

# How tissue viability is leading change



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Welcome to the November edition of *Wounds UK* and to the annual conference. You may recall that for the past 2 years I have been exploring the role of the tissue viability nurse and changes in tissue viability services. Following analysis of the survey and interviews that many of you were involved with at the 2014 *Wounds UK* conference, I am delighted to be able to announce that during the 2015 conference we will be launching a Tissue Viability Service Competency Framework for use in all clinical areas across all bands of staff.

The framework has been developed by a team of people — Karen Ousey, Jeanette Milne, Val Henderson and Leanne Atkin — and was supported by Urgo Medical Partnership and peer reviewed by key opinion leaders. It is designed to encompass the ten core competencies that practitioners working within a tissue viability service are expected to have. It is not prescriptive but serves as a guide that can be used as a baseline on which to build and shape services and support personal development. It is hoped that application of the framework will facilitate the national benchmarking of knowledge and skills within the field. The key points of the framework are as follows:

▶ Each person completing the framework will need to identify an assessor from clinical practice

- ▶ The assessor should, as a minimum, be the same professional band or higher
- ▶ The practitioner completing the framework will need to assess their own knowledge and skills against the five following competency levels (*Box 1*)
- ▶ Following self-assessment there will be a discussion with the assessor and action plans will be devised
- ▶ Competences — a framework of skills reflecting knowledge, attitudes and psycho-social and psycho-motor elements (World Health Organization, 2009) — should be completed within 18 months and reviewed annually
- ▶ All practitioners completing the framework should write a reflective piece surrounding their learning and how it will impact on their practice and the practice of others
- ▶ Completion of the framework, action plans and reflection can be used as evidence of learning in professional portfolios.

The Tissue Viability Service Competency Framework will be launched on the afternoon of 9 November, before the opening of the exhibition, where the authors will explain and explore its use and answer any questions. Paper copies of the framework will be available from the Urgo Medical stand and electronic copies can be downloaded from the Urgo Medical website.

Urgo Medical Partnership has kindly agreed to develop and implement a Tissue Viability Academy that will be advertised soon. This Academy will support practitioners who wish to develop their business case-writing skills, management of change, leadership and management, and improving service skills. I hope that many of you will be able to take advantage of the Academy and will find the new framework of benefit. If you wish to know more, please do try and attend the session on Monday afternoon or feel free to ask the team any questions.

I hope you all enjoy the conference and look forward to seeing you all.



Box 1. Five competency levels	
1	You have observed the skill/procedure in a practice setting
2	You have participated in the skill/procedure under direct supervision
3	You have performed the skill/procedure on a number of occasions and required minimal supervision
4	You can perform the skill/procedure safely and competently, giving the rationale for your actions
5	You are able to critically appraise/teach the skill/procedure to others

## REFERENCE

World Health Organization (2009) *Nursing & Midwifery Human Resources for Health. Global Standards for the Initial Education of Professional Nurses and Midwives*. Available at: [http://www.who.int/hrh/nursing\\_midwifery/hrh\\_global\\_standards\\_education.pdf](http://www.who.int/hrh/nursing_midwifery/hrh_global_standards_education.pdf) (accessed 8.10.2015)