

Job Description

Job Title:	Tissue Viability Specialist Nurse
Band:	6
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Nurse Consultant/Lead Nurse Tissue Viability Service
Accountable to:	Nurse Consultant/Lead Nurse Tissue Viability Service

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

Job Summary	<ul style="list-style-type: none"> • Act as the clinical expert and professional resource to the patients and carers and multi-professional team. • Manage own caseload, under the supervision of the specialist Sister. • Work alongside Tissue Viability lead / other specialist nurses to ensure the development and delivery of a high quality service. • Directly or indirectly influence all aspects of care and management of patients within the service/speciality. • Deliver high quality, clinically effective care, and patient experience, utilising best practice and research, in collaboration with colleagues in everyday practice. • Act as a role model and clinical resource demonstrating high standards of care and providing clinical leadership in the specialist area. • Support the development and delivery of a programme of practice and professional development for staff within the speciality. <p>A minimum of 60% of time must be spent in clinical practice.</p>
Budget	
Staff	To support the line management of the HCA and admin team, ensuring that all aspects of performance, attendance, training and appraisal are addressed in accordance with Trust Policy
Policy	
Communications	

KEY WORKING RELATIONSHIPS

Heads of Nursing, Lead Clinicians and their teams, Allied Health Professionals, Sister / Charge Nurse and their teams, Matrons, Senior Nurse for Clinical Practice Development and Directorate Education and Practice Development Teams, Clinical Governance Managers, University Staff

KEY RESULT AREAS

PATIENT CARE, CLINICAL EXPERTISE AND CASE MANAGEMENT

- 1.1 Manage a delegated caseload of patients, as appropriate within the speciality, delivering individualised and personalised direct patient care.
- 1.2 Provide clinical expertise, specialist advice and support across the whole spectrum of the service.
- 1.3 Adopt a range of the Chief Nursing Officer 10 key roles appropriate to client group in order to improve and streamline patient care and patient experience.
- 1.4 Demonstrate in depth specialist knowledge, skills and innovative practice in the specialist area, ensuring the delivery of appropriate evidence based care.
- 1.5 Support, assist and encourage the multi-disciplinary team in resolving complex patient problems, by the provision of new and innovative models of case management.
- 1.6 Demonstrate appropriate expert practice and specialist advice in the assessment, planning, implementation and evaluation of patient care. This will necessitate high levels of autonomy and advocacy.

PATIENT AND PUBLIC INVOLVEMENT AND EXPERIENCE

- 2.1 Promote the philosophy of patient centred care and establish and maintain a supportive relationship with the patient and their family at all times.
- 2.2 Promote patient and public involvement and enhancing their experience by supporting and implementing new initiatives relating to patient centred care.
- 2.3 Raise the profile of patient and public involvement by embedding this within own sphere of practice.

3. PROMOTE AND ESTABLISH EFFECTIVE TEAM WORKING AND COMMUNICATION

- 3.1 Take responsibility for ensuring effective communication between all service providers within the speciality.
- 3.2 Establish and maintain good positive working relationships with the Heads of Nursing, Sister / Charge Nurse and their teams, Education and Practice Development Leads, Matrons, relevant Clinicians and General Managers.
- 3.3 In collaboration with the Education and Practice Development Teams / Clinical Managers, develop and promote working partnerships between the Trust and academic staff at local Universities involved in the provision of nursing and multi professional programmes of education.
- 3.4 Actively participate in local, national and international networking to maintain and develop expert level of knowledge in the speciality.
- 3.5 Ensure that the importance and implications of education, research, and ideas are raised in appropriate forums.

4. EDUCATION, TRAINING AND PRACTICE DEVELOPMENT

- 4.1 Provide specialist education and training to all members of the clinical team and nursing staff within all clinical areas in collaboration with the Education and Practice Development Leads.
- 4.2 Actively participate in personal development through appraisal and Knowledge and Skills Framework (KSF) development plans.
- 4.3 Work with the Education and Practice Development Leads to ensure that specialist education and training meets the needs of the service, multi-professional clinical teams, patients and carers.
- 4.4 Demonstrate continuous evaluation of practice and make changes where appropriate, within the defined speciality.
- 4.5 Use Education forums and Networks proactively sharing good practice and innovation with others.
- 4.6 Liaise with other groups and assist with the delivery of multiprofessional and interprofessional learning.
- 4.7 Provide specialist education teaching, learning and mentoring for pre and post registration students when required and actively contribute to the delivery of the Universities curriculum.

5. POLICY, GUIDELINE, AUDIT AND RESEARCH

- 5.1 Contribute to policy making and clinical guidelines internally and externally, necessary to support the specialist nursing service.
- 5.2 Actively participate in audit and research and benchmarking activities to ensure effective safe and evidence based practice.
- 5.3 Promote and encourage nursing practice research in all relevant clinical areas supporting the UHL Non-Medical research strategy.
- 5.4 Provide and promote clinical excellence that reflects the Trust's Quality and Safety Strategies.
- 5.5 Promote the speciality by publishing and presenting innovations and research findings locally and nationally.
- 5.6 Actively promote the specialist service throughout the Trust by establishing robust networks and links with Quality and Safety and Audit teams.
- 5.7 Act on audit and research findings to inform and change practice as appropriate.

6. RISK MANAGEMENT AND PATIENT SAFETY

- 6.1 Use specialist knowledge, skills and innovative practice in order to provide a high standard of patient care and maintain patient safety.
- 6.2 Actively promote infection prevention and control awareness using best practice to reduce the potential for cross infection.
- 6.3 Use programmes of effective and relevant education to promote staff compliance with policies, practices and patient safety.
- 6.4 Deliver new ways of working practice that benefits patient safety and the patient user experience.
- 6.5 As a clinical expert provide advice and support to assist with the management of complaints / investigations relating to the speciality and implement action plans or change of practices.

7. PROMOTE EFFECTIVE CLINICAL LEADERSHIP

- 7.1 A visible, accessible and assertive clinical expert to which staff and users can turn to for assistance, expert advice and support.

- 7.2 Provide a high level of professional leadership in the development and promotion of the service.
- 7.3 Actively contribute to operational developments relating to the speciality / nursing service, so that high quality patient focused services are promoted.

8. SPECIALITY SPECIFIC

Following appropriate training and assessment, to undertake the application of Topical Negative pressure, Larvae and Compression bandaging where appropriate. To undertake relevant training and assessment in all competencies required to undertake role.

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: Tissue Viability Specialist Nurse
Band: 6

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	<ul style="list-style-type: none"> • 1st Level Nurse/Midwife • Post-basic Specialist Qualification or willingness to undertake Recognised Teaching Qualification • Evidence of post-registration educational continuing development 	<ul style="list-style-type: none"> • Recordable specialist qualification at Degree level • Clinical Leadership Programme • Teaching experience 	Application form NMC Pin Check
Experience	<ul style="list-style-type: none"> • 2 years Post-Reg experience in relevant speciality • Clinical experience at band 5 or above • Specialist knowledge 	<ul style="list-style-type: none"> • Development of multi disciplinary working practices • Demonstrates experience of clinical risk management • Experience in managing 	Application form Interview

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	<ul style="list-style-type: none"> • Evidence of management/leadership skills and autonomous practice • Evidence of continued professional development • Evidence of involvement with audit 	<ul style="list-style-type: none"> • Complex wounds; • Application of Topical Negative pressure • ¹Larvae or Compression bandaging • Previous experience of audit • Participation in Research 	Presentation
Communication and relationship skills	<ul style="list-style-type: none"> • Teaching /assessment skills • Effective communicator • Leadership & motivation skills • Computer literate • 	<ul style="list-style-type: none"> • Organisational and negotiations skills • Ability to supervise and demonstrate potential to lead 	Application form Interview Presentation
Analytical and Judgement skills	<ul style="list-style-type: none"> • Diplomatic • Assertive and confident • Personal and professional maturity • Recognition of own limitations • Demonstrates enthusiasm 		Application form Interview
Skills			
Planning and organisation skills	<ul style="list-style-type: none"> • Ability to motivate self and 		Application form

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- other
- Ability to work both on own initiative and within a team
- Flexibility

Interview

Equality, Diversity and Inclusion

Able to demonstrate a commitment to and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.

All staff are expected to engage in compassionate and inclusive leadership in the provision of high quality care and interactions with others

Other requirements specific to the role
