

Deskrizzjoni tal-Kariga

1 Identifikazzjoni tal-Kariga

Grad: Practice Nurse

Titlu: Practice Nurse – Tissue Viability

Skala: 6

Tirraporta lil: Chief Nursing Manager u/jew lid-delegat tiegħu.

2 Sommarju tal-Kariga

Il-persuna fil-kariga se tikkontribwixxi għall-iżvilupp u ż-żamma ta' Servizz effiċjenti ta' Tissue Viability filwaqt li tippromwovi l-eċċellenza klinika fil-prevenzjoni u l-immaniġġjar tal-feriti fl-SVP. Hi se tkun responsabbli għal: (a) l-iżviluppi fil-mod kif tinghata l-kura tal-infermiera fil-kuntesti rispettivi, (b) l-edukazzjoni, it-taħriġ u l-mentorship tal-istaff, (c) l-edukazzjoni tal-pazjenti u dawk li jieħdu ħsieb tagħhom dwar il-prevenzjoni u l-immaniġġjar tal-feriti, u (d) inizjattivi ta' riċerka fil-kuntesti rispettivi. Hi se jkollha rwol ewlieni fil-provvista ta' edukazzjoni, pariri u appoġġ lill-professjonisti tal-kura tas-saħħa dwar l-aspetti kollha tat-Tissue Viability.

3 Rwoli Ewlenin u Responsabbiltajiet

Il-Practice nurse (Tissue Viability) trid:

- 3.1 Tkun membru attiv tat-tim professjonali interdixxiplinari u taħdem f'kollaborazzjoni mal-professjonisti kollha tal-kura tas-saħħa fil-kuntesti rispettivi sabiex jiġi żgurat servizz kontinwu u effiċjenti.
- 3.2 Tikkontribwixxi għall-funzjonament bla xkiel u għall-iżvilupp kontinwu tas-Servizz tat-Tissue Viability biex jintlaqgħu l-ħtiġijiet futuri tal-popolazzjoni lokali.
- 3.3 Taċċetta u ssegwi referti tal-pazjenti sabiex tassessja u tagħti pariri dwar il-prevenzjoni ta' pressure ulcers u l-immaniġġjar tal-feriti fl-ambjent kliniku.
- 3.4 Tassessja u talloka tagħmir ta' pressure relief lir-residenti fl-SVP wara li ssir l-assessment meħtieġ.
- 3.5 Tipprovdi assessment holistiku tal-bżonnijiet u tfassal pjan ta' kura personalizzat li jindirizza l-ħtiġijiet tal-pazjenti bi problemi ta' vijabbiltà tat-tessut f'kollaborazzjoni mat-tim interdixxiplinari.
- 3.6 Tirreferi pazjenti lil professjonisti u servizzi oħra tal-kura tas-saħħa meta jkun meħtieġ.
- 3.7 Tagħti kura klinika u trattament ta' feriti li jeħtieġu għarfien u ħiliet speċjalistiċi.
- 3.8 Tkun punt ta' kuntatt, tagħti pariri u tipprovdi appoġġ psikoloġiku lill-pazjenti u lil dawk li jieħdu ħsiebhom.
- 3.9 Tipprovdi edukazzjoni meħtieġa biex isaħħah lill-pazjenti biex jgħixu stil ta' hajja b'saħħitha, jagħrfu jieħdu ħsieb tagħhom infushom u jagħrfu sinjali bikrin ta' deterjorament.

- 3.10** Tikkollabora u tipprovdi handover dettaljat biex tiġi żgurata l-kontinwità tal-kura.
- 3.11** Iżżomm u tiżgura dokumentazzjoni preċiża u dettaljata tal-kura kollha pprovduta u tal-progress tal-pazjenti.
- 3.12** Tikkollabora u tikkomunika mal-membri tat-tim interdixxiplinari, b'mod partikolari mal-istaff tal-ward u mat-tim tal-Infection Control, sabiex jiġi żgurat servizz mill-aħjar.
- 3.13** Tagħixxi bħala riżorsa, mudell ta' prattika u punt ta' kuntatt aċċessibbli dwar kwistjonijiet ta' tissue viability għall-istaff tal-ward, studenti u professjonisti oħra tal-kura tas-saħħa.
- 3.14** Tagħixxi bħala mentor u tipprovdi appoġġ lill-istudenti pre u post-registrazzjoni waqt li jkunu qed jitgħallmu ħiliet godda u japplikaw għarfien ġdid fil-qasam tat-tissue viability.
- 3.15** Tevalwa l-bżonnijiet ta' taħriġ tal-organizzazzjoni tal-kura tas-saħħa u tiżviluppa sessjonijiet ta' informazzjoni, korsijiet, konferenzi u materjal adattat għall-istaff tal-isptar.
- 3.16** Tikkontribwixxi għall-iżvilupp u t-tixrid ta' linji gwida, policies u pathways ta' kura relatati mat-tissue viability.
- 3.17** Tagħti pariri u appoġġ lin-nursing managers u lill-istaff tal-ward fl-implimentazzjoni tal-policies maqbula.
- 3.18** Tirrevedi u tagħti pariri dwar l-effiċjenza u l-użu cost-effettive ta' prodotti godda għall-kura tal-feriti, tagħmir li hu pressure relieving u provvisti oħra ta' trattament, filwaqt li tiffaċilita l-implimentazzjoni tagħhom.
- 3.19** Tibqa' aġġornata dwar żviluppi godda u iżżomm standards għoljin ta' kompetenza klinika permezz ta' taħriġ kontinwu, awto-edukazzjoni u korsijiet.
- 3.20** Torganizza u tipparteċipa f'kampanji edukattivi biex jizzied l-għarfien dwar il-prevenzjoni, il-konoxxenza u l-aderenza għat-trattament u l-kura relatati mat-tissue viability.
- 3.21** Tipparteċipa u twettaq riċerka relatata mat-tissue viability u thegħġegħ l-implimentazzjoni ta' prattika bbażata fuq l-evidenza.
- 3.22** Timplimenta programmi ta' verifika biex tiżgura ż-żamma tal-Istandards tas-Servizz tas-Saħħa jew kwalunkwe inizjattiva ta' titjib fil-kwalità kif meħtieġ u tidentifika oqsma ta' titjib sabiex tissaħħaħ il-kura tal-pazjenti u s-Servizz tat-Tissue Viability fl-SVP.
- 3.23** Iżżomm livell għoli ta' standards personali u professjonali kif ukoll ta' kondotta.
- 3.24** Tikkommetti ruħha għall-iżvilupp professjonali kontinwu (CPD), inkluż li tattendi għal taħriġ rilevanti, iżżomm ruħha aġġornata b'riċerka u r-riflessjoni fuq il-prattika.
- 3.25** Tagħmel użu tas-sistemi tat-Teknoloġija tal-Informattika li jkunu qed jithaddmu f'kull entità rispettiva.
- 3.26** Kwalunkwe doveri oħra skont l-eżiġenzi tas-Servizz Pubbliku kif diretta mis-Segretarju Permanenti Principali jew mid-Direttur għas-Servizz tal-Infermiera u Qwiebel – Ministeru għas-Saħħa u l-Anzjanità Attiva.

Kompetenzi meħtieġa

4. Tmexxija

Min jikkupa l-kariga jrid:

- Ikun viżibbli, aċċessibbli, avviċinabbli u assertiv.
- Ikun jaf jibni relazzjonijiet professjonali effettivi, jimmotiva u jmexxi l-innovazzjoni u l-għarfien espert fil-qasam kliniku.
- Ikun jaf jinforma t-tim interdixxiplinarju permezz ta' komunikazzjoni effettiva u jkun jaf jindirizza sfidi u konflitti.
- Ikun jaf jieħu l-kritika u l-feedback b'mod kostruttiv.
- Ikun jaf jimmaniġġja l-bidla
- Jiżviluppa u jsostni livelli ta' eżekuzzjoni tal-kura mill-aħjar.
- Jassigura li l-policies, protokollu u l-proċeduri stabbiliti mill-awtoritajiet rispettivi jkunu osservati.

5 Riċerka

Min jikkupa l-kariga jrid:

- Ikun kapaċi jidentifika l-ħtieġa għal attività ta' riċerka
- Ikun jaf jiżviluppa inizjattivi ta' riċerka.
- Ikun jaf jagħraf kif jassigura riżorsi (Riżorsi umani u finanzjar) għall-eżekuzzjoni ta' inizjattivi ta' riċerka.
- Ikun jaf imexxi u jirrapporta r-riżultati tar-riċerka.
- Jinvolvi l-għajnuna tat-tim interdixxiplinarju u l-awtoritajiet rispettivi fl-inizjattivi indikati tar-riċerka.

6 Żvilupp tal-Istaff

Min jikkupa l-kariga jrid:

- Jagħraf il-ħtieġa għat-taħriġ / edukazzjoni u opportunitajiet ta' mentorship fost il-membri tal-istaff taħt ir-responsabbiltà tiegħu.
- Jiżviluppa l-opportunitajiet rilevanti skont il-ħtieġa u jassigura r-riżorsi neċessarji bħall-finanzjament u r-riżorsi umani eċċ.
- Jassigura l-involviment effettiv u effiċjenti u l-partecipazzjoni tal-opportunitajiet rispettivi.
- Isegwi l-eżitu ta' tali opportunitajiet.
- Jassigura s-sapport tal-awtoritajiet rispettivi u jirrapporta regolarment lil tali awtoritajiet.

7 Kunfidenzjalità

- Min jikkupa l-kariga hu mitlub li jirrispetta u jzomm il-kunfidenzjalità f'kull materja relatata mad-dijanjosi u l-kura tal-pazjenti, lill-membri individwali tal-istaff u lill-organizzazzjoni.

8 Protezzjoni tad-Data

- Min jokkupa l-kariga jrid jimxi mal-Att dwar il-Protezzjoni u l-Privatezza tad-Data

9 Saħħa u Sigurtà

- Min jokkupa l-kariga jrid josserva r-regolamenti kollha tas-Saħħa u s-Sigurtà kif miżmuma mill-awtoritajiet rispettivi f'kull kuntest.

10 Prevenzjoni u Kontroll ta' Infezzjoni

- Min jokkupa l-kariga huwa meħtieġ josserva u jimxi mal-politiki ta' kontroll ta' infezzjoni kif preskritti mill-awtoritajiet rispettivi f'kull kuntest.

11 Policies, Protokolli u Proċeduri oħra

- Min jokkupa l-kariga hu mitlub li jaderixxi mal-policies, protokolli u proċeduri kif miżmuma mill-awtoritajiet rispettivi f'kull kuntest.

12 Speċifikazzjonijiet tal-Persuna

Il-persuna fil-kariga għandu jkollha l-għarfien u l-kompetenzi li ġejjin:

- Fehim tajjeb tal-anatomija u l-fiżjoloġija tas-sistema vaskulari u ċirkolatorja.
- Għarfien tajjeb fid-dermatoloġija, fil-kundizzjonijiet u fil-fatturi li jżidu r-riskju tal-formazzjoni tal-feriti u/jew li jaffettwaw il-fejqan tal-feriti.
- Turi għarfien tajjeb dwar l-avvanzi kurrenti fil-ġestjoni tal-feriti, tal-pressure ulcers u tal-ulċeri fir-riglejn, kif ukoll dwar il-miżuri preventivi biex tiġi evitata l-ħsara fil-ġilda.
- Għarfien tajjeb tal-prinċipji fundamentali tal-kontroll tal-infezzjonijiet u l-abbiltà li tiżgura li dawn jiġu osservati fl-ambjent kliniku.
- Turi kompetenza u esperjenza fil-ġestjoni ta' feriti kumplessi.
- Abbiltà li taħdem fuq l-inizjattiva tagħha stess u bħala parti minn tim.
- Hiliet eċċellenti ta' komunikazzjoni u relazzjonijiet interpersonali.
- Abbiltà li timmotiva u tispira individwi u gruppi.
- Turi etika tajba tax-xogħol u jżomm standards xierqa ta' kondotta.
- Abbiltà li jipprijoritizza sitwazzjonijiet.
- Tagħraf il-limiti tal-kompetenza tiegħu u tal-fruntieri professjonali u jagħmel referenzi xierqa lil speċjalisti oħra.
- Turi hiliet eċċellenti fil-kitba, fl-użu tal-kompjuter, fil-ġestjoni tal-ħin u fil-preżentazzjoni, b'flessibbiltà biex jiġu sodisfatt firxa wiesgħa ta' htigijiet tas-servizz.
- Fehim u impenn lejn l-opportunitajiet indaqs u l-kura tal-klijent.
- Persuna li tipprovdi informazzjoni.
- Riċerkatur / Tagħmel verifiki
- Persuna motivata u kapaċi taħdem b'mod flessibbli fl-isptar u f'ambjenti oħra, f'kollaborazzjoni ma' professjonisti differenti.

Post Description

1 Post Identification

Grade: Practice Nurse

Title: Practice Nurse – Tissue Viability

Scale: 6

Accountable to: Chief Nursing Manager or his/her delegate.

The post holder will contribute to the development and maintenance of an efficient Tissue Viability Service whilst promoting clinical excellence in the prevention and management of wounds at SVP. S/he will be responsible for; (a) the developments in nursing care delivery in the respective contexts, (b) education, training and mentorship of staff, and (c) education of patients and their informal carers on the prevention and management of wounds and, (d) research initiatives across the respective contexts. S/he will take a leading role in providing education, advise and support to health care professionals on all aspects of Tissue Viability.

3 Main Tasks, Duties and Responsibilities

The Practice nurse (Tissue Viability) must:

- 3.1 Be an active member of the interdisciplinary professional team and work in collaboration with all health care professionals in the respective contexts to ensure a seamless service.
- 3.2 Contribute to the smooth running and ongoing development of the Tissue Viability Service to meet future needs of the local population.
- 3.3 Accept and follow patient referrals to carry out assessments and give advice on pressure ulcer prevention and wound management in the clinical area.
- 3.4 Assess and allocate pressure relief equipment to residents at SVP after an assessment is carried out.
- 3.5 Provide a holistic needs assessment and devise an individualised health care plan addressing the needs of patients with tissue viability problems in collaboration with the interdisciplinary team
- 3.6 Refer patients to other health care professionals and services as necessary.
- 3.7 Carry out clinical care and treatment of wounds requiring specialist knowledge and skills.
- 3.8 Be a point of contact, give advice and psychological support to patients and their informal carers.
- 3.9 Provide adequate education and empower patients to live a healthy lifestyle, self-care and recognise early signs of deterioration.

- 3.10** Liaise and give detailed handover information as to ensure continuity of care.
- 3.11** Maintains and ensures accurate and detailed documentation of all care provided and patients' progress.
- 3.12** Collaborate and communicate with members of the interdisciplinary team especially with ward staff, and Infection control team to ensure provision of an optimum level of service.
- 3.13** Act as a resource, role model and an accessible point of contact on tissue viability issues to ward staff, students and other health care professionals.
- 3.14** Act as a mentor and provide support to pre and post registration students when learning new skills and applying new knowledge in the area of tissue viability.
- 3.15** Evaluate the training needs of the healthcare organisation and develop appropriate information sessions, courses, conferences and material for hospital staff.
- 3.16** Contribute to the development and dissemination of guidelines, policies and care pathways in relation to tissue viability.
- 3.17** Advice and support nursing managers and ward staff in the implementation of agreed policies.
- 3.18** Review and advise on the efficiency and cost-effective use of new wound care products, pressure relieving equipment and other treatment supplies whilst facilitating their implementation.
- 3.19** Keep abreast with new developments and maintain high standards of clinical competence through continuous training, self-education and courses.
- 3.20** Organise and participate in educational campaigns to increase awareness on prevention, knowledge and adherence to treatment and care in relation to tissue viability.
- 3.21** Participate and carry out research in relation to tissue viability and encourage the implementation of evidence-based practice.
- 3.22** Implement audit programmes to ensure the maintenance of Health Service Standards or any quality improvement initiatives as necessary and identify areas for improvement so as to enhance patient care and tissue viability service at SVP.
- 3.23** Maintain high personal and professional standards and conduct.
- 3.24** Engage in continuous professional development (CPD), including attending relevant training, staying updated with research, and reflecting on practice.
- 3.25** Use of the Information Technology systems which may be in operation within the respective entity.
- 3.26** Any other duties according to the exigencies of the Public Service as directed by the Principal Permanent Secretary or Director Nursing and Midwifery Services - Ministry of Health and Active Ageing.

Competencies Required

4 Leadership

- The post holder should be:
- Visible, accessible, approachable and assertive.
- Able to build effective professional relationships, motivate and lead innovation and expertise in the clinical area.

- Able to inform the multidisciplinary team and the patients, through effective communication and to address challenges and conflicts.
- Accept criticism and feedback constructively.
- Manage change.
- Develop and maintain optimal levels of care delivery.
- Respect and ensure that all policies, protocols and procedures determined by respective authorities are adhered to.

5 Research

The post holder should:

- Be able to identify the need for research activity.
- Be able to develop research initiatives.
- Have the potential to secure resources (Human resources and finances) for carrying out indicated research initiatives.
- Have the ability to disseminate and report research outcomes accordingly.
- Engage the support of the interdisciplinary team and respective authorities towards indicated research initiatives.

6 Staff Development

The post holder should be able to:

- Identify the need to for training/ education/ mentorship opportunities across staff accountable to oneself.
- Develop relevant opportunities accordingly, and secure resources (HR, finances etc) accordingly.
- Secure the effective and efficient uptake and participation of the respective opportunities.
- Monitor the outcomes of such opportunities.
- Ensure support by respective authorities and report accordingly to such authorities.

7 Confidentiality

- The post holder is required to respect and maintain confidentiality in all matters relating to the diagnosis and treatment of patients, to the individual members of staff, and to the organisation.

8 Data Protection

- The post holder is to abide by the Data Protection Act.

9 Health and Safety

- The post holder is to uphold all Health and safety regulations held by the respective authorities in the contexts.

10 Infection Prevention and Control

- The post holder is required to observe and comply with the Infection Control Policies held by the respective authorities in the contexts.

11 Other Policies, Protocols and Procedures

- The post holder is required to abide by all policies, protocols and procedures held by the respective authorities in the contexts.

12 Person Specifications

The Post holder should have the following knowledge and competencies:

- A good understanding of the vascular and circulatory anatomy and physiology.
- Good knowledge on dermatology, conditions and factors that increase predisposition for wound formation and/or affect wound healing
- Demonstrates good knowledge of current advances in wound management, pressure ulcers and leg ulcer care and preventive measure to avoid skin damage.
- Good knowledge of the core infection control principles and ability to ensure that these are adhered to in the clinical area.
- Demonstrates competence and experience in managing complex wounds.
- Ability to work on own initiative and as part of a team.
- Excellent communication and interpersonal skills.
- The ability to motivate and inspire individuals and groups.
- Demonstrates sound work ethics and maintains standard of conduct.
- Ability to prioritise situation.
- Recognise the limitations of own competency and professional boundaries and make appropriate referrals to other specialists.
- Demonstrate excellent written, computer, time management and presentation skills with flexibility to meet a wide range of service needs.
- An understanding and commitment to equal opportunities and customer care.
- Information giver
- Researcher / Conducts audits

- Motivated and able to work flexibly within hospital and in other settings in liaison with different professionals.