Wound Care Nurse Specialist

Summary

The post holder will work alongside the senior Wound Care Nurse Specialist and will undertake a wide range of duties in support of the clinical lead. The individual will be expected to display leadership skills and to work collaboratively and proactively with the Lymphoedema and multidisciplinary team to meet the needs of clients. This will include being actively involved in carrying out clinical skills as directed in a shared plan of care, enabling clients, their families and carers to be involved in the prevention and management of wounds. In choosing to undertake this role the post holder will also be required to undertake other duties which will assist all other staff employed within Accelerate CIC to contribute to the operation of an efficient and effective service for the population served.

Purpose

To work as a proactive member of a highly motivated and driven team, in a variety of care settings in order to provide nursing care and therapy to clients with or at risk of developing wounds. In taking on this role the individual will be expected to embrace the philosophy and values of the organisation and to reflect this in all that is done, when offering expert advice and management to clients. The aim at all times will be to improve and promote quality of life for the client, encourage self-management and effectively and efficiently disburse NHS resources.

Title: Wound Care Nurse Specialist

Salary: Salary scale £31,000 - £42,000 (incl of high cost area supplement)

Accountable and responsible to: Wound Care Lead nurse

Hours: 37.5 hours per week Monday – Friday

Location: Mile End Hospital, Tower Hamlets community and other sites including out of area venues where specified.
Key Responsibilities

Uphold the vision and values of the company

As an employee of Accelerate CIC you will be expected to understand and espouse the philosophy and values of the organisation and at all times represent the organisation in a positive and professional way.

Communication and relationships

Effective communication holds the key to good results. In this role you will be expected to give due consideration to how you communicate with clients, their families and carers, your peer group and members of the organisation, ensuring that clear understanding is your goal at all times whatever medium of communication you may be using.

Leadership skills are inherent to your role and are an attribute which you will be expected to develop. In association with this you will need to attend and play an active role in team meetings and in client engagement, clearly articulating your observations and sharing information.

At all times confidentiality is paramount in regard to clients and their privacy and dignity; thus you will need to be sensitive to the individual needs of clients and at all times promote principles of equality, diversity and personal rights. This includes acting in a non-judgemental way and respecting the choices, culture, values and beliefs of individuals.

The company is well respected for its relationship with clients. Encouraging and reassuring clients to participate and engage with their care, to self-manage and take charge of their lives is a critical part of what we do. The personal care plan is the vehicle for agreeing goals and objectives with patients and you should be familiar with implementing this approach with clients.

Establishing effective communication systems is a core component of service planning and delivery. Liaising with community services and other members of the wider multidisciplinary team is considered essential in establishing a coherent and cohesive plan of care for clients. For this to occur, you will need to be able to participate in appropriate pathways and processes and be able to engage with a range of services to deliver agreed outcomes.

Specifically you will be expected to demonstrate

- Leadership skills
- Management of and day to day responsibility for junior staff where indicated
- Excellent role modelling to junior staff and other professionals including nurses and allied healthcare professionals
- Care and compassion in the development of therapeutic relationships with clients
- Good customer care with patients, carers, healthcare professionals and anyone you come into contact with in your professional role
- Excellent conflict management and resolution skills
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- A communication style that contributes in a meaningful way in team meetings, through effective listening skills and problem solving abilities

Standards to be demonstrated will include
- Displaying professional behaviour at all times
- Respect for others
- Being a team player
- Excellent verbal and written communication skills including robust and accurate documentation

Clinical care and therapy

In this role you will undertake the delivery of expert and evidence based clinical care and treatment under the direction and in conjunction with the senior specialist nurse. Management of patients and of a caseload will be seen as pivotal elements of your role. You will be expected to;

- Undertake the management, planning and delivery of expert and evidence based clinical care whilst giving direction and guidance to junior staff within the team
- Assess patients with simple and complex wound care needs and to plan, monitor and evaluate their care as well as initiating and following documented and agreed care plans
- You will be required to carry out skin management, compression bandaging regimens and the measuring and application of a variety of compression garments
- You will also need to utilise a range of therapy modalities and equipment as they pertain to wound management including the prevention of wound occurrence
- Assess and identify client risk status. This will take account of any changes or concerns relating to the client which includes their skin status, as well as their general condition and their environment as it relates to safeguarding issues

Clients are seen in a variety of settings. In the community you will be working autonomously as well as with the clinician involved in that persons care. In clinic settings you will be expected to work as part of a team in maintaining a high standard of care. At all times you need to ensure that infection control procedures and health and safety are adhered to. In specialist led clinics you will be working with junior staff to ensure that clinic processes are followed and that stocks of dressings, bandages and equipment are adequate.

As part of clinical care you will be expected to

- Show a passion and enthusiasm for wound care
- Show good management and organisational skills in being able to prioritise care and work in a professional and timely manner
- Demonstrate and use therapeutic knowledge and skills in the clinical care of patients and the mentorship of junior staff
- Show attention to detail and be able to assess risk
Education and training

You will be expected to be a role model for Accelerate CIC in working alongside other services in delivering safe and effective care. Transfer of knowledge and skills to generalist nurses and allied health professionals can be informal in these working relationships but you will also be expected to participate in the delivery of formalised and planned education programmes. You will need to;

- Help plan and deliver education programmes
- Become competent in using a variety of teaching techniques to include PowerPoint, workshop delivery and facilitating discussions
- Develop conference speaking skills
- Be up to date with knowledge and skills and know how to deliver information
- Be able to transfer knowledge and skills to others in order to promote optimal care and improve patient well-being

Data collection

Data capture is an essential component of ensuring that Accelerate CIC is providing quality care and delivering outcomes. Data collection requires diligence and accuracy as well as timely inputting. You will need to demonstrate

- IT literacy
- Reliability in collecting and inputting data
- Accuracy and attention to detail
- Ability to effectively supervise others in data collection

Audit, research and evaluation are important components of Accelerates work and will also be components of your role as it pertains to Accelerate’s dedication to furthering Wound Care expertise and the associated body of knowledge. As part of any project you will be required to collect data. In audits there will be an expectation that you will both participate in and be actively involved in the evolution of and gathering of data.

An understanding of the wound care patient population will be a key asset which you will be required to develop.

Governance and responsibility for resources

Good governance results in satisfied clients and that is the goal of the company every hour of every day.

Each member of staff in Accelerate CIC has a personal accountability and responsibility to ensure;
• Patient safety at all times
• That care is given in line with plans and direction
• That any incident, accident or adverse event is reported according to Accelerate’s policy and procedures
• All emergencies are dealt with promptly and appropriately

In line with good governance you will be expected to

• Maintain patient confidentiality at all times
• Record patient information accurately on any provided data management tool and ensure that company guidelines are followed at all times.
• Maintaining the security of patient identifiable data including the use of encrypted/password protected devices for storing any patient identifiable data

NHS resources are a scarce commodity and as such we have a duty of care to ensure that we respect the investment that tax payers make in funding services such as ours. In this context decisions to spend money should be demonstrably well thought through and approved by your service lead.

Personal development, health and safety

Within this role there will be opportunities for personal and professional development with seeking ways to develop knowledge and skills being an inherent expectation. As part of this growth you will be required to suggest and contribute to projects and conference submissions including poster creation. Writing for journal articles will be encouraged as a demonstration of your personal development and a commitment to advancing the body of knowledge within Wound Care.

You are expected to take ownership for your personal developmental learning needs and for your performance; this includes keeping a record of your personal development plans and activities and playing a proactive role in your objective setting and appraisal process. Revalidation requirements will need to be maintained.

Familiarity with and utilisation of the Company’s designated HR system for reporting, recording and requesting purposes is an inherent expectation.

You should be familiar with legal issues pertinent to your role and be familiar with the changing structures of health care provision that may impact on the position of the company

It is also your responsibility and duty to observe standards of health safety and security which includes adopting appropriate manual handling and infection control procedures, ensuring work areas are clean safe and free from hazards whilst reporting any potential risks.
Information governance

Accelerate CIC adheres to the principles of information governance. This involves the Data Protection Act of 1998 and any code which details the standards for information handling. Incorporated within this is confidentiality, records management, information security as well as the Freedom of Information Act 2000. Compliance with these standards is embedded within Accelerate CIC and it is expected that all employees will observe and comply with these legal requirements. Breaches of patient confidentiality are taken very seriously.

Equal opportunities

It is the aim of Accelerate CIC to promote equal opportunities for its staff and in its working with the public including clients and other agencies. Through this we intend that any person coming into contact with Accelerate CIC will not be disadvantaged on the basis of sex, race, colour, culture, nationality or ethnicity, religion or disability. Each member of Accelerate CIC will have a personal responsibility to ensure that equality and good relations are integrated throughout the organisation.

Adult and child protection

Accelerate CIC promotes a safeguarding child and adult culture. It will be the responsibility of each staff member to ensure that the risk status of all patients will be assessed for safeguarding issues. Any individual whose welfare is deemed at risk will be referred to the appropriate safeguarding team. All staff will receive the appropriate safeguarding training and required updates to ensure that they are able to identify risk and follow specified guidance.

This job description will be subject to periodic review