

Lymphoedema Specialist [Nurse or Allied Health Professional / 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 £44,485 – £52,522

Accountable and responsible to: Clinical Lead

Hours: 37.5 hours per week Monday – Friday

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 AHP/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 teamwork 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 teamwork 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

Values

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 to clients with or at risk of developing wounds and lymphoedema. 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.

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 and the building of trust across the business. Collaborative working is essential. As such you will need to:

- Give due consideration to how you communicate with others ensuring that clear understanding is your goal at all times whatever medium of communication you may be using.
- Build and maintain strong working relationships that partner key stakeholders to achieve mutually agreed goal.
- Maintain confidentiality in regard to team members and clients regarding their privacy and dignity; thus you will need to be sensitive to the individual needs of clients and at all times promote principles of diversity, equity, and personal rights. This includes acting in a non-judgemental way and respecting the choices, culture, values and beliefs of individuals.

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
- Excellent verbal and written communication skills including robust and accurate documentation

Data Collection, Research and Audit

Data collection and audit is an important component of Accelerates work. All members have collection of data and audits within their workplans. This is based on the belief that an understanding of the patient population will be a key asset to all business and clinical areas. As part of this there is an expectation that you will promote the governance of all aspects within audit and data collection.

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.

Good governance results in satisfied clients and a safe working environment. In line with good governance, you will be expected to record patient information accurately on AIMS and ensure that company guidelines are followed at all times. This includes maintaining the security of patient identifiable data.

You will need to

- Be familiar with and follow Accelerates policies and procedures
- Report any incident using the correct process
- Maintain patient safety at all times

Personal Responsibility Within Development, Health and Safety

You are expected to take ownership for your personal developmental learning needs and for your performance. 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.

You should be familiar both with legal issues pertinent to your role and 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 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.

Equal Opportunities

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