

## Lymphoedema Specialist [Nurse or Therapist]

### Summary of Role

Accelerate CIC is a social enterprise operating in the health sector. The organisation has a strong and determined focus on the core mission which is to impact on and make a difference to the lives of those communities we serve, these being those individuals living with lymphoedema and leg ulcers.

The role of a Specialist is to utilise their passion for their speciality and their advanced skills in the care and management of complex patients in the population we serve. The specialist will bring creative thinking to complex issues, utilising advanced skills in order to manage a variety of situations borne out of complex psychosocial and medical need. This role is primarily about bringing your growing specialist skill and knowledge to the benefit of your patient group, seeking solutions that will develop your specialist craft. Your development and collaboration within your team will act as a role model both internally and externally with our provider partners.

This grounding in your specialism will allow internal development through the gateway into the Advanced Specialist role.

**Title:** Lymphoedema Specialist

**Salary:** Salary scale £33,000 - £41,000

**Title:** Advanced Lymphoedema Specialist

**Salary:** Salary scale £41,000 - £47,000 [Gateway passed]

### Accountable and responsible to: Clinical Lead

**Hours:** 37.5 hours per week Monday – Friday. Part time or flexi working can be approved

**Location:** Centenary Wing, St Joseph's Hospice, Mare Street, London, E8 4SA plus utilising your experience at other sites as required.

### Purpose

The specialist nurse or therapist will be accountable to and provide direct support to the Clinical Lead, upholding the leadership and need for a cohesive team. This will enable effective management of team objectives whilst remaining mission focussed.

The post holder will bring a positive 'can do' mentality to this role; being a person who is creative and solution focussed is fundamental to this role and will support our ambition to provide a responsive patient centred service.. The post holder will enjoy team work and seek collaboration. Discretion and confidentiality will underpin the role alongside integrity and the ability to manage challenging situations. Being proactive and organised with excellent attention to detail is essential.

**The essential outcomes of the role are:**

1. Provide advanced skills to the patients with lymphoedema delivered in a thoughtful, creative and timely manner. Being solution focussed and collaborative are key features of this role.
2. Take responsibility for delivery of all aspects of the service under direction of the Clinical Lead; this includes the creation of efficiencies and productive working
3. Bringing critique to lymphoedema management thereby supporting creative team work to effect quality improvements
4. Providing an excellent role model for junior staff supporting their developments
5. Initiating and championing individualised care that enables people to be partners in the care, tolerate treatments and thereby improve their outcomes
6. Collaborating with the Clinical Lead to deliver Quality improvement initiatives, KPIs and internal audit

**Responsibilities and Duties**

The post holder will work under the leadership of the Clinical Lead and undertake a wide range of duties. Specifically, the role will encompass the delivery of lymphoedema assessment and management within the Accelerate Centre of Excellence and other key sites as required in the community. This will be underpinned by an advancing knowledge and you will deliver this within the multi-disciplinary team. Other core areas of work will be

- Research delivery within the Centre
- Expert advice to the Accelerate Community team for complex patients
- Support to the audit and quality improvement.

The individual will be expected to work collaboratively and proactively with all teams 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 leg ulcers and lymphoedema. 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 and the sustainability of the business.

**Key Responsibilities**

**Uphold the vision and values of the company**

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

### **Leadership and management**

In order to promote a positive team culture and working environment you will need to develop and exhibit effective leadership skills. This attribute is linked to organisational abilities and good communication skills. Specifically you will be expected to demonstrate

- Leadership skills. This will be articulated by the ability to
  - Act as a role model for other members of the team and colleagues from provider services.
  - Provide guidance through your expertise, solutions and display creative thinking
  - Demonstrate passion for your speciality
  - Present excellent role modelling to junior staff and other professionals including nurses and allied healthcare professionals
  - Listen and reflect
  - Contribute to team growth, understanding and development
- Management skills. This will be articulated by the ability to
  - Prioritise workload and manage time effectively
  - Meet deadlines and deliver required targets
  - Demonstrate evidence based decision making skills that deliver reliable, safe and consistent practice
  - Case management of patients
  - Management of and day to day responsibility for junior staff where indicated

### **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 engage 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. Within this it will be expected that you will contribute to the process of good customer care and a quality service.

In order to enhance and facilitate communication you will be expected to;

- Provide exemplary customer care. This will be articulated by
  - Care and compassion in the development of therapeutic relationships with clients
  - Effective relationship with patients, carers, healthcare professionals and anyone you come into contact with in your professional role
  - Maintaining professional boundaries
- Attend and play a lead role in participating in team and service development meetings
- Liaise with key stakeholders to facilitate partnership working and a more coherent and cohesive patient pathway. Essentially,
  - Liaise with community services and other members of the wider multidisciplinary team; feeding back discussions to the wound/Lymphoedema teams
  - Raising the profile of Accelerate pathways of care, ensuring that there is good communication inclusive of patients, with any issues being highlighted to the Clinical Lead
- A communication style that contributes in a meaningful way in team meetings, through effective listening skills and problem-solving abilities. You will be expected to play an active role in team meetings, clearly articulating your observations and sharing information.

Standards to be demonstrated will include

- Maintaining patient confidentiality at all times
- Displaying professional behaviour at all times
- Respect for others
- Being a team player through collaboration
- Demonstration of excellent conflict management and resolution skills
- Excellent verbal and written communication skills including robust and accurate documentation

### **Clinical care and therapy**

The company is well respected for its relationship with clients and commissioners. 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.

In this role you will undertake the delivery of specialist and evidence based clinical care and treatment in conjunction with the Clinical Leads or Dermatologist. Management of complex 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
- Ensure that the patient caseload is being effectively managed to ensure that patients are prioritised, reviewed in a timely manner and that the team are kept informed of patient status
- 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
- Assess patients with simple and complex care needs and to plan, monitor and evaluate their care as well as initiating and following documented and agreed care plans
- Carry out wound or chronic oedema management and compression bandaging regimens including measuring and application of a variety of compression garments
- Utilise a range of therapy modalities and equipment as they pertain to chronic oedema or lymphoedema management including prevention
- 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.

### **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 as you develop your confidence. You will need to;

- Support the identification of educational needs within the settings in which you work. Identify opportunities to develop confidence in informal education
- 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 excellent research. 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 quality improvement initiatives are essential components of Accelerates work and will also be components of your role. There is an expectation that you will both participate in and be actively involved in the evolution of and gathering of data.

An understanding of the lymphoedema patient population will be a key asset which you will be required to develop in order to move up in to advanced practice.

### **Governance and responsibility for resources**

Each member of staff of Accelerate CIC has a personal accountability and responsibility to ensure patient safety at all times, to ensure that care is given in line with plans and direction, to report incidents, accidents and any adverse events involving clients and to deal with any emergencies appropriately. It is your responsibility to convey and report any concerns to the Senior Leader on duty

### **Personal development, health and safety**

You are expected to take ownership for your personal developmental learning needs and seek support from your line manager. In line with revalidation this includes keeping a record of your personal development plans and activities and playing a proactive role in your objective setting and appraisal process incorporating reflection.

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

### **Information governance**

Accelerate CIC adheres to the principles of information governance and data protection. All employees must abide by the UK General Data Protection Regulation (UK GDPR) tailored by the Data Protection Act of 2018. 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's day to day responsibility and it is expected that all employees will observe and comply with these legal requirements.

### **Equality, diversity and inclusion**

Accelerate is committed to creating and sustaining a positive working environment for our team and for our patients. Our aim is to ensure that all our members are equally valued and that our membership is representative of our society. We believe we all stand to benefit from this diversity of thought, experience, and identity; the actions taken to be an inclusive employer will ensure that our community is well served and that Accelerate is a safe place in which to work and grow. We are clear that we do not tolerate any unacceptable behaviour, discrimination or bullying within the membership or from users of the service. Each of us has our personal responsibility for implementing equality so that all are treated with dignity and respect.

### **Duty of Candour**

Accelerate fully endorses the principles of being open and embraces the Duty of Candour. We are committed to an open and fair culture and the overall approach expected within the organisation is one of help and support rather than blame and recrimination. All staff are expected to follow this approach.

### **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**

### **The Advanced Lymphoedema Specialist role**

**To progress to the Advanced Lymphoedema Specialist role, you will need to proceed through the gateway with evidence of achievement.**

1. Advancement is not automatic.
2. Objectives for this current role and demonstration of acting at a specialist level will have been met in full
3. You will be able to demonstrate the additional qualities required in acting at Advanced Specialist level. This will include
  - Active participation in the Accelerate Academy Education portfolio, which includes the preparation, delivery and facilitation of teaching in both virtual and face to face arena's, to colleagues within and outside of the organisation
  - Demonstrating your role in quality improvement initiatives
  - Demonstration of your expert practice and the impact on colleagues (internal/external)
  - Demonstration of collaborative working to effect change and improvement in outcomes or systems
4. This evidence of achievement will be delivered through reflective practice documents. You will seek to address how you anticipate fulfilling the Advanced Specialist role and you will identify any additional support you will require.

#### **The Advanced Specialist role:**

- This is unique to Accelerate. The role is based on this Specialist Job Description with some key additions as outlined below. The Job Description is available on request.
- The salary scale is currently £41,000 - £47,000
- The Advanced role expects the post holder to contribute their skills and knowledge to developing the service delivery and the specialism
- The Advanced role enhances the specialist role without taking on managerial or more strategic duties inherent with a Clinical Lead role.



- The advanced role expects greater autonomy based on significant expertise generated in the specialist role
- The Advanced role expects education delivery internal and within the Accelerate Academy
- The Advanced role will support the development and implementation of quality improvement plans.
- The Advanced specialist will deputise for the Clinical Lead