



# Deputy Director of Infection Prevention and Control Senior Nurse for Infection Prevention, Control & Tissue Viability

Description & Person Specification - A summary of the role responsibilities and person specification



## Why Our Trust?

### Terms and conditions

**Post – Deputy Director of Infection Prevention and Control, Senior Nurse for Infection Prevention, Control & Tissue Viability**

**Division – Diagnostics and Therapies**

**Band – 8C**

**Salary - £**

**Location – Infection Prevention and Control and Tissue Viability**

**Hours of work – 37.5 Hours per week / Full Time**

**Contract length – Permanent**

**Annual leave – Up to 33 days dependant on NHS Service**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

### What you'll love about working here

**We are outstanding!** The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.

**A digital exemplar-** Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

### Access to further opportunities with the Trust

Apprenticeships are a great way to learn and learn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7.

As an organisation we encourage further development of all employees to progress upward within their chosen field.

### Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

Respecting everyone  
Embracing change  
Recognising success  
Working together  
**Our hospitals.**





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### Job Purpose

- To be responsible for leading the Infection Prevention and Control and Tissue Viability (IPC/TV) team at University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)
- To work with the Director of Infection Prevention and Control (DIPC), Chief Nurse and Deputy Chief Nurse to develop and then be accountable for the delivery of a Trust strategy for infection prevention and control, and tissue viability.
- Through the team, to deliver expert guidance in the surveillance, prevention, investigation and control of healthcare-associated infection and tissue viability.
- To build relationships within the health services in Bristol North Somerset and South Gloucestershire to contribute to seamless infection prevention and control and tissue viability practice across the health community and be the Trust Lead for keeping the CCG informed of the Infection Prevention programme in place. To establish rigorous governance processes to assure the organisation that both tissue viability and infection prevention and control standards/key performance measures internal, external and regulatory are being met, maintained and improved.
- To ensure that best practice is embedded and embraced at all levels of the organisation and reflected in patient safety and patient experience quality outcomes.

To comply with the Code of Practice on the Prevention and Control of Infections and manage the implementation of an infection prevention programme in accordance with it..

### **Main Duties and Responsibilities**

#### **Professional/Leadership**

- In partnership with the DIPC ensure the Trust maintains its compliance with the Health and Social Care Act 2008.
- Deputise for the DIPC as required
- In collaboration with the DIPC, work with a high level of autonomy and represent the Trust at a local, regional and national level.
- Responsible and accountable for the provision of expert clinical practice and leadership in infection prevention and control and tissue viability
- Act as an expert practitioner, demonstrating advanced knowledge and skill, including the integration of research evidence into practice by critical thinking and decision making
- Provide expert consultancy and advice to Trust staff to support the delivery of high quality practice
- Assess patients in all care settings within University Hospitals Bristol and Weston offering expert advice and intervention as appropriate
- Provide professional and managerial strategic leadership to the IPC/TV team. Through appraisal develop an expert team and improve and support the knowledge of the organisation

### About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

In addition to a common mission and vision, we share our Trust values: Respecting everyone, Embracing change, Recognising success and Working together.

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### Main Duties and Responsibilities

- Provide professional and managerial leadership to the IPC/TV team. Through appraisal develop an expert team and improve and support the knowledge of the organisation
- Lead on the identification and management of risk in the speciality by providing comprehensive analysis and expert advice to the organisation.
- Appropriate personal development to support the professional accountabilities of the role
- Undertake Serious Incident root cause analysis and other investigations into practice and review themes and trends to produce reports, identify organisational learning and support implementation of recommendations.
- Lead the development of the Trusts statutory annual IPC report and provide additional reports as required to Trust and Board committees ensuring submission within agreed timescales.
- Accountable for ensuring systems are in place to provide ongoing assurance regarding compliance with CQC and other relevant standards.
- Analyse relevant national policy and guidance, advise on impact and lead the implementation of change and evaluation of relevant processes.
- With the DIPC lead the development and implementation of plans arising from external and internal reviews/inspections

### Service Planning and Development

- Responsibility for co-ordinating and implementing the ongoing development, and continuous service improvement of the IPC/TV service
- Develop appropriate strategies and inter professional relationships and networks to continuously improve standards, promote, educate, and increase awareness of IPC/TV across the organisation and health and social care system.
- Work with fellow professionals to produce educational materials for patients, carers and professionals
- Be influential in leading and influencing operational change and service development related to IPC/TV
- Work collaboratively and effectively with all Trust staff to ensure an integrated approach to IPC and TV Lead changes where necessary, to identify advantages, implement and evaluate care, products, systems and process

### Strategic and Operational Management

- Manage the day to day IPC/TV services, provide line management for the IPC and TV team staff
- In partnership with the DIPC develop and lead the implementation of the organisation's IPC strategy and work in partnership with the Chief Nurse Team to develop and lead the TV strategy
- Lead the development of operating plan objectives for developing/improving the service
- Be accountable for and lead the development and delivery of the Trust annual work plans for infection control and tissue viability.
- Work with and influence different teams within very complex and sometimes conflicting clinical and operational situations
- Work collaboratively with both the estates and facilities departments to ensure that national guidance is maintained.
- Contribute to the planning and delivery of policy/practice changes required as a result of legislation and national guidance.
- Participate in the Senior Managers on-call rota
- Engage with service users to support service delivery/evaluation/development.
- Provide nursing leadership across the Division of Diagnostics & Therapies

### Financial and Human Resources Management

- Responsible as the budget holder for the departmental pay and non-pay budget and ensuring the department operates within allocated resources.
- Responsible for ensuring that good HR practices are applied, including application of Trust HR policies and procedures.

### Teaching, Training and Research

- Lead the infection control multi-professional education and policy agenda
- Empower staff through effective role modelling and educate using formal, informal and opportunistic teaching within the organisation.
- Provide leadership for the provision of appropriate IPC/TV education and training across the Trust, ensuring compliance with statutory requirements
- Evaluate clinical practice through audit, developing and managing strategies to address any shortfalls.
- Responsible for actively promoting, co-ordinating and implementing appropriate research and development activities for IPC/TV across the trust



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<b>Personal Profile</b>	
<b><u>Knowledge and Experience</u></b> <ul style="list-style-type: none"><li>In depth experience as a Senior infection control nurse at nurse specialist level, including leading a team - E</li><li>Significant working within the NHS at a senior managerial or clinical level - E</li><li>Knowledge and understanding of tissue viability issues - E</li><li>Familiarity with all aspects of the NHS agenda, PHE, national directives and strategy relating to infection control and tissue viability - E</li><li>Experience of significant contribution to practice and service development - E</li><li>Experience of teaching professional staff - E</li><li>Experience of incorporating research and evidence into practice - E</li><li>Experience of leading audit and surveillance of healthcare associated infection - E</li><li>Experience of leading change management and quality improvement - E</li><li>Experience of budget management - E</li><li>Experience of people management - E</li></ul>	<b><u>Skills and Abilities</u></b> <ul style="list-style-type: none"><li>Enthusiastic, committed, highly motivated and able to lead and inspire others - E</li><li>Ability to establish credibility rapidly with wide range of staff - E</li><li>Excellent interpersonal and communication skills with highly developed persuasive, motivational and negotiating skills – E</li><li>Ability to manage multiple deadlines and work under pressure - E</li><li>Ability to deal confidently and sensitively with emotive issues – E</li><li>Ability to analyse complex data and provide Board level written reports – E</li><li>Creative and visionary approach to problem-solving - E</li><li>Ability to demonstrate qualities of resilience, fairness, inclusion, personal insight and awareness - E</li><li>Ability to prioritise a complex workload and work independently in a rapidly changing environment-E</li></ul>
<b><u>Aptitudes</u></b> <ul style="list-style-type: none"><li>Respecting Everyone - E</li><li>Embracing Change - E</li><li>Recognising Success - E</li><li>Working Together – E</li></ul> <b>Public Sector Language Competency</b> <ul style="list-style-type: none"><li>Be able to speak fluent English to an appropriate standard.- E</li></ul>	<b><u>Qualifications and Training</u></b> <ul style="list-style-type: none"><li>Registered Nurse with current NMC Registration E</li><li>Post registration qualification in infection control at BSc /Masters level - E</li><li>Master's Degree - E</li><li>Leadership/Management Qualification or equivalent experience - E</li><li>Formal training in Root Cause Analysis &amp; Clinical Governance - E</li><li>IOSH (or similar) Course - D</li></ul> <p>(E) = Essential (D) = Desirable</p>

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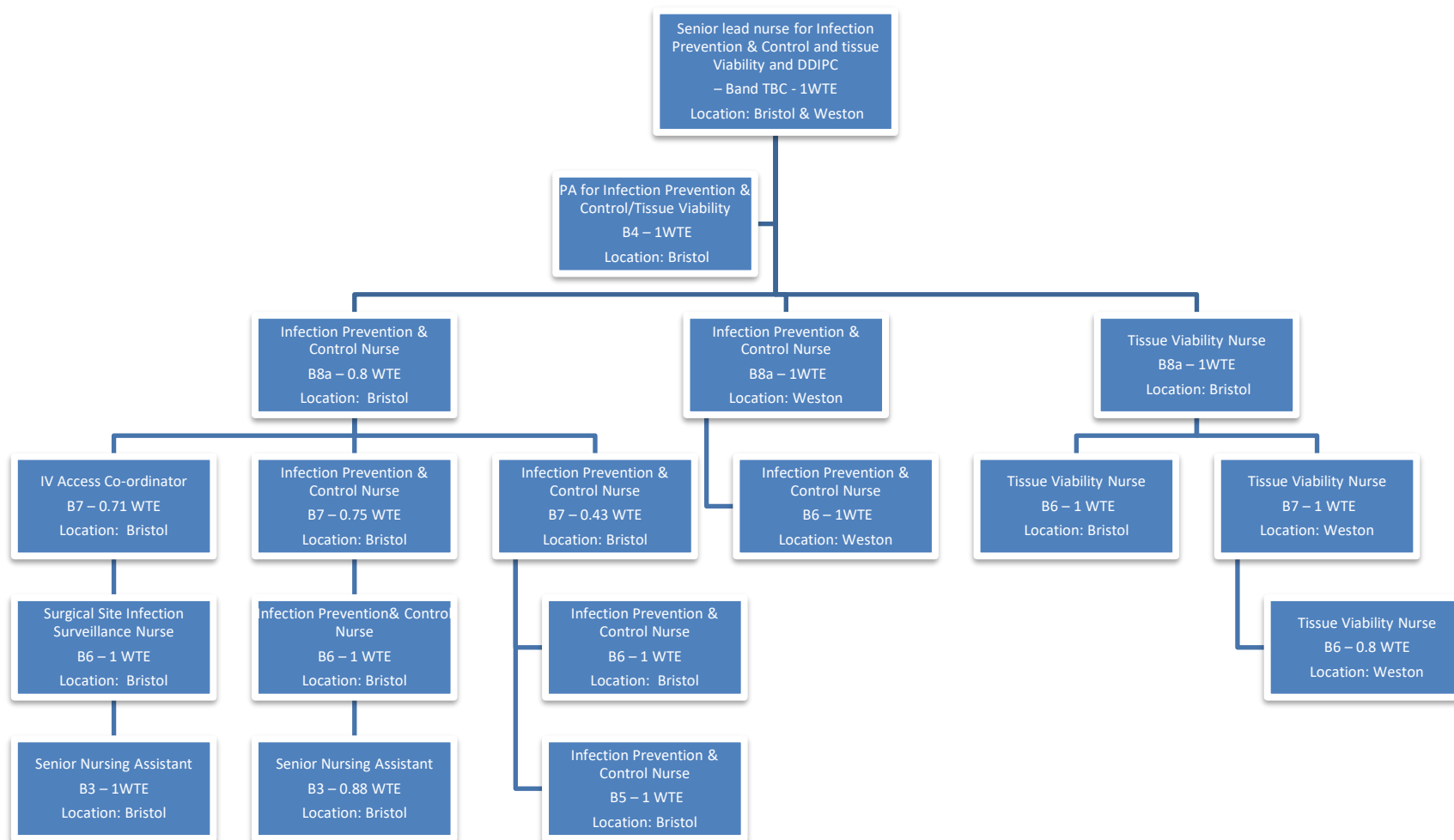




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### Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.