

Job Description

Job Title	Grade/Salary
Lymphoedema Practitioner	£32,023-£38,221
Accountable to	Responsible for
Group Director of Nursing & Quality	N/A

Job Purpose and Role

To deliver high-quality, patient-centred lymphoedema care, ensuring effective assessment, treatment planning, and ongoing management of individuals with lymphoedema and related conditions. The post holder will support optimal clinical outcomes, enhance patients' quality of life, and contribute to the development and continuous improvement of the lymphoedema service.

The Lymphoedema Practitioner is responsible for providing specialist assessment, diagnosis, and management of patients with lymphoedema. This role involves delivering evidence-based treatments, offering education and support to patients and carers, and working collaboratively with multidisciplinary teams. The practitioner will also contribute to service development, maintain accurate clinical records, and support best practice in lymphoedema care through ongoing professional development.

- To work within the guidelines of the BLS and International Consensus Best Practice for the management of patients with lymphoedema.
- To provide holistic and individualised care to lymphoedema patients with chronic disease and life limiting illness.
- A commitment to undertake the necessary training to achieve competencies to fulfil this role is required.
 - Lymphoedema theory and practice
 - Palliative care course
 - Mentoring qualifications
 - Complete competencies in Kinesio tape applications, lymphoedema compression bandaging, vascular assessment including doppler assessment and wound care.



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Main Duties and key result areas

General duties

- To become a competent practitioner and work within BLS guidelines. To be self-aware of your limitations in knowledge and skills, to seek guidance when appropriate from the senior members of the lymphoedema team.
- To be aware of the current changes and influences in lymphoedema, cancer and palliative care.
- To assess new patients presenting with mild/moderate lymphoedema which is non-complex.
- Assist patients and carers to make informed choices and decisions in relation to their treatment.
- To implement the cornerstones of lymphoedema self-management, monitoring and recording the effects of these interventions through structured evaluation.
- 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 and provide support for TVN, district nursing and practice nursing teams.
- To ensure all documentation and patient records are completed in a professional and timely manner.
- Provide necessary letters to the referring health care professional.
- Manage time effectively to ensure clinic/home visits run efficiently in a timely manner.
- Provide necessary care to patients in clinics, care homes, own homes and GP surgeries as required following the lone worker policy.
- Work with the Senior Lymphoedema Practitioners to provide education and support groups to patients.
- Work with the 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.



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- 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.
- Be willing to work towards Lymphoedema Advanced Practitioner.
- Attend and participate in an annual appraisal and regular reviews of performance and objectives, identifying gaps in knowledge/skills and developing a plan to enhance service and self-development.
- 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.
- To encourage and promote the philosophy of Teesside Hospice and present a good public image, to co-operate with all staff in maintaining good relationships with outside agencies in order to uphold the charity's image and to win increased support for its work.
- To be aware of the adult and child protection procedures and policy within Teesside Hospice, to attend all safeguarding training and to adhere to the Local Safeguarding Procedures at all times.
- To support student nurses during their placement at Teesside Hospice and work alongside them as directed by the registered nurse.

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*



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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.
- Fulfil obligations in relation to safeguarding, namely: recognising possible abuse, including knowing what abuse is, what to look out for, and how to be vigilant at all times. Respond quickly and appropriately to possible concerns. Sometimes a concern is obvious, sometimes it is not. Report my concerns to the appropriate person to ensure that me and my organisation does everything possible to keep our patients and people safe and supported and record my observations and concerns, including the actions I and others have (or haven't) taken.

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	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
Knowledge & Experience	Understanding of the principles of lymphoedema management	D
	Strong interpersonal skills and relationship management	E
	Communication and counselling	D
	Experience of caring for patients with life limiting illness (cancer and non-cancer diagnosis)	D
	Experience of caring for patients with lymphoedema	D
	Experience of working with patients with a chronic illness	E
Education & Qualifications	Education to include min GCSE pass in Maths and English (or the equivalent)	E
	Registered Nurse, Radiographer, Occupational therapist, Physiotherapist, Registered Operating Department Practitioner (or working towards)	E
	Healthcare degree	E
	Teaching certificate	D
	Palliative care course	D
Personal Attributes/ Key skills	Multidisciplinary team working	E
	Ability to work in a busy environment	E
	Ability to work autonomously	E
Other	A commitment to patient focused holistic care and willingness to advance practice	E
	A commitment to developing personal professional development and lifelong learning	E
	Ability to independently travel to patient homes, satellite clinics across area covered	E



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