

Job Description

Job Title	Grade/Salary
Lymphoedema Clinical Lead	£40,250- £43,750
Accountable to	Responsible for
Director of Nursing & Quality	Lymphoedema team

Job Purpose and Role

- To lead a nurse led service providing specialist advice and treatment regarding lymphoedema treatment and management.
- To lead the provision of skilled specialist care and expertise in lymphoedema management for all patients managed by the service across Tees Valley and North Yorkshire.
- To function effectively as an autonomous practitioner, working independently within the lymphoedema team.
- Provide education and training on the management of lymphoedema and chronic oedema to a wide range of professional staff within the Tees valley and North Yorkshire area. lymphoedema and chronic oedema.
- The ensure a high-quality coordinated service is delivered. This will require engagement with business planning, resource and budget management and reviewing clinical outcomes within the service.
- Promote, lead and participate in audit and quality improvement.

Main duties and key result areas

Responsibilities & Accountabilities	<ul style="list-style-type: none"> • Demonstrate the ability to exercise a high degree of personal and professional autonomy. • Make decisions and provide advise for patients and professionals concerning the management of lymphoedema. • To oversee the triage of patient referrals with lymphoedema including complex problems and utilise advanced clinical skills to assess patients within the context of their long-term health needs. • To plan and provide an individualised plan of care for patients with lymphoedema incorporating patient focussed goals and outcomes based on evidence-based practice. This should include the ability to provide appropriate levels of intervention for the patient in keeping with the four cornerstones of care namely skin car, exercise, compression and Manual Lymphatic Drainage (MLD). • To assess the psychological impact of lymphoedema and plan care interventions to enable patients to live well with their condition. • Lead a highly specialist lymphoedema providing advice and support to generalist nurses, care agencies and health professionals including medical staff to ensure high quality individualised patient care.
--	---

Operational Delivery	<ul style="list-style-type: none"> • To monitor and manage the waiting lists effectively, utilising team resources effectively and efficiently. • Cover other roles within the team where required. • Assess, report, and manage any risk, clinical and non-clinical, for the benefit of self, colleagues and patients, in line with the Risk Management Policy. • Be competent in the use of Email, Microsoft Office, PowerPoint, Excel and SystemOne. • Effectively organise own and the team's clinical workload in accordance with service needs and requirements. • To participate in and monitor business activity and other reports in line with Hospice and commissioners' requirements. • To ensure that all duties are performed in keeping with practice guidelines Trust and national standards and legislation
Patient/ Customer Care	<ul style="list-style-type: none"> • To establish and maintain effective relationships with patients, carers and the multi-disciplinary team to facilitate patient choice and independence. • To support self-care and health promotion as much as possible, including hospital admission avoidance where appropriate. • Provide information and advice at all stages of the patient pathway, communicating complex condition related information to patients/carers and relatives within scope of professional practice. • Actively contribute to interdisciplinary meetings, supervisory sessions, and case conferences to ensure seamless services for patients. • Provide accurate, relevant, and timely electronic care records and written communication to support ongoing oedema management. • To develop and implement patient information leaflets alongside other team members. • To deal with highly complex, sensitive, and contentious information • Liaise with other members of the professional multidisciplinary and social care teams as needed to support the management of the patients' needs as necessary
Strategic Management	<ul style="list-style-type: none"> • To have an awareness of and engagement with the strategic aims of Teesside Hospice, whilst demonstrating the ability to innovate and continuously improve the delivery of patient care and outcomes. • To support the Director of Nursing & Quality with strategic and service development, vision and direction for the tissue viability services within the Integrated Care System. • To review national guidance and best practice and recommend how this can be implemented locally. • Contribute to the gathering of required and appropriate information for the Hospice and external agencies e.g., commissioners and CQC as well as report writing and providing evidence around service delivery. • Identify the health needs of patients with lymphoedema. Chronic oedema and lipoedema within Tees Valley and North Yorkshire populations and develop strategies for prevention, treatment, self-care and maintenance of long-term care and management. • To utilise the Hospice information systems to supply statistical evidence required for resource management and clinical audit of the service
Service Development & Improvement	<ul style="list-style-type: none"> • To participate in research, clinical audit, and standard setting within the service and to monitor and review practice regularly.

	<ul style="list-style-type: none"> • Actively identify areas for service development and lead in the planning and delivery of these within the lymphoedema and wider health care team. • Attend clinical and management supervision and use reflection skills to demonstrate improvement in own clinical practice. • Positively participate in and promote clinical governance, thus ensuring the highest quality of practice is maintained, within the service. Demonstrate the use of evidence-based practice and participation in clinical audit. • Contribute to the development of clinical and management policies and procedure and to monitor and regularly review these within the service. • To embrace digital and virtual/remote care supporting systems and integrate this into caseload management strategy.
Management & Leadership	<ul style="list-style-type: none"> • To manage own time and resources effectively and delegate as appropriate. • To ensure that own clinical practice and that of line managed staff meets the required professional standards of clinical practice. • To participate within the context of the wider health care team and promote a positive working environment. • To lead and organise nurse-led clinics having regard to the workload of, and pressure on, staff taking appropriate action as necessary. • To work within the Frameworks and system that is in place for the appraisal, supervision, training, and development of the team. • Share responsibility for ensuring that team members perform effectively, efficiently, and safely taking appropriate action as necessary and reporting any issues to the Director of Nursing & Quality. • To plan and deliver training to health professionals within contract delivery areas as required. • To engage with the wider Lymphoedema Community (e.g., the British Lymphology Society). • Support the development of skills within the team and mentor more junior staff. • To deputise for the Director of Nursing & Quality as required.
Communication & Relationship Building	<ul style="list-style-type: none"> • Demonstrate discretion, dignity and respect when communicating with patients, colleagues, and other agencies. • Use tact and diplomacy to communicate complex and sensitive information when motivational negotiating empathetic and reassurance skills are needed. • Use appropriate, patient centred methods of communication including oral, written, electronic or other verbal or non-verbal methods. • Attend and contribute to meetings relevant to the speciality and communicate with other health care professionals on matters relating to the care of patients. • Liaise with acute and community trust staff, GPs and Practice Nurses regarding the management of patients. • To manage any service complaints that may arise. • Finance and Resource Management • Manage resources efficiently and ensure that they are kept within budget. To bring to the attention of the Director of Nursing & Quality any aspect of patient care that may have resource implications. • To maintain the upkeep of equipment used within the department to ensure its safe, effective, and accurate use with patients.

- Shared responsibility for service budget management, both clinical and non-clinical
- Shared responsibility for authorising and monitoring orders using Hospice financial systems and processes.
- Develop effective staffing rotas within budget

Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders
- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service

Skilled

- Having and showing the knowledge, ability or training to work well
 - Seeking opportunities to learn from a wide range of sources
 - Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

Compassionate

- *Feeling or showing kindness and concern for others*
- *Able to empathise with people who dealing with a terminal illness*
- *Being kind in use of language and behaviour*
- *Caring for others who need our support and help*

All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement
- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.

The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.

Signed

Date

Print name

Person Specification

Attribute	Detail	Essential or Desirable
Skills & Abilities	Ability to deal with highly sensitive and complex information where agreement and co-operation is required with patients, carers, colleagues and other professionals	E
	Ability to appraise complex situations and facts and take appropriate action.	E
	Ability to use own initiative and take responsibility.	E
	Computer literate	E
	Good organisational and time management skills	E
	Motivate self and others	E
	Ability to manage resources within a budget	D
Knowledge & Experience	An understanding of, or experience in cancer management and its impact on lymphoedema.	E
	Knowledge and understanding of clinical governance and the implications to their own service area.	E
	Evidence of experience in teaching and mentoring within your role	E
	Experience of cross boundary working in partnership and collaboration with health, social and voluntary sectors	E
	Expert clinical knowledge in all aspects lymphoedema management and current best practice	E
	Proven leadership and management skills in some aspect of service development.	E
	Experience of using advanced communication skills	E
	An understanding of, or experience in managing long term conditions	D
	Experience of leading change and innovation,	D
	Involved in research and Audit	D
Be able to demonstrate a high personal commitment to the development of improving patient care, e.g. participation in research, audit and education.	D	
Education & Qualifications	Registered adult nurse or allied HCP.	E
	Qualification in lymphoedema management	E
	Evidence of significant experience in lymphoedema	E

	Willingness to undertake further academic or practical study at a higher level for e.g. Master's degree	E
	Current certificate of Complex Decongestion Therapy (Foldi, Vodder, Casley-Smith, Leduc or FLG-MLD)	D
	Teaching qualification	E
	Extended non-medical prescribing qualification or willing to undertake	D
Personal Attributes/ Key skills	Ability to cope with the physical effort required to perform lymphoedema treatments.	E
	Highly Motivated	E
	Flexible	E
	Good interpersonal skills	E
	Confidence to work alone whilst supporting the rest of the team	E
Other	Willingness to uphold the Hospices values	E
	Eligible to live and work in the UK	E
	Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010)	E