

JOB DESCRIPTION

JOB TITLE:	Leg Ulcer Staff Nurse
BAND:	5
LOCATION:	Dorset Healthcare University NHS Foundation Trust
ACCOUNTABLE TO:	Leg Ulcer Co-ordinator
LINE MANAGER:	Leg Ulcer Co-ordinator
KEY RELATIONSHIPS:	Leg Ulcer Nurse Specialist and Leg Ulcer Co-ordinator, Complex Leg Ulcer Team, Patient Services, GP surgeries, Vascular and Dermatology departments.
HOURS OF WORK:	7 hours per week
JOB PURPOSE:	<p>Working with key individuals, the post holder will be responsible for:</p> <ul style="list-style-type: none">• The ongoing development of the nurse led complex leg ulcer management service.• Provide evidence based professional advice on all aspects of Leg Ulcer Management to patients and their carers.• Assess, plan, implement and evaluate evidence-based nursing care.• Deliver leg ulcer care within DHUFT, in accordance with RCN guidelines.

MAIN DUTIES AND RESPONSIBILITIES:

1. CLINICAL

- 1.1 Demonstrate evidence based clinical knowledge and skills underpinning the aetiology and management of leg ulcer patients.
- 1.2 Demonstrate principles of wound healing and wound management.
- 1.3 Competent in assessing and treating patients with chronic leg ulceration, including performing the measurement of an ankle brachial pressure index.
- 1.4 With support of Leg Ulcer Coordinator initially, assess, plan, implement and evaluate nursing care for patients with complex leg ulcers within locality nurse led complex leg ulcer management clinics.
- 1.5 Communicate effectively with patients and carers.
- 1.6 Provide advice and support to multi-professional staff, patients and carers on the aspects of leg ulcer management.

- 1.7 Act as a role model and patient advocate at all times.

2. **MANAGERIAL**

- 2.1 Accountable for own professional actions and to work unsupervised, with support of leg ulcer co-ordinator.

3. **COMMUNICATION**

- 3.1 Liaise effectively with multi-professional teams within primary and secondary care, the private sector and external agencies.
- 3.2 Utilise a range of interpersonal and communication skills.
- 3.3 Empower and support patients and their carers, in particular with regard to complex leg ulcers.

4. **BUDGETARY / FINANCIAL**

- 4.1 Promote evidence based, cost effective practice.
- 4.2 Encourage concordance of product usage in line with Trust's wound formulary.

5. **EDUCATION / TRAINING AND PERSONAL DEVELOPMENT**

- 5.1 To ensure personal knowledge, competencies and responsibilities are in line with KSF, within a Personal Development Plan.
- 5.2 Participate in clinical supervision.
- 5.3 Role as a Leg ulcer link nurse – participate in Tissue Viability Interest Group.
- 5.4 Ensure knowledge and clinical skills are kept up to date by attending relevant study days.

6. **RESEARCH AND SERVICE DEVELOPMENT**

- 6.1 Participate in research activity and clinical audit programmes in relation to Leg Ulcer Management, as agreed by the Leg Ulcer Coordinator/Lecturer Practitioner in Tissue Viability.

7. **HEALTH AND SAFETY / RISK MANAGEMENT**

- 7.1 The post holder must know and comply with responsibilities under the Health and Safety at Work Act 1974.
- 7.2 The post holder will be expected to adhere to the Trust's Risk Management procedures including the Incident Reporting and Complaints Procedure.
- 7.3 To comply with legal requirements pertaining to both patients and staff, e.g. Employment Legislation, Data Protection Act, Patient's Rights, Health and Safety at Work Act, Mental Health Act and the Children's Act.

- 7.4 To wear and maintain the uniform provided, according to the Uniform Policy.
- 7.5 To comply with the legal requirements pertaining to both patients and staff, e.g., employment legislation, Data Protection Act, patients' rights, health and Safety at Work Act. Mental Health Act and the Children's Act.

8. TERMS & CONDITIONS OF SERVICE

- 8.1 Dorset HealthCare has a range of clinical, operational, financial, health & safety, risk management, human resource, equality & diversity and other policies, procedures and guidance, copies of which can be found on the Trust Intranet or obtained from the line manager or Human Resources Department. The post holder is expected to be aware of all policies, procedures and guidance which applies to them and to observe their provisions at all times.
- 8.2 Employment in this post is subject to a Disclosure & Barring Service criminal records Disclosure. The post holder may be required to undertake a Disclosure application at any time during employment.
- 8.3 Staff are not permitted to smoke on Dorset HealthCare premises, either inside or outside, or inside Trust vehicles.
- 8.4 Staff are expected to undertake all mandatory training and refresher training appropriate to their role. This may include preventative management of violence and aggression (PMVA) and/or breakaway techniques, and cardio-pulmonary resuscitation (CPR). If in doubt as to which mandatory training applies to this post, advice should be sought from the line manager.
- 8.5 All staff who are required to handle food and drink other than for their own consumption must comply with the Food Safety and Hygiene (England) Regulations 2013.
- 8.6 Dorset HealthCare is committed to promoting the welfare of children and vulnerable adults. Staff are expected to be aware of, and comply, with their roles and responsibilities in relation to safeguarding vulnerable groups.
- 8.7 Staff are expected to observe the highest standards of care and conduct and to engage constructively with managers, colleagues, patients/service users/carers and others in the course of their duties.

9. CORE ATTRIBUTES AND BEHAVIOURS

Staff are expected to adhere to and demonstrate Dorset HealthCare's Core values and behaviours at all times.

Values

Our values underpin all that we do and provide a sense of direction to people, teams and the Trust overall.

9.1 Respect and dignity

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

9.2 Commitment to quality of care

We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.

9.3 Compassion and kindness

We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for those we serve and work alongside. We do not wait to be asked, because we care.

9.4 Improving lives

We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

9.5 Working together for patients

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

9.6 Everyone counts

We use our resources for the benefit of the whole community and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources, we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

Behaviours

Our behaviours provide a guide to how we can bring our values to life and constantly remind us that how we do things is as important as what we do and achieve.

9.7 Positive

Embracing change and feedback, utilising constructive feedback to make improvements and promoting achievements of the Trust and others.

9.8 Proactive

Challenging unacceptable behaviour, showcasing learning and innovation, actively encouraging ideas and involvement from others.

9.9 Supportive

Being attentive, encouraging and helping others, giving and receiving feedback to enable people, teams and services to develop.

9.10 Respectful

Empowering people to voice their opinion, introducing yourself and ensuring language is professional and inclusive.

9.11 Reliable and trustworthy

Being open and transparent, acknowledging errors, being honest about limitations and not over-promising.

10. CHANGES

This document represents a description of the job, and the skills, knowledge, experience and attributes required, at the date of issue.

Dorset HealthCare will periodically review this job description and person specification to ensure that it continues to meet service needs and will involve the post holder/s in the review process with the aim of reaching agreement on any reasonable changes which may be required. In the event that agreement is not achieved, Dorset HealthCare reserves the right to insist on reasonable changes following consultation with the post holder.

PERSON SPECIFICATION

Leg Ulcer Staff Nurse, Band 5 COMMUNITY SERVICES

1. Educational Requirements / Qualifications		Essential	Desirable	Assessment method
1.1	RGN	Yes		Application form/Interview
1.2	Diploma / Degree		Yes	Application form/Interview
1.3	Teaching Experience/ENB 998 or equivalent		Yes	Application form/Interview
1.4	University accredited qualification in Leg Ulcer Management		Yes	Application form/Interview
2. Skills / Experience / Knowledge Base		Essential	Desirable	Assessment method
2.1	Substantial experience in Primary Health Care – (including Leg Ulcer management)	Yes		Application form/Interview
2.2	Evidence of continuing professional development in Leg Ulcer management	Yes		Application form/Interview
2.3	Competent in assessment, doppler skills and compression bandaging skills	Yes		Application form/Interview
2.4	Ability to work as part of a nursing team and to deliver evidenced based care	Yes		Application form/Interview
2.5	Up to date knowledge of current clinical and professional issues	Yes		Application form/Interview
2.6	Tissue Viability Link Nurse within current role		Yes	Application form/Interview
2.7	Understanding of the purpose and effectiveness of audit		Yes	Application form/Interview

3. Personal qualities/attributes		Essential	Desirable	Assessment method
3.1	Excellent interpersonal and communication skills	Yes		Application form and interview
3.2	Enthusiastic and motivated	Yes		Application form and interview
3.3	Able to use own initiative.	Yes		Application form and interview
3.4	Flexible and able to prioritise time and resources	Yes		Application form and interview
4. Business travel		Essential	Desirable	Assessment method
4.1	Subject to the provisions of the Disability Discrimination Act, able to travel using own vehicle on Trust business.	Level 1		Interview
5. Additional requirements		Essential	Desirable	Assessment method
5.1	Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively.	Yes		Application Form / Interview

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.

DORSET HEALTHCARE
ORGANISATIONAL CHART

