

Job Description

Job Title	Grade/Salary
Lymphoedema Nurse Associate	£26,700-£27,995
Accountable to	Responsible for
Clinical Lead / Director of Nursing & Quality	N/A

Job Purpose and Role

The Nurse Associate is responsible for acquiring and maintaining competence in current lymphoedema management in accordance with the British Lymphology Society (BLS) guidelines and International Best Practice for the management of mild to moderate lymphoedema.

This will include the ability to educate patients and carers towards self-management in the cornerstones of lymphoedema management (skin care, exercise, compression, simple lymphatic drainage and kinesio tape).

The Nurse Associate will work under the direction of a Lymphoedema Practitioner providing a high standard of care for the patient and to support carers. To assist the lymphoedema clinical team development by keeping abreast of change, involving evidence-based and directives from government/organisational policies.

To work within the guidelines of the BLS and International Consensus Best Practice for the management of patients with mild to moderate lymphoedema.

To provide holistic individualised care to lymphoedema patients with chronic disease and life limiting illness.

A commitment to undertake necessary training to achieve competencies to fulfil this role is required.

- Lymphoedema theory and practice
- Palliative care course
- Complete competencies in kinesio tape application, lymphoedema compression bandaging, basic wound care and an understanding of the vascular system.

Main Duties and key result areas

General duties	<ul style="list-style-type: none"> • To become a competent practitioner in mild to moderate lymphoedema and work within BLS guidelines. To be self-aware of your limitations in knowledge and skills, to seek guidance when appropriate from Lymphoedema Practitioners. • To be aware of the current changes and influences in lymphoedema, cancer and palliative care. • Under the direction of a Lymphoedema Practitioner, provide holistic care. Assist patient and carers to make informed choices and decisions in relation to their treatment.
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- Implement the cornerstones of lymphoedema self-management, monitoring and recording the effects of these interactions through structured evaluations.
- To provide emotional and psychological support to lymphoedema patients with chronic disease and life limiting illness.
- To liaise with and provide relevant information to other members of the MDT, within Teesside Hospice and the outside wider team.
- Work collaboratively with TVN, District Nursing and Practice Nurse team. Provide support as required under the direction of the Lymphoedema Practitioner.
- Ensure all documentation and patient records are completed in a professional and timely manner.
- Manage time effectively to ensure clinic/home visits run efficiently and in a timely manner.
- Under the direction of the Lymphoedema Practitioner provide necessary care to patients with mild to moderate lymphoedema in clinics, home, care homes and GP surgeries as required. (Follow lone worker policy)
- Support Senior Lymphoedema Practitioners with patient education groups.
- Support Senior Lymphoedema Practitioners to provide education sessions to Teesside Hospice staff and wider health care professionals to highlight and educate staff on lymphoedema management.
- To participate in Clinical Governance including audit and risk management to improve practice. An allocated area of shared responsibility/practice development will be highlighted.
- Attend Clinical Supervision, clinical team meetings and lymphoedema team meetings.
- To gain an awareness of the clinic budget and KPI targets. Ensure cost effective use of resources and support senior Lymphoedema Practitioners to ensure KPI targets are achieved.
- To support all lymphoedema team including volunteers to ensure that patients receive a high standard of care and expert service.
- To ensure a high standard of patient confidentiality is maintained.
- To undertake appropriate further education that will meet both own needs and the organisation needs. To be responsible for maintaining a personal awareness of professional developments in lymphoedema, chronic illness and palliative care.
- To comply with all mandatory training and be familiar with Teesside Hospice policies and procedures.
- To ensure the promotion of safety, wellbeing and interests of patients, staff and visitors.

Delivering to our Values

Accountable

- Lead by example ensuring compliance of the Code of Conduct.
- Able to justify your actions or decisions
- Take personal responsibility for your actions

Trustworthy

- Able to be relied on as honest and truthful
- Be authentic and transparent at all times
- Respond to the needs of the business and deliver what is expected
- Maintain a professional image at all times.

Integrity

- Have a strong personal sense of integrity
- Work effectively and do the right thing
- Behave consistently in line with personal and hospice values

Ethical

- Adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships
- Avoid actions that could cause harm either directly or indirectly
- Ability to challenge unethical behaviour

Compassionate

- Use kind language and behaviour
- Feel/Show sympathy and concern for others who need our support and help

Skilled

- Seek opportunities to learn
- Ensure the support and services we offer are effective
- Update knowledge and skills, in line with legislative changes

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 *(Example for illustration purposes)*

Attribute	Detail	Essential or Desirable
Skills & Abilities	Excellent interpersonal skills.	E
	Effective written, verbal and non-verbal communication with patients, carers and all members of the multidisciplinary teams	E
	Ability to work with patients from a diverse range of religious, cultural and social backgrounds to meet their needs	E
	Flexible and adaptable to change	E
Knowledge & Experience	Ability to work effectively as a team player under appropriate supervision and as part of a multi-disciplinary team	E
	Experience of SystmOne, Microsoft word and excel	D
	Relevant experience of working in a healthcare setting	E
	Experience of working with patients with a chronic illness	E
	Experience of caring for patients with lymphoedema	D
Education & Qualifications	Registered Nurse Associate	E
	Degree	D
Personal Attributes/ Key skills	Professional approach to work	E
	Responsive and positive role model	E
	Can recognise personal limitations and refer to more appropriate colleagues when necessary	E
	Commitment to continued Professional Development through further study	E
	Strong team player as well as working on own initiative when required	E
Other	Car driver, willing to work in clinic, satellite clinics and patient's home	E
	Commitment to patient focused holistic care and willingness to advance practice	E
	Commitment to developing personal professional development	E