specialty

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 – Professional Standards of Practice and Behaviours for Nurses and Midwives
• 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

Systems and Equipment

• Support programmes 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 hand held Doppler when required
• Carry out conservative wound debridement procedures requiring manual dexterity to manipulate find surgical instruments as required
• Link with providers of pressure relieving equipment and act as trust contact for the purposes of prevalence studies

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 skilled 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

• 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
• 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

• Maintain a tissue viability service to all Wards and Departments on a daily basis, liaison with partner organisations as required by timely response to referrals, meetings and consultations on foot or by driving
• Respond to unpredictable work patterns due to urgent referrals made through the bleep system giving rise to frequent interruptions in work
• Undertake complex or difficult wound management procedures in clinical settings for as long as need 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 demand

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 Trust's 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.