



**Job Description**

<b>Job Title</b>	<b>Tissue Viability Nurse</b>
<b>Division</b>	<b>Diggory</b>
<b>Team / Service</b>	<b>Community Nursing Services</b>
<b>Pay Band</b>	<b>Band 5</b>
<b>Hours</b>	<b>30 hours per week part time</b>
<b>Other Post Details:</b>	<ul style="list-style-type: none"><li>• <b>Level 1 Registration - essential</b></li><li>• <b>Educated to Degree level - desirable</b></li><li>• <b>Specialist qualification in Tissue Viability or equivalent - desirable</b></li><li>• <b>Teaching qualification/experience – desirable</b></li><li>• <b>Clinical Audit experience- desirable</b></li></ul>
<b>Terms and Conditions</b>	<b>In accordance with Agenda for Change</b>
<b>Location</b>	<b>Hawthorn Clinic, Bletchley</b>
<b>Reports to</b>	<b>Lead TVN</b>
<b>Job Summary:</b>	
<ul style="list-style-type: none"><li>• To provide support to achieve on targets (CQUIN), Patient Safety Federation etc. to reduce preventable and newly acquired pressure ulcers year on year.</li><li>• Contribute to the Pressure Ulcer Ambition within Milton Keynes.</li><li>• Provision of a specialist wound management service to patients with compromised tissue viability including leg ulcers, pressure ulcers and complex wounds.</li><li>• Participation in complex wound clinics across Milton Keynes.</li><li>• Pressure ulcer prevalence and incidence monitoring including contributing to pressure ulcer investigations using PSIRF framework.</li><li>• Datix management and reporting across the health economy.</li><li>• Provision of Tissue Viability expertise, support and training across the health economy</li></ul>	



including community services, care homes, prisons, all CNWL inpatient facilities in Diggory Division and GP practices.

- Assist with management of pressure ulcer prevention equipment and providing specialist advice and support to prescribers.
- Risk assessment in relation to pressure ulcer prevention and chronic wound management.
- Implementation and promotion of wound formulary across the health economy.

#### Values:

Central and North West London NHS Trust expects all Staff to act in a way which shows you understand our core values and are willing to put them into practice with service users, their friend's family and carers and also other staff members.

We expect you to show **COMPASSION**, contribute to a caring and kind environment and recognise that what you do and say helps can make the lives of others better.

We expect you to **RESPECT** everyone and acknowledge and welcome people's differences rather than ignore them or see them as problematic.

We expect you to **EMPOWER** others and continually try to provide information, resources and support to help others make their own decisions and meet their own needs.

We expect you to work in **PARTNERSHIP** and behave in a way that shows that you recognise that commissioners and users of our services are the people who generate and pay for our work.

#### Key Responsibilities:

##### Clinical Duties:

- Provision of evidenced based assessment, management and treatment of complex tissue viability cases across the health economy, this could be in a clinic setting, inpatient facility, care home, prison or patient's own home.
- Documentation of clinical care plans, advice and activity to a high standard.
- Liaison with the multidisciplinary team.
- Prescription of dressing treatments working within prescribed formulary.
- Develop specialist skills to implement tissue viability treatment programmes including advanced wound therapies and debridement.



- Assist in complex wound clinics, this will include developing skills to carry out holistic lower limb assessments and compression bandaging skills and advanced bandaging techniques.
- Provide specialist advice on pressure reducing equipment
- Training and education, across the health economy formal and informal. Including mentorship of peers.
- Contribute to the management of clinical incidents relating to pressure ulceration and contribution to investigations relating to this.
- Assist with Audit.
- Willing to undertake further education to enhance knowledge and skills.

#### **Professional Duties:**

- Maintain current registration with the NMC.
- Follow code of professional conduct.
- Participates in annual development reviews.
- Participates in training of health care professionals.
- Attends mandatory, in-service and other training programmes and professional meetings as required.
- Allocates time for professional development to maintain knowledge and skills.
- Contributes to rolling programmes of education and training.
- Teaching informally in the clinical environment.
- Identifies clinical risk and reports on incidents and is involved in investigations.
- Undertakes systematic caseload and workload review.
- Provision of data and evidence of activity as required.



**The following responsibilities are applicable to all staff members:**

### **Safeguarding**

Staff have a duty to safeguard and promote the welfare of children and adults at risk of abuse. You should be aware of local safeguarding procedures and how to contact named professionals for advice and support as well as reporting any concerns. You will be supported with the supervision and training needed to recognise and act on welfare concerns and to respond to the needs of children and adults. You have a responsibility to ensure that you are up to date with the safeguarding training required for all Clinical staff.

### **Infection Control and Waste Disposal**

Infection prevention and control is the responsibility of all staff. All duties must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

You must also ensure that waste produced within the Trust is disposed of in such ways that control risk to health, or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

### **Data Protection, Confidentiality and Access to Health Records**

All information concerning patients/clients and other staff members must be treated as confidential and you must adhere to the policies related to this subject. As a Tissue Viability Nurse if you contribute to patients' health records you are expected to be familiar with, and adhere to, the Trust's Care Records Policy and accompanying documentation. You are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act 1999 and you should be aware that patients' records throughout the Trust will be subject to regular audit. You have a responsibility to ensure that patient records are maintained efficiently and that confidentiality is protected in line with the Trust's policies.

You may have access to computerised data systems and you are required to obtain, process and/or use information held in these systems in a fair and lawful way. You must hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose.

Only disclose data only to authorised persons or organisations as instructed.

### **Promoting Equality and Diversity**

Central and North West London FT aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status. The Trust has a Valuing Diversity in the Workplace Policy and you are expected to adhere to the policy and support equality and value diversity by making sure that you do not discriminate, harass or bully colleagues, visitors or service users. You are also expected to make sure that you don't contribute to discrimination, harassment or bullying or condone discrimination, harassment



or bullying by others. Everyone has a personal responsibility to promote and develop a culture that promotes equality and values diversity and to ensure that the team you work in does not discriminate, harass or bully.

### **Health and Safety, and Risk Management**

As an employee you must be aware of the responsibilities placed on you under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors. All staff members, are accountable, through the terms and conditions of your employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required. All staff members have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff members receive appropriate training and a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee. Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Borough Director and relevant governance committee.

### **No Smoking Policy**

There is a smoke free policy in operation in the Trust and smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

### **Trust Sustainability Green Plan Pledge**

CNWL are committed to a sustainable future and to improving the social and environmental well-being of our care community. We are dedicated to environmental improvements that embrace a sustainable future that require a shared understanding of our ambitions. Please see the Trust Green Plan - Caring Today and Tomorrow; Carbon-Free available on the Trust Intranet.

### **Staff Support**

The Trust is committed to ensuring that you achieve a good work/life balance, have access to a wide range of support including flexible working options, childcare support and many training and development opportunities.

### **General Note**



The duties and responsibilities outlined above are to be regarded as broad areas of responsibility and do not necessarily detail all the tasks which you may be required to perform. You may be expected to undertake other duties as may be required which are commensurate with your grade and experience. This job description may be subject to change after discussion with you. All duties and responsibilities must be carried out in accordance with statutory legislation, CNWL Standing Orders, Health and Safety regulations and the Skills for Health Code of Practice.



## PERSON SPECIFICATION

**POST TITLE: Tissue Viability Nurse BAND: 5**

REQUIREMENT FOR THIS POST				HOW TESTED
<i>*Include requirement to meet KSF competencies for the post</i>		Essential	Desirable	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered General Nurse.</li> <li>Relevant Diploma.</li> <li>Relevant Degree.</li> <li>ENB998/C&amp;B 730.</li> <li>Non-medical prescribing.</li> <li>Post graduate tissue viability module.</li> </ul>	✓ ✓	✓ ✓ ✓	Certificates Application Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience as a registered nurse with relevant experience.</li> <li>Experience of working within multi-disciplinary teams.</li> <li>Experience of change management.</li> <li>Experience of complex wound management.</li> <li>Community setting experience.</li> </ul>	✓ ✓	✓ ✓ ✓	Application Form Interview
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Current wound care knowledge.</li> <li>Knowledge of Community services.</li> <li>Understanding of Pressure Ulcer management.</li> </ul>	✓	✓ ✓	Application References Interview
<b>Key Skills/Abilities</b>	<ul style="list-style-type: none"> <li>Proven critical decision-making skills.</li> <li>Excellent interpersonal skills and proven ability to work across professional health care boundaries.</li> <li>Presentation skills and report writing.</li> <li>Proven training and teaching ability.</li> <li>Ability to motivate self and others.</li> <li>Computer literate in Word/Excel and EPR.</li> <li>Excellent IT Skills.</li> <li>Experience of Electronic Patient Record and access Programmes.</li> </ul>	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	Interview Application References



Personal Disposition	<ul style="list-style-type: none"><li>Full Driving License and use of a car.</li></ul>	✓		Application 
-------------------------	--	---	--	-----------------



### **AGENDA FOR CHANGE KNOWLEDGE AND SKILLS FRAMEWORK**

The following sets out the broad knowledge & skills outline for the post: *ie the knowledge & skills you need to apply in your work in order to deliver quality services*

*(A more detailed full outline is available against which you will be monitored via the personal development review process.)*

<b>Core Dimensions</b>	<b>Level Descriptor</b>	<b>KSF level</b>
Communication	Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations.	4
Personal and people development	Develop oneself and contribute to the development of others.	3
Health, Safety and security	Promote, monitor and maintain best practice in health, safety and security.	4
Service Improvement	Appraise, interpret and apply suggestions, recommendations and directives to improve services.	3
Quality	Contribute to improving quality.	3
Equality and Diversity	Support equality & value diversity.	4
Assessment and care planning to meet health and wellbeing needs (HWB2)	Assess complex health and wellbeing needs and develop, monitor and review care plans to meet those needs.	4
Enablement to address health and wellbeing needs (HWB4)	Empower people to realize and maintain their potential in relation to health and wellbeing.	4
Provision of care to meet health and wellbeing needs (HWB5)	Plan, deliver and evaluate care to address people's complex health and wellbeing needs.	4