**Lymphoedema Practitioner**

**Post holder: TBC**

**Area of Work: Lymphoedema Clinic**

**Responsible to:**  **Lymphoedema Clinical Nurse Specialist**

**Accountable to: Director of Care**

## **Mission**

**“TO OFFER THE BEST CARE SO THAT PEOPLE IN OUR COMMUNITY AFFECTED BY PROGRESSIVE ILLNESSES CAN LIVE THEIR LIVES TO THE FULL”**

#### Department Objectives

The purpose of the Lymphoedema Clinic is to provide high quality care which is responsive to the needs of patients with lymphoedema.

**Role Objective:**

The Lymphoedema Practitioner will work with the Lymphoedema Team and will assist in shaping the future delivery of lymphoedema services across mid Staffordshire.

They will undertake the clinical assessment, supervised diagnosis, planning, implementation and treatment of patients with lymphoedema/chronic oedema and evaluate individualised programmes of care for patients with mild to moderate oedema, and patients with complex lymphoedema/chronic oedema.

They will support and guide patients, carer’s, relatives and fellow health care professionals with fundamental components of lymphoedema management and will be confident and competent in providing information, advice and psychological support.

They will be required to take responsibility for prioritising their own workload and caseload along with identifying and reporting areas of risk management concern.

The post holder will support the Lymphoedema Clinical Nurse Specialist and team in all aspects of service delivery, development and training and play an active role in the implementation of standards and associated national and organisational guidelines.

#### Function and Responsibilities

**Specific Objectives**

1. To work in accordance with the NMC code of professional conduct or equivalent professional body.
2. To support the Lymphoedema Team in all aspects of service design and development.
3. To supervise team members of a lower band and administration staff in absence of the team manager.
4. To facilitate the professional development of junior staff through preceptorship, mentoring, coaching, appraisal and training needs analysis.
5. To assisting in the development of a clinic that reflects the values and beliefs of Katharine House Hospice by creating a tolerant, nurturing environment that acknowledges individual differences and needs.
6. To provide treatments commensurate with their knowledge and skills in the Lymphoedema Clinic.

**Key Tasks and Responsibilities**

1. The Lymphoedema Practitioner will be responsible and accountable for the direct delivery of a clinical caseload in either a clinic setting or the community.
2. Undertake holistic assessments of lymphoedema patients using up to date knowledge and skills- including limb volume measurements and interpretation of results in planning care.
3. Plan, implement and evaluate care always ensuring patient safety.
4. Ensure patient/carers are provided with relevant written information regarding their plan of care.
5. Work flexibly with other team members to provide co-ordinated holistic care.
6. Provide clinical care that is evidence-based and appropriate to the needs of the patient
7. Refer to other professionals for any specialist support that the patient may require as appropriate
8. Promote patient autonomy through education and support so that an individual can make informed decisions about their care
9. Act as the support and contact for individual patient care management between other agencies
10. Communicate effectively and support clients and their carers at times of immense stress following diagnosis of lymphoedema. Demonstrating sound empathic interpersonal and communication skills in dealing with patients and carers through the patient pathway
11. Participate in programmes of Risk Reduction in Lymphoedema and Health Promotion work
12. Assist in the process of stock and budget control- including ordering
13. Support the community teams in achieving clinical competency development in the management of patients with lymphoedema

### Other Tasks and Responsibilities

In order to meet the objectives, the post holder will have responsibilities in four main areas of work as follows:

1. Clinical
2. Managerial
3. Education and Research
4. Personnel

Within these areas specific responsibility will be as follows:

**1. Clinical**

The Lymphoedema Practitioner with the support of the Lymphoedema Clinical Nurse Specialist and team will develop skills to:

* + 1. Triage patients with undiagnosed cause for their oedema onto the caseload
    2. Make a differential diagnosis
    3. Assess, treat, and evaluate lymphoedema/lipoedema
    4. Assess the impact of oedema on patients
    5. Assimilate and interpret clinical findings to make appropriate decisions in relationship to lymphoedema/chronic oedema
    6. Set appropriate treatment goals
    7. Assess the condition of skin and subcutaneous tissues
    8. Accurately measure limb volume
    9. Assess the degree and extent of limb or body shape distortion
    10. Assess the degree and extent of oedema using a standardised staging tool e.g., International Lymphology Society and Lipoedema Classification
    11. Assess the degree and extent of limb or body functionality and to determine the implications for management
    12. Identify any factors which may affect treatment outcomes
    13. Assess the level of patient pain using a pain scoring tool
    14. Have the competence, dexterity, and ability to use specialist equipment and materials e.g., Low Level Light Laser, Lymphassist, LymCalc, Lymphflow advance, hivamat, Moisture Meter Measurement, and Lymph Taping
    15. Provide intervention for patients requiring intensive**,** modified, transitional, and palliative care
    16. Perform manual lymphatic drainage as part of a planned treatment regime
    17. Teach simple lymphatic drainage to patients and carers if required
    18. Implement skin care measures to prevent infection and maintain integrity of the patient’s skin
    19. Implement and monitor agreed protocols developed for rapid and effective treatment of acute inflammatory episodes/cellulitis to include prevention of recurrent episodes
    20. Manage skin complications e.g., lymphorrhoea
    21. Manage specific problems e.g., head and neck and midline lymphoedema
    22. Measure, select, and apply appropriate containment garments
    23. Apply all types of lymphoedema bandaging
    24. Use intermittent pneumatic compression pumps e.g., Lymph Assist, Lymphflow advance and Hydroven 3
    25. Teach appropriate exercise and movement regimes e.g., PhysioTools
    26. Support and/or elevate limbs with appropriate tools

The above skills will be clinically accountable to the Clinical Nurse Specialist

**2. Management**

* Manage own workload, ensuring high standard of patient care delivery with the support of Lymphoedema Team as required
* Maintain accurate records in accordance with organisation and NMC guidelines or equivalent professional body.
* Ensure correct implementation and adherence to Organisational Policies, Standard Operation Procedures, and guidelines.
* Ensure resources are used effectively and efficiently.
* Contribute to clinical audits and suggest areas for evaluation, develop action plans for evaluation and monitoring
* Develop own management skills and identify gaps.
* Maintain an effective working relationship with other members of the patient care team.
* Develop and lead on any aspect of lymphoedema management in agreement and collaboration with Lymphoedema Clinical Nurse Specialist.
* Contribute to research as requested.
* Be confident and competent to actively participate with and fulfil all data collection requirements.
* Ensure that any incidents, accidents, complaints or other undue occurrences are dealt with in accordance with hospice policy
* Demonstrate the ability to manage small meetings e.g. case conference

**3. Education and Research**

* Maintain own CPD in relation to knowledge of Lymphoedema research and developments
* Act as a role model and provide mentorship to Junior Staff and those undergoing training
* Be proactive in teaching service users techniques to self-manage their lymphoedema
* Provide advice, guidance to other professionals within the scope of your knowledge, skill, and experience
* Support the Lymphoedema Clinical Nurse Specialist and team in the delivery of teaching programs
* Be prepared to undertake further training if necessary, in relevant areas related to lymphoedema and keep up to date qualification review requirements.

**4. Personnel**

* Take all measures to ensure the safety and welfare of all patients and staff, having due regard to the Health and Safety at Work Act.
* Develop and empower all members of the team to perform to high standards and innovate.
* Ensure supportive staff management arrangements are in place and carry out personal development reviews for direct reports
* Develop staff knowledge and skills to promote equality and diversity
* Help create and maintain a learning environment for all levels of staff
* Promote the use of reflective practice in others.
* Participate in the planning and delivery of induction, in-house training and education programmes.
* Deliver evidence based care and evaluate research for practice
* Attend annual statutory updates as required and Katharine House Hospice annual mandatory updates.
* Participate in continuing education and other activities to promote own professional growth.
* Demonstrate an understanding and implementation of clinical governance.
* Recognise stress in self and others and seek support as required

#### Key Working Relationships

Nursing and Care staff

Members of the Multi-professional team

Community Teams

Tissue Viability Team

General Practitioners

Advanced Nurse Practitioners

Palliative Care Nurse Specialists

In Patient Staff

Day Therapies staff

Volunteers

Other members of the Lymphoedema Team

#### Key Competencies and Skills Requirements

**Personal Qualities**

Assertive

Creative

Influencing (one to one, small group)

Supportive

**Competencies:**

To be able to meet the Katharine House Hospice competencies

**Confidentiality:**

To ensure confidentiality is maintained on all matters pertaining to patients, staff and organisation in accordance with the Hospice’s Confidentiality Policy

**Personal Development**

Katharine House Hospice will support the continuous development of the post holder who is expected to be proactive in ensuring their own clinical supervision and identifying their own developmental needs.

**Transport**

The post holder must hold a valid UK driving licence and have the regular use of a vehicle with appropriate insurance. Travel may occasionally be a requirement of the post. Mileage will be reimbursed at the current hospice rate.

**Health and Safety**

All employees have a responsibility to abide by the safety practices and codes authorised by Katharine House Hospice. They have an equal responsibility with management for maintaining safe working practices.

**Accuracy of Data**

The accuracy of service user information is paramount regardless of its format (hard copy or electronic).  All staff collecting and processing sensitive client information should be suitably trained to do so.  All such data should be monitored for accuracy and reconciled between the user record and data held on systems that support the provision of care, any errors or omissions should be identified and corrected.  Such activity should be undertaken under the guidance of the Director of Care.

**Infection Prevention and Control:**

In accordance with the Health and Social Care Act 2008, the post holder will actively participate in the prevention and control of infection within the capacity of their role. The Act requires the post holder to attend infection prevention and control training on induction and at regular updates and to take responsibility for the practical application of the training in the course of their work. Infection prevention and control must be included in any personal development plan or appraisal.

**Smoking**

The hospice has a no smoking policy. All hospice premises are considered No Smoking Zones

**Shift Working**

The post holder will be expected to work primarily Monday – Friday during the hours that department team operates which may include Bank and Public Holidays to fulfil the needs of the Service.

This job description is not exhaustive, and the employee may be asked to undertake other duties commensurate with the role. This job description is subject to periodic revision following discussions with the post-holder.

**This post requires the individual to consent to an enhanced disclosure by the Disclosure and Barring Service.**

**KATHARINE HOUSE HOSPICE**

**PERSON SPECIFICATION**

# Lymphoedema Practitioner

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| ***Qualifications***   * Registered Nurse (adult or mental health) or Allied Health Professional registered with the HCPC * Recognised qualification in the management of mild and complex lymphoedema * Recognised qualification in Manual Lymphatic Drainage * Degree in relevant subject |    |    |
| ***Experience & Knowledge***   * 2 years’ post registration experience * 1 years’ experience in lymphoedema care and management * Experience in specialist palliative care setting |  |    |
| ***Skills and attributes***   * Demonstrable clinical skills in palliative care * Demonstrable ability to make clinical decisions * Demonstrable people management skills * Decision making * Demonstrable skills in prioritisation of patient need * Demonstrable clinical leadership * Expanding skills and knowledge of others * Team Player * Understanding of current issues and initiatives relating to palliative care * IT Skills * Conflict & problem-solving skills * Initiating and managing change |              |          |
| ***Other***   * Excellent communication skills, both written & verbal * Flexible attitude * Assertive nature * Well organised * Confident * Non-judgemental * Good sense of humour * Self-aware * Enthusiastic * ‘Can-do’ approach |                    |  |