

**Job title:** Tissue Viability Support Nurse

**Band:** 6

**Department:** Tissue Viability

**Division:** Corporate



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# Letter from Adam Sewell Jones, Chief Executive

Thank you for expressing an interest in working here at East & North Hertfordshire NHS Trust.

East and North Hertfordshire NHS Trust is a very special organisation. Our teams are amazing, and this has been demonstrated even more so during the unprecedented challenges brought about by the Covid-19 pandemic. Our ability to be flexible and innovative in the way in which we work and deliver our services to our catchment has never been more important than it is now.

We are a large acute Trust which operates across four sites; acute services are offered at the Lister Hospital; specialist cancer services at the Mount Vernon Cancer Centre (MVCC); and non-acute services offered at Queen Elizabeth II and Hertford County hospital. We underwent an extensive £150m reconfiguration some years ago which saw all inpatient and complex services centralised at the Lister.

We are an organisation with a strong culture of positive values and our ambition is to provide high-quality, compassionate care to our community in all that we do, including patient experience, clinical outcomes, patient safety and financial sustainability.

We have many great people working for us doing all sorts of roles, ranging from porters to doctors, from administrators to nurses, and everything in between. But we all share one vision – we put our patients at the heart of everything we do.

If you decide to apply, you will be joining us at an incredibly exciting time as we continue on our transformation journey. I hope very much, that after reading this pack, you will want to join us on that journey.

I wish you the best of luck in your application.



**Adam Sewell-Jones**  
Chief Executive

# Benefits

As a Trust employee, you can access a range of financial and non-financial benefits to support our staff in all aspects of their life.

## Wellbeing:

- Get confidential advice and support on personal, work, family and relationship issues, 24/7, from our Employee Assistance Programme
- Offers and discounts at local gyms
- In-house Health at Work service with advice line and self-referral facility for staff as well as signposting and access to other support, such as weight management clinics and physiotherapy
- On site workplace pharmacy at Lister offering a minor ailment service, flu vaccinations, travel clinic, sexual health, smoking cessation and health check services
- Opportunity to discuss ideas, problems or concerns easily and anonymously with our Speak in Confidence service

## Travel:

- Save up to 30% on a new bicycle through our Cycle to Work scheme
- Reduced staff car parking costs through our Car Sharing scheme
- Discounts on local buses and trains
- Competitive rates through our car lease scheme
- Inter-site transport minibus which includes shuttle to Stevenage Railway Station

## Work/Life Balance:

- Pursue different interests with the security of employment on your return from your break of 3 months to 5 years with our Career Break scheme
- Generous annual leave with additional days awarded for long service
- A variety of different types of paid and unpaid leave covering emergency and planned leave, such as special leave/ emergency leave/carers leave, through our Special Leave policy
- A Retire and Return scheme, enabling you to draw your pension whilst continuing to work for us after a short break
- Options for flexible working to provide you with a healthy work/life balance such as part time working, term time only, compressed hours (subject to service requirements), and flexible work schedules

## Financial:

- Discounts on restaurants, getaways, shopping, motoring, finance through a variety of providers
- Access to the NHS Pension Scheme, providing generous benefits upon retirement, as well as a lump sum and pension for dependants

## Learning and Development

- Extensive range of learning and development opportunities, including coaching, for both clinical and non-clinical topics
- Access to our Grow Together scheme, ensuring that you have meaningful, quality conversations with your manager about what matters to you and your development
- We fully encourage our staff to develop to their full potential and are supportive of secondments, acting up opportunities and all learning and development activities.

## Other:

- Local and Trust wide staff award schemes where staff are nominated and recognised by their colleagues and peers for their hard work
- Assistance in relocating for some staff with our Relocation Policy

# Our vision, mission, and values

## Our vision is:

“To be trusted to provide consistently outstanding care and exemplary service”

## Our mission is:

Providing high-quality, compassionate care for our communities

## Our values are:



We value the diversity and experience of our community, colleagues and partners, creating relationships and climates that provide an opportunity to share, collaborate and grow together



We create a safe environment where we are curious of the lived experience of others, seek out best practice and are open to listening and hearing new ideas and change



We are committed to consistently delivering excellent services and continuously looking to improve through a creative workforce that feels empowered to act in service of our shared purpose

# Job description

<b>Job title:</b>	Tissue Viability Support Nurse
<b>Band:</b>	6
<b>Department:</b>	Tissue Viability
<b>Base:</b>	Lister Hospital (You may be required to work on a permanent or temporary basis elsewhere within the Trust)
<b>Responsible to:</b>	Lead Tissue Viability Clinical Nurse Specialist
<b>Responsible for:</b>	

## Job summary:

- As a core member of the tissue viability team, assist with the coordination of all aspects of tissue viability.
- To act as an information and education resource on tissue viability issues.
- To advise clinically on all aspects of pressure ulcer prevention and acute and chronic wound management.

## Key working relationships:

- Ward teams including clinical and non-clinical and the wider multi-disciplinary team
- Clinical nurse specialist teams
- Clinical practice / education teams
- ICB wide TVN and integrated community teams
- Harm free care team
- Safeguarding team
- Moving and handling advisors
- Estates and facilities
- External contractors working alongside the TV Team
- Senior leadership team

## Main responsibilities:

### Clinical

1. Use a research-based knowledge of tissue viability and wound physiology, assesses and implement a care plan for all patients referred to the TV service.
2. Offer advice regarding correct positioning of the patient for comfort and access, assessing the wound, replacing the relevant wound product and ensuring the safe removal of any contaminated materials.
3. Request consent to take a photographic record of wounds and the subsequent safe storage of the record as per Trust policies.
4. Co-ordinate Tissue Viability related care of the current caseload.
5. Advise and negotiate with medical and multi-disciplinary staff, patients and carers in matters relating to the prevention of pressure ulcers and the management of acute and chronic wounds.
6. Participate in round tables, panels and case conference discussions, where necessary, to facilitate the care of patients related to tissue viability issues.
7. Advise staff on the correct use and selection of pressure reducing/relieving equipment.

8. Communicate complex and sensitive issues to patients and their relatives/carers as required.
9. Liaise and negotiate with other members of the multidisciplinary professional team with regard to treatment modalities, prevention of pressure ulcer strategies and discharge planning.
10. Provide verbal information /advice and written reports when requested, regarding tissue viability issues  
to other professionals external to the Trust e.g. District Nurses, Social Services, Nursing Homes, Mental Health, Continuing Care when required.
11. Provide patient specific written reports for departments within the Trust and external professionals when required.
12. Act as a resource and role model for all members of staff.
13. Utilise advanced clinical skills for the assessment and treatment of wounds, such as sharp debridement, larval therapy, Topical Negative Pressure Therapy, Compression Bandaging and Handheld Doppler Vascular Assessment.
14. Support & supervise when needed, other practitioners in the acquisition and development of advanced, Tissue Viability management.

### **Educational**

1. On occasions, participate in the delivery of tissue viability related educational sessions.
2. During the delivery of care, actively engage other staff members to enhance their knowledge and education.
3. Educate patients and relatives/carers where applicable to promote independence and health promotion.
4. Act as a temporary mentor to student nurses, return to practice nurses and adaptation nurses when they are shadowing tissue viability.
5. Act as a resource for all members of staff.
6. Share new information and ideas gained whilst updating and enhancing own knowledge base.

### **Audit**

1. Participate in tissue viability audits.
2. Attend relevant departmental meetings relating to clinical governance and contribute to the clinical governance agenda.

### **Research and development**

1. Participate and support others in their research/audit projects to improve practice and promote tissue viability.

### **Management**

1. To organise own clinical workload in accordance with service needs and requirements.
2. Participate in monitoring the quality of contracted support services.
3. Liaise with all disciplines and grades of staff, patients, relatives and visitors regarding Tissue Viability issues.

### **Personal Development**

1. Identify personal development needs through appraisal in partnership with the Lead Tissue Viability Clinical Nurse Specialist and work towards achieving planned objectives.
2. Maintain own expert level of competence in the specialty of tissue viability through experience,

- education and professional reading.
3. Maintain and develop knowledge in IT skills.
  4. Critically reflect on own performance through clinical supervision in order to be an effective and accountable practitioner.
  5. Attend relevant study days and conferences to keep abreast of evidence-based practice and to learn from peers.
  6. Comply with the Nursing and Midwifery Council Code of Professional Conduct.
  7. Maintain a current professional portfolio and ensure compliance with revalidation requirements.

This job description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the lights of changing circumstances and in consultation with the job holder.

### **Supplementary job description information:**

#### **Confidentiality**

Each of us have a personable responsibility and liability under the Data Protection Act 2018 around the confidential nature of our jobs. Details of a confidential nature, including information relating to patients or staff, must not under any circumstances be divulged to any unauthorised person. Breaches in confidence will result in disciplinary action, which may result in dismissal. In exceptional circumstances this could result in a prosecution for an offence or action for civil damages under the Data Protection Act 2018.

#### **Health and Safety**

You must take reasonable care of your own health and safety and that of other people who may be affected by acts of omission at work and to ensure that statutory regulations, policies, codes or practice and department safety rules are adhered to.

#### **Sustainable Development**

We recognise the need for a sustainable development strategy that focuses on reducing carbon emissions. We do this through:

- Reducing environmental impact achieved by greener waste disposal and travel, energy and water consumption
- Being a good community role model and supporter of the local economy
- Providing excellent value for money
- In order to reduce our carbon footprint, every single one of us must play a part in ensuring we are an environmentally-responsible organisation. You recycle at home, we ask that you do the same simple things at work
- When you can, use public or inter-site transport, cycle between sites and claim for mileage
- Recycle all you can: paper, CDs, batteries – there are recycling stations throughout the Trust
- Always switch off lights, PCs and other electrical appliances when not in use
- Don't waste water

#### **Safeguarding**

You must have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004.

You must treat all patients with dignity and respect and ensure that vulnerable adults are safeguarded from abuse and neglect within the provisions of the Hertfordshire Safeguarding Adults from Abuse Procedure.

#### **Infection Control**

You are expected to take individual responsibility to ensure working practice is safe.

## **Equality, Diversity and Inclusion**

The organisations which make up Herts and West Essex Integrated Care System believe that fairness for people is fundamental to providing good care. We want to ensure that those who work with us and for us share this core value.

We are committed to equality, diversity and inclusion for all job applicants, staff, patients and the wider community. We are continuing to develop the strength of our inclusive approach, and creating a workforce which represents the diverse communities we serve is an important part of this.

We have agreed to:

- Work together to learn, celebrate and embrace diversity, end unfairness, discrimination and racism, and embed these changes into our everyday work
- Strive towards being an exemplar group of organisations for equality, diversity, inclusion, fairness and belonging
- Commit to value all people and promote a culture of zero tolerance to all kinds of harassment, bullying, discrimination and racism in the workplace
- Pro-actively champion national and local policies and initiatives to address health and workforce inequalities
- Work in partnership with other professional and health and care organisations to embed these principles Work in partnership with other professional, health and social care organisations, trade union and voluntary sector organisations to embed these principles

Each organisation with the Herts and West Essex Integrated Care System has agreed to include this statement on their job descriptions so that staff and job applicants are aware of this commitment. Staff are expected to be supportive of these principles and to demonstrate this in everything they do at work, regardless of their role.

You are required to always demonstrate behaviours which support our commitment to equality, diversity and inclusion, as detailed below, so that our workplaces are free from harassment and/or unlawful discrimination and where diversity is actively valued and celebrated.

## **Review**

These guidelines are provided to assist in the performance of the contract but are not a firm condition of the contract. The job description will be reviewed as necessary to meet the needs of the service, in consultation with the post holder.

# Person specification

Requirements	Essential	Desirable
<p><b>Qualifications / Training</b></p> <ul style="list-style-type: none"> <li>• 1st level Registered Nurse</li> <li>• Evidence of ongoing professional development</li> <li>• Tissue Viability related post registration education or willing to work towards.</li> <li>• BSc Tissue Viability</li> </ul>	<p>Y</p> <p>Y</p>	<p>Y</p> <p>Y</p>
<p><b>Previous Experience</b></p> <ul style="list-style-type: none"> <li>• Post registration experience</li> <li>• Previous experience of audit &amp; assessing</li> <li>• Experience as a Tissue Viability Link Nurse</li> </ul>	<p>Y</p> <p>Y</p>	<p>Y</p>
<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Evidence of good communication skills both written and verbal</li> <li>• Ability to influence, manage and achieve objectives</li> <li>• Self-motivated to manage own time and study</li> <li>• Leadership and change management skills</li> </ul>	<p>Y</p> <p>Y</p> <p>Y</p>	<p>Y</p>
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Knowledge of current issues relating to the field of tissue viability</li> <li>• Computer literate</li> <li>• Audit processes</li> <li>• Knowledge of the management of acute and chronic wounds</li> <li>• Knowledge of the prevention of pressure ulcers</li> </ul>	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p>	
<p><b>Other requirements</b></p> <ul style="list-style-type: none"> <li>• Experience and evidence of engagement around equality, diversity and inclusion issues in relation to policy, service development and service delivery in respect of both services to users and the management of staff</li> <li>• Role model our Trust values every day</li> </ul>	<p>Y</p> <p>Y</p>	