

JOB DESCRIPTION

Job Details:	
Job Title:	Trainee Lymphoedema Practitioner
Grade:	Band 5 (Band 6 after completion of training)
Directorate & Directorate:	Patient and Family Services
Reporting to:	Clinical Lead – Day Patient Services
Responsible for:	Provision of specialist Lymphoedema management across the Dorothy House (DH) catchment area.
Location	Dorothy House Hospice, Winsley. To also include visiting patients in their homes in the community, and community clinics.

Job Summary / Main Purpose:
<p>To provide specialist Lymphoedema management and to be part of the Dorothy House Multi-disciplinary Team. This involves assessment, treatment and group facilitation.</p> <p>To provide education, support and advice for the MDT and other Health Care Professionals involved in a patient and families care.</p> <p>To work with partner organisations and third sector groups to support patients and families with “What matters most to them”.</p>

Principle Duties and Responsibilities

Working under the guidance of experienced specialists to assess, support, and manage patients with or at risk of lymphoedema, while developing the skills required for autonomous practice. You will be supported to complete accredited lymphoedema training and gain competence in delivering holistic care, including compression therapy, manual lymphatic drainage, skin care advice, and patient education. This developmental role offers a clear pathway to progression to Band 6 upon successful completion of training and demonstration of core competencies.

Direct casework

- To provide holistic assessment of the patient's needs, with specific focus on the assessment, treatment and management of Lymphoedema
- To triage and accept referrals for palliative care patients with complex Lymphoedema needs from members of the Primary Health Care Team, hospital staff, Dorothy House staff and other professionals, as appropriate

- To triage and accept appropriate referrals for non-palliative patients with Lymphoedema according to the contract with Integrated Care Boards (this may change annually)
- To formulate and review personal treatment care plans that promote health and that take account of the patient's physical, spiritual, psychological and educational needs
- To advise on skin care, exercise (Simple Lymphatic Drainage - SLD, Manual Lymphatic Drainage - MLD, compression therapy and other treatment options), and hosiery
- To provide SLD/MLD multi-layer bandaging and other Lymphoedema therapies for patients within the referral criteria for each ICB locality
- To be available to provide Lymphoedema intervention in an inpatient, outpatient and community setting, depending on the patients and organisations needs.
- To attend and participate in Multi-Disciplinary Team meetings within all clinical areas of Dorothy House and with external health providers e.g. DN and Primary Care Team
- To refer patients on to other professionals and third sector providers of care and support, as appropriate
- To manage a caseload, including admission and discharge to and from the caseload
- To act in an advisory role, using the specialist knowledge regarding diagnosis and management of Lymphoedema. This will include advice and support to patients, carers and health care professionals within Dorothy House and within primary and secondary health care
- To keep up-to-date with new developments and products and incorporate into practice, where appropriate and agreed

Leadership

- To develop and participate in the revision of relevant policies, procedures, protocols, care pathways, and documentation for the Dorothy House service
- To mentor and support students on placement at DH
- To make the most effective use of clinical time, operating a clinic schedule whenever appropriate
- To maintain accurate contemporaneous clinical records on SystmOne
- To participate (and lead where appropriate) in auditing, evaluation and quality improvement projects for the Lymphoedema service
- To participate in the development of the Dorothy House Day services where applicable

- To attend meetings, as appropriate, in relation to the Lymphoedema service and Day services
- To line manage, supervise, and provide mentorship to junior members of the team. Including PDRs, 1:1 meetings, and identifying learning and development opportunities
- To have an awareness of budget management and work within contract requirements and the budget for the service
- To listen and respond to any concerns and/or complaints from patients, families, or professionals, informing the management of the service, or in their absence the Assistant Director of Patient and Family Services, and record the concerns, follow-up, and outcome in line with the Complaints Procedure
- To undertake mandatory Clinical Supervisor training and supervise a group of clinical staff on a regular basis (Band 6).

Educational

- Working with the education department, participate in the Education Programme for both Dorothy House staff and external stakeholders
- To participate in clinical supervision, reflective practice, and coaching if required
- To contribute to research identified within the team
- To work in accordance, and keep up to date, with evidence-based practice and national guidance
- To work with Clinical Lead to identify areas of emerging practice that could be considered for use within Lymphoedema - Palliative and End of Life Care

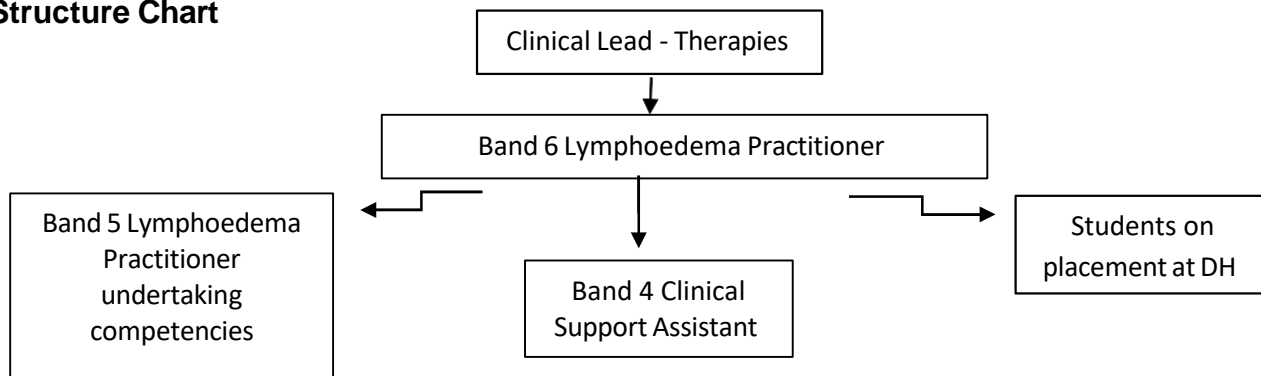
Professional

- To work within the relevant Health and Care Professions Council registering Code of Professional Conduct and the policies and procedures of Dorothy House
- To engage with and participate in Personal Development Review (PDR) and identify training needs of yourself
- To undertake statutory training requirements, i.e. fire training, information governance, safeguarding, and moving / handling
- To maintain a professional portfolio as required for professional registration, and to keep up-to-date with continuous professional development and evidence-based

practice using reflective practice

- To engage in receiving regular Group Clinical Supervision (attendance at least 8 supervision sessions per year).

Structure Chart



Contacts

- Lymphoedema Team and other professionals within Dorothy House
- Primary and Secondary health care colleagues - GPs, District Nurses, Community Teams, Community Equipment Stores
- Regional and national networks
- Patients, carers and the bereaved
- Dorothy House Multi-disciplinary Team
- Other Hospice teams
- Third Party Sector organisations

Special Note

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops, and when staff are on duty in patients' homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Values

Dorothy House requires all staff to demonstrate, understand and apply our workplace values. These are embedded in all roles and that applicants must evidence their values as part of the application process:

- We Care
- We Connect
- We Create

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Person Specification

Criteria	Essential	Desirable
Qualifications & Training		
<ul style="list-style-type: none"> Registered Healthcare Professional (HCPC / NMC) – such as a first level nurse or AHP 	X	
<ul style="list-style-type: none"> Post graduate training in palliative care and/or Lymphoedema training 		X
Knowledge & Experience		
<ul style="list-style-type: none"> Willing to undertake specific training in therapeutic treatments for Lymphoedema management 	X	
<ul style="list-style-type: none"> Knowledge of holistic patient care principles with the ability to carry out comprehensive assessments 	X	
<ul style="list-style-type: none"> Experience of Lymphoedema management 		x
<ul style="list-style-type: none"> Experience of tissue viability 		x
<ul style="list-style-type: none"> Experience of working in the field of palliative care 		x
<ul style="list-style-type: none"> Experience of working in the community 		x
Specific Skills		
<ul style="list-style-type: none"> Demonstrates knowledge of clinical innovation relevant to the role 		x
<ul style="list-style-type: none"> Compassionate, person-centered approach to care 	x	
<ul style="list-style-type: none"> Up to date knowledge and awareness of the bigger picture and developments in the NHS and social care 	x	
<ul style="list-style-type: none"> Good communication and presentation skills 	x	
Physical Skills & Emotional Effort		
<ul style="list-style-type: none"> Ability to practice hands on clinical skills and flexibly respond to the needs of the Lymphoedema service 	x	
Requirements due to Working Environment		
<ul style="list-style-type: none"> Full UK driving licence with access to a vehicle* 	x	

*Due to working within the community visiting patient's homes, regularly outside of public transport routes or operating hours.