

## JOB DESCRIPTION

JOB TITLE:	Tissue Viability Specialist Nurse
BASE:	Sandwell General Hospital
DIVISION:	Nursing
CONTRACTED HOURS:	37.5 per week
BAND:	6
RESPONSIBLE TO:	Tissue Viability Clinical Lead Nurse
ACCOUNTABLE TO:	The Chief Nurse

AGENDA FOR CHANGE NUMBER: N0174

### JOB SUMMARY:

The post holder will work with and in support of the Clinical Lead Nurse across the Sandwell and West Birmingham Hospitals NHS Trust and Sandwell Community locality to ensure that all patients, relatives and staff have access to specialist Tissue Viability care and support during the patient pathway.

The post holder will work towards the development of the service in collaboration, Tissue Viability Clinical Lead Nurse, Clinicians and Service Users.

The post holder will promote the delivery of high quality, clinically effective care, prioritising and utilising research and collaborating with colleagues in every day practice.

The post holder will be responsible for the provision of specialist advice and management plans for patients with complex care needs. In addition, will equip the primary carer with the required skills and knowledge, so that the highest standards of care can be made available to the maximum number of patients.

### MAIN RESPONSIBILITIES:

#### 1. Providing Effective Healthcare

- Demonstrate empathetic interpersonal and communication skills in dealing with patients and carers through the patient pathway.
- Demonstrate advanced practice in holistic assessment, planning, implementation and evaluation of care within the specialism. This will necessitate high levels of autonomy and advocacy and include receiving direct referrals and ensuring the delivery of appropriate care for a caseload of patients.

- Demonstrate advanced knowledge, skills and innovative practice in relevant specialist area. Ensure that there is a system of nursing documentation, which reflects this advanced practice. Promote clinical excellence reflecting the Sandwell & West Birmingham Hospitals NHS Trust nursing strategy and business plans.
- Provide clinical knowledge, advice, support and information in relation to tissue viability to all allied healthcare professionals, patients and carers across the Trust, within Sandwell Community setting and to external organisations as required.
- Assist in developing policies, protocols and clinical guidelines in collaboration with the Clinical Lead Nurse.

## **2. Clinical Effectiveness: (Improving Quality and Health Outcomes, Evaluation and Research)**

- Demonstrate commitment to the promotion of research based skilled practice.
- Demonstrate continual evaluation of practice within nursing, making agreed changes.
- Actively participate in audit and other reviews to monitor and improve clinical care.
- Demonstrate knowledge of the clinical trials relevant in specialist care.
- Is able to evaluate evidence/research, which is pertinent to the specialist area.
- Assess and monitor risk in own and others practice acting on the results thereby ensuring safe delivery of care.
- Facilitate, develop and monitor quality initiatives in line with local and national requirements or guidelines.
- To participate in the annual review of service and production of an annual report for the Trust.
- To develop a questioning and open culture within practice. One that will enable both professionals and patients to partake in the development of the delivery of excellent care.
- To develop appropriate information systems and ensure documentation systems are in place to assist in high level delivery of care.
- Is able to investigate and analyse situations and reports that impact of practice and assist in the development of action plans to address these issues.
- Co-ordinate ongoing research, including taking lead responsibility for individual research projects, collating results and assisting the Clinical Nurse Specialist to analyse and identify those actions and recommendations which result.

## **3. Leading and Developing Practice of Self and Others**

- Is able to advise and support others in; choosing and obtaining educational development.
- Demonstrate excellent communication skills, which incorporate active listening and feedback.
- Deliver formal and informal educational initiatives to staff relatives and carers in primary, secondary and independent health care provision sectors.
- Contribute to providing and maintaining a comprehensive teaching programme for specialist care across primary and secondary care that is reflective of best and up to date practice informed by research.

- Recognise, plan and instigate a personal programme of development, which will benefit both self and the wider organisation.
- Maintain a personal professional profile to demonstrate specialist practice and reflection.
- Attend mandatory Training according to Trust policy.
- Foster opportunities to enable individual practitioners and teams to develop knowledge, skills and competence to assume responsibility for their own practice in complex situations.

#### **4. Innovation and change – Working across Professional and Organisational Boundaries**

- Demonstrate an ability to work across organisational and professional boundaries.
- Demonstrate an understanding of group development and intervenes appropriately to optimise team working.
- Work with the Clinical Lead Nurse to identify areas of practice, which may be challenged/expanded to ensure the best clinical outcomes for the patients.
- Contribute to and implement service objectives, which reflect The Trust nursing goals and business plan.
- Promote collaborative working relationships and effective communication, between all members of the multi-disciplinary team, healthcare professionals and service users both in primary and acute settings.
- Act as a role model by demonstrating high standards of holistic care and provide clinical leadership in the specialist area.

#### **5. Management**

- Works within the Trust policies and procedures.
- Able to manage time effectively.
- Able to prioritise workload effectively for self and others in the team.
- Act as supervisor for junior members of the team, as appropriate.
- Deputise for the Clinical Lead Nurse in his/her absence including management of services, resources, human and material.

#### **6. General**

- Sandwell and West Birmingham Hospitals NHS Trust is committed to the continuing development of staff. The post holder can expect support for training both to allow this job description to be fulfilled and to develop further his/her career.

#### CONFIDENTIALITY:

The post holder must maintain confidentiality of information relating to patients, staff and other Health Service business.

#### HEALTH AND SAFETY:

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

If you are a manager you will be responsible for the Trust's policy on Health and Safety and for taking all reasonable steps to maintain and where necessary to improve health and safety standards. This will include training to ensure that all employees are able to carry out their health and safety responsibilities effectively.

#### RISK MANAGEMENT:

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

#### EQUAL OPPORTUNITIES:

The trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy.

#### CONFLICT OF INTEREST:

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

#### USE OF INFORMATION TECHNOLOGY:

To undertake duties and development related to computerised information management to meet the changing needs and priorities of the Trust, as determined by your manager and in accordance with the grade of the post

#### SMOKING:

This Trust acknowledges its responsibility to provide a safe, smoke free environment, for its employees, service users and visitors. Smoking is therefore not permitted except in designated areas and in accordance with the guidelines set down within the Trust Smoking Policy.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs and will be commensurate with the grade and competencies of the post.

*I agree that this Job Description is an accurate reflection of my current role and responsibilities.*

Name: .....

Signature: .....

Date: .....