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An Roinn Sláinte

Máinnystrie O Poustie

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CORE COMPETENCE ASSESSMENT TOOL FOR TISSUE VIABILITY SPECIALIST NURSING ROLES



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TISSUE VIABILITY SPECIALIST NURSING

Core Specific Competency Areas and Learning Outcomes

These are specific core competency areas and learning outcomes relevant for Tissue Viability Specialist Nurses, in Northern Ireland. The core competencies build on the generic core competencies designed for all Specialist Nurses¹ regardless of the area of practice or care setting. The specific competencies for Tissue Viability Specialist Nurses have been developed with reference to the following:

- Creating viable options (NHS Education Scotland 2009)²
- Competencies of specialised wound care nurses: a European Delphi study (Eskes et al. 2013)³

The core specific competency areas have also been mapped to the relevant themes of the Nursing and Midwifery Council's Code of Conduct (2018)⁴ and specific dimension of the Knowledge and Skills Framework (KSF), (Department of Health, 2004)⁵

- Practise Effectively and Preserve Safety (NMC)
- Health and Wellbeing 5 (KSF)

Thanks to all those involved in the development of these specific competences especially those on the Writing Group (Appendix 1) in particular the Tissue Viability Specialist Nurses and all those who provided feedback to ensure they are fit for purpose.

¹ DoH (2018) *Career Framework for Specialist Practice Nursing Roles*. Belfast: NIPEC

² NHS Education Scotland (2009) *Creating viable options: a tool for identifying key education content areas to support progressive development in tissue viability for health care staff*. Edinburgh: NES

³ Eskes, A.M. et al. Competencies of specialised wound care nurses: a European Delphi study, *International Wound Journal*, 2013, p. 665-675, doi: 10.1111/iwj.12027

⁴ Nursing and Midwifery Council (2018) *The Code: professional standards of practice and behaviour for nurses, midwives and nursing associates*. London: NMC.

⁵ Department of Health (2004) *NHS/HPSS Knowledge and Skills Framework*. London: DH.

Tissue Viability Specialist Nursing Competence Assessment Tool

A rating scale has been developed to be used with the specific competency domains and learning outcomes to enable Tissue Viability Specialist Nurses to identify the learning and development requirements for the role. Follow the information below to learn how to use the Competence Assessment Tool.

How to use the self-assessment tool

You should use the following rating scale to assess your learning and development needs against each of the competence statements:

Rating Scale:

LD I need a lot of development

SD I need some development

WD I feel I am well developed

It generally takes about 15 minutes to assess yourself against the learning outcomes. Place a ✓ to rate the statement which is applicable to your individual learning and development. When you have finished, review the number of LDs, SDs, and WDs. You can then plan, with your line manager, the learning and development activities needed for you to develop in your role.

Practice Tips

Before starting your assessment, you may find it helpful to discuss the statements with one of your peers. Be honest with yourself when thinking about your role and your learning and development needs and rate them realistically. For you to get most benefit from your self-assessment you should discuss your results with your line manager. This can be as part of your annual appraisal and/or personal development plan and can be used to agree an action plan, addressing your specific learning and development needs. Your self-assessment and personal development plan may form part of your evidence for NMC revalidation.

The *Tissue Viability Specialist Nursing Competence Assessment Tool* can also enable you to focus on areas for career development and, where relevant, support your preparation for job interviews.

Core Competency Domains and Learning Outcomes

Core Competency Domain: Clinical Practice			
<p>The Tissue Viability Specialist Nurse maintains, develops, and analyses knowledge of tissue viability including the relevant epidemiology, prevention, process, diagnosis, treatments and care interventions to make professional judgements in meeting the needs of patients, their families/carers and those important to them.</p> <p>NMC Code Theme: Practise Effectively, Preserve Safety, Promote Professionalism and Trust;</p> <p>KSF Core Dimensions: Personal and People Development, Health and Safety, Quality.</p>			
Core Learning Outcomes	LD	SD	WD
<p>The Tissue Viability Specialist Nurse will:</p> <ul style="list-style-type: none"> • Understand the aetiology, management and differential diagnoses of a wide range of wound types, e.g. pressure ulcers, leg ulcers, foot wounds, fungating malignant wounds, surgical wounds, trauma, lymphoedema and burns and scalds. • Request, perform and interpret appropriate investigations e.g. Doppler Ultrasound/Ankle Brachial Pressure Index (ABPI), blood results and nutritional screening. • Apply specialist knowledge, skills and behaviours relevant to tissue viability across all programmes of care. • Demonstrate the ability to use preventative and therapeutic interventions effectively in the promotion of self-care with patients. • Use sharp debridement, where appropriate, as a therapeutic intervention. • Analyse and prioritise complex factors, situations or conditions that may impact on the holistic assessment/care delivery needs, consent issues and communicate these effectively, for example life-threatening diagnosis/surgery. • Demonstrate the ability to use a holistic approach with the patient, in which the quality of life is an essential therapeutic relationship. • Advocate for the rights of patients, their families, carers and those important to them⁶, within the care environment and recognise the influences of power, control and conflict. 			

⁶ Hereafter referred to as patients, their families/carers.

<ul style="list-style-type: none"> • Act as a source of specialist tissue viability knowledge and assist in meeting the information needs of patients, their families/carers, both directly and indirectly through information provision, signposting and empowerment. • Act as a source of specialist tissue viability knowledge and support for other health care professionals (HCPs) across all care settings and areas of practice, both directly and indirectly. • Contribute as a key member of the multi-professional team through the development and implementation of collaborative and innovative practices including the use of technology. • Contribute to multi-professional and interagency discussions including case conferences related to critical, serious and adverse incidents such as risk assessment and/or root cause analysis. • Apply ethical processes to enable informed decision making, giving due consideration to the management of clinical risk. • Incorporate professional accountability and responsibility to ensure safe and effective practice within the context of the multi-professional team to meet the needs of patients, their families/carers. • Contribute to the development and review of policies, protocols and standard operating procedures. • Analyse health and care technologies and provide feedback to inform selection and use in own area of practice e.g. support surfaces and wound care therapies. • Provide expert advice to patients and families/carers and the wider HCP team the consequences of a patient not adhering to suggested treatment, e.g. refusal to reposition or wear correct level of compression therapy. • Evaluate the prescribed care and modify as appropriate to patient/client need. • Identify and acknowledge the psychological, socioeconomic and financial implications of acute and chronic wounds to both the patient and their families/carers. 			
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Core Competency Domain: Education and Learning

The Tissue Viability Specialist Nurse maintains and develops professional knowledge and practice by participating in lifelong learning, personal and professional development for self and with colleagues through supervision, appraisal and reflective practice.

NMC Code Theme: Prioritise People, Practise Effectively, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Personal and People Development.

Core Learning Outcomes	LD	SD	WD
<p>The Tissue Viability Specialist Nurse will:</p> <ul style="list-style-type: none"> • Accept personal responsibility for professional development and the maintenance of professional competence and credibility. • Engage in supervision of staff, reflective practice and self-evaluation and use this to improve care and practice. • Facilitate others to care for patients, their families/carers, through provision of specialist nursing advice and support. • Supervise, mentor and support students and other HCPs within the scope of each individual’s role, competence and capability. • Identify the wound care training needs of HCPs and participate in the development, delivery and evaluation of educational initiatives to address these needs. • Participate in the development, delivery and evaluation of educational initiatives to address the needs of patients, their families/carers. • Participate in local, regional and national clinical forums or professional groups and facilitate sustainable partnerships. • Participate in interdisciplinary teaching formally and informally. • Facilitate an effective learning environment to support the professional development of HCPs and students. 			

Core Competency Domain: Research and Evidence-based Practice

The Tissue Viability Specialist Nurse develops and updates knowledge of research evidence, and policy initiatives relevant to caring for patients, their families and carers, to promote and develop effective, evidence-based practice.

NMC Code Theme: Practise Effectively, Preserve Safety.

KSF Core Dimension: Quality.

Core Learning Outcomes	LD	SD	WD
<p>The Tissue Viability Specialist Nurse will:</p> <ul style="list-style-type: none">• Influence and contribute to the development of relevant local, regional and national policies and guidelines including NICE Guidelines. Collaborate with other members of the multi-professional/multi-agency team to implement them.• Collect and use local data to inform and influence practice and improve service delivery.• Critically appraise research and use knowledge of relevant findings to inform clinical decision making, policies, guidelines, and training/education.• Work collaboratively with and influence others to initiate the implementation of research, quality improvement/ innovation and audit findings into practice.• Use specialist knowledge in tissue viability to identify areas of potential research, innovation and audit.• Contribute to audit, quality improvement, service improvement and research design, data collection and analysis.• Disseminate audit, quality and service improvement including research findings locally and nationally through presentations and publications in collaboration with the multi-professional team, where relevant.			

Core Competency Domain: Leadership and Management

The Tissue Viability Specialist Nurse works in partnership with other practitioners and agencies to improve health and wellbeing. S/He engages with and leads teams, managing resources and facilitating change to enhance the delivery of quality person-centred care and services.

NMC Code Theme: Prioritise People, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Service Improvement, Equality & Diversity

Core Learning Outcomes	LD	SD	WD
<p>The Tissue Viability Specialist Nurse will:</p> <ul style="list-style-type: none"> • Negotiate and influence locally and nationally in relation to developing and improving standards of professional practice e.g. key performance indicators and national guidelines. • Influence the multi-professional team in the development and management of services that meet the needs of patients, their families/carers. • Work collaboratively to identify gaps in tissue viability service provision within and across organisational and geographical boundaries. • Provide expert advice on the use of appropriate resources and inform procurement processes in relation to e.g. therapy equipment, specialist dressings and effective prescribing. • Act as a change agent and encourage staff to contribute ideas and solutions for quality improvement and innovation. • Contribute to Patient and Public Involvement (PPI) through co-design and co-production initiatives and activities. • Actively contribute to relevant professional networks. • Act in a positive, transparent and structured way to any concerns/ complaints about care or services. • Record and report adverse events or incidents relating to Tissue Viability Modalities in a timely manner, e.g. complete the BNF ‘Yellow Card’ and/or the NI Wound Care Formulary Product Feedback Form. • Manage team members, promoting teamwork within defined areas of responsibility. • Demonstrate a commitment to nurse health and sustainable practice. 			

Membership of Writing Group

Organisation	Representative
Public Health Agency	Roisin McSwiggan (Chair of Writing Group)
NIPEC	Cathy McCusker (Project Lead)
Belfast HSC Trust	Dr Jeannie Donnelly
Northern HSC Trust	Sandra Bellingham
South Eastern HSC Trust	Jayne Carson
Southern HSC Trust	Denise McDonagh
Western HSC Trust	Jenny Mullan
Tissue Viability Network	Gillian Carnduff
UNISON	Janette Cochrane
Queens University Belfast	Caroline Graham