

# Job description

## Community Bladder and Bowel Nurse Advisor Band 6



are caring and compassionate

...we deliver quality and value

...we work in partnership

<b>Name:</b>	
<b>Job title:</b>	<b>Community Bladder and Bowel nurse advisor</b>
<b>Team:</b>	<b>Bladder and Bowel service</b>
<b>Business unit:</b>	<b>Local care</b>
<b>Band:</b>	<b>6</b>
<b>Location:</b>	<b>MCH House, Gillingham</b>
<b>Last updated:</b>	<b>January 2024</b>

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## Job purpose

To work as an autonomous practitioner within the Bladder and Bowel team, working in partnership with community nursing.

To assess, plan, implement and evaluate the nursing care needs of individual patients and the local population with bladder and bowel dysfunction.

To line manage the Bladder and Bowel team with support from the appropriate clinical nurse manager, including responsibility for practice development and clinical governance.

The community nursing service provides nursing care over a 24-hour period, 365 days/year so may require occasional training and supervision outside of office hours depending upon the service needs.

The community Bladder and Bowel nurse advisor has the following key elements in their role:

- An advisor for patients, residents and staff within the locality / MCH, including: Darland House, Wisdom Hospice & Harmony House with regard to bladder and bowel care.
- A professional responsibility in promoting a positive image of bladder and bowel nursing.
- Responsible for providing continence assessments, treatment and advice in the patient's own home, residential homes and clinics to enable effective care of patients with bladder and bowel dysfunction, liaising with other health and social care professionals when necessary.
- As an autonomous practitioner provide specialised care by initiating, interpreting and acting upon information from holistic assessment, bladder and bowel diaries, symptom profiles, portable ultrasound, digital rectal examination, vaginal examination and urinalysis in the assessment of complex patients.
- Provide an educational role for patients, carers and other health and social care professionals concerning continence care.
- Offer a range of interventions to include health promotion and prevention strategies.
- Liaise with suppliers and meet company representatives as a means of updating on latest products and developments to provide expert resource to others.
- Participate in the development of the service in order to improve patient care and support the locality teams in the management of the bladder and bowel team caseload.
- Act as a learning and development link within the locality/MCH
- Provide cover for team lead.
- Develop and maintain others' awareness of the community Bladder and Bowel nurse role within the speciality, maintaining mechanisms for contact and referral.
- Act as a clinical supervisor/mentor for others developing their knowledge within the continence field.

- Work with General Practitioners, Consultants/Physicians/other allied healthcare professionals and additional staff with an interest or involvement in bladder and bowel management to develop a comprehensive and integrated bladder and bowel service for the patients in Medway in their own homes including residential/nursing homes.
- Support the community nursing service with allocated students and their role within continence care.
- Ensure that clinical practice is undertaken using evidence-based practice and infection control measures and in particular with regard to urine, faeces and catheters.
- To assist in monitoring the quality of nursing services offered and contribute to the development of quality measures.
- To undertake appraisal and performance development planning process, identify training needs of team members and ensure appropriate training is provided and that training is utilised in practice.
- To identify and report clinical incidents and accidents, including near misses, following Organisation policies and procedures, taking any remedial action to prevent reoccurrence.
- To assume responsibility and maintain own level of professional development and clinical competence and exercise awareness of professional responsibility by reading current relevant literature and by taking opportunities for personal and professional development in accordance with Continuing Professional development guidelines and changing requirements of the service.
- To use evidence based practice to develop and maintain a high quality clinically effective and cost effective community bladder and bowel service.
- To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
- To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.

## Role requirement and person specification

Criteria	Essential
Qualifications, training, knowledge and experience	<ul style="list-style-type: none"> <li>Registered 1<sup>st</sup> Level Nurse</li> <li>Evidence of further learning in bladder and bowel/continence care</li> <li>Community nursing experience/bladder and bowel care experience</li> <li>Sound ability to assess, plan and evaluate evidence-based nursing care.</li> <li>Evidence of appropriate clinical/professional competence and on-going professional development, in particular continence care.</li> <li>Up to date knowledge of continence care, local and national nursing, health, social care drivers and policies.</li> <li>Understanding of community setting and functioning of community services.</li> </ul> <p><b>Desirable :</b></p> <ul style="list-style-type: none"> <li>Willingness to undertake further study</li> <li>Nurse prescribing qualification or the willingness to undertake qualification</li> </ul>
Communication skills	<ul style="list-style-type: none"> <li>Ensure effective communication within the community nursing teams, the patients and other professional main stream services and to act as the patient advocate.</li> <li>Communicate complex patient information, verbally and in writing to various professionals. Provide advice, motivation and education to patient's family and carers in respect of their medical/health condition/continence condition, where there may be barriers to understanding, being empathetic and providing reassurance.</li> <li>Good inter-personal and communication skills, including ability to deal with sensitive patient issues, and to motivate patient concordance.</li> <li>Participate in team meetings and other professional/voluntary service meetings/groups as requested.</li> </ul>
Analytical and judgemental skills	<ul style="list-style-type: none"> <li>Assess patients/holistic health needs and in agreement with the patient. Develop, implement and evaluate health care programmes to ensure effective high quality, evidence-based health care including health promotion. To be involved with case conferences, discharge and transfer of care as appropriate.</li> <li>Adhere to Medway Community Healthcare and national policies/ guidelines</li> <li>Review all bladder and bowel service referrals, identifying those that may have more complex needs e.g. safeguarding vulnerable adults or those who do not meet the bladder and bowel service criteria, referring on to the appropriate professional and liaising with the Lead for the service as necessary.</li> <li>Review home delivery service data, acting to address areas of concern regarding requisitioning of product, highlighting concerns to the Lead for the service.</li> <li>Identify shortfalls in service provision for patients with continence problems and bring them to the attention of the clinical lead for the bladder and bowel service.</li> </ul>
Planning and organisational skills	<ul style="list-style-type: none"> <li>Actively manage the bladder and bowel community caseload within Medway Community Healthcare according to set criteria, standards and organisational policies.</li> <li>Line manage the Band 4 bladder and bowel community nurse associates with support from the appropriate Clinical Nurse Manager including PDR completion, sickness and absence management, disciplinary and capability processes</li> <li>Prioritise and allocate workload.</li> <li>To assist in the co-ordination of annual leave, study leave and duty rotas.</li> </ul>
Physical skills	<ul style="list-style-type: none"> <li>Undertake a range of clinical skills including male/female/suprapubic catheterisation, teaching self-catheterisation, undertaking bowel procedures, bladder scanning and other continence investigations and relevant clinical examinations in line with best practice, policy, procedures and competency framework.</li> <li>Undertake the nursing care of patients as appropriate ensuring individual nursing needs are met through the use of evidence-based practice.</li> </ul>

Criteria	Essential
	<ul style="list-style-type: none"> <li>Basic keyboard skills are required</li> </ul>
Responsibility for patient care	<ul style="list-style-type: none"> <li>Assess patients sometimes complex health needs. To develop, implement and evaluate health care programmes to ensure provision of effective high quality, evidence-based health care including health promotion</li> <li>To liaise with other services to provide a seamless patient experience and quality outcome</li> <li>To assess patients for specialist continence equipment and provide the appropriate teaching to patients, relatives, carers and colleagues to ensure correct and safe use.</li> <li>Actively promote equality and value diversity.</li> </ul>
Responsibility for policy and service development	<ul style="list-style-type: none"> <li>Maintain a professional manner and act as a role model, adhering to the NMC code of professional conduct and organisational policies and protocols. Comment on policies and procedures.</li> <li>Actively participate in clinical audit and clinical governance activities including risk assessments, complaint investigation.</li> <li>Participate in data collection, activity reporting and outcome measuring for bladder and bowel nursing.</li> <li>Identify and progress practice development to improve patient care standards and outcomes.</li> <li>Actively progress integrated/interprofessional patient care.</li> <li>Contribute to the achievement of organisation and bladder and bowel nursing service objectives.</li> </ul>
Financial and physical resources	<ul style="list-style-type: none"> <li>Responsible for the monitoring and safe use of expensive equipment e.g. bladder scanners. Promote a cost effective and efficient service</li> <li>Monitor and promote the appropriate requisitioning and use of continence aids supplied by the home delivery service, highlighting any concerns to the clinical lead for the bladder and bowel service.</li> </ul>
Human resources	<ul style="list-style-type: none"> <li>Manage the caseload in accordance with agreed criteria.</li> <li>Line manage the band 4 bladder and bowel community nurse associates within the team.</li> <li>Management responsibility for ensuring continuing quality of patient care by evidence-based practice.</li> <li>Provide teaching and education to students, colleagues, patients, relatives and carers.</li> <li>Provide clinical cover for the team leader in their absence.</li> <li>Participate in own appraisal and clinical supervision as supervisee.</li> <li>Support new members of the team and students.</li> </ul>
Information resources	<ul style="list-style-type: none"> <li>Ensure records are kept up to date and safeguard patient confidentiality by being aware of professional, legal and ethical responsibilities.</li> <li>Record and submit accurate, timely data and information to inform caseload management and service development.</li> </ul>
Research and development	<ul style="list-style-type: none"> <li>Actively participate in clinical audit and clinical governance activities to maintain quality of service and support service developments including risk assessments and complaints investigation.</li> </ul>
Freedom to Act	<ul style="list-style-type: none"> <li>Work as an autonomous practitioner within the bladder and bowel team, with overall management responsibility of a defined caseload.</li> <li>Assist with the management of the bladder and bowel team.</li> </ul>
Effort factors	<p>Physical effort</p> <ul style="list-style-type: none"> <li>Standing / walking for substantial periods of time - frequently</li> <li>Inputting at a keyboard – frequently</li> <li>Kneeling, crouching, twisting, bending or stretching – frequently</li> <li>Working in physically cramped conditions – frequently</li> <li>Pushing / pulling – occasionally</li> <li>Lifting weights / equipment with mechanical aids – rarely</li> <li>Lifting weights / equipment without mechanical aids - rarely</li> </ul> <p>Mental effort</p> <ul style="list-style-type: none"> <li>Checking documents, carrying out calculations – frequently</li> <li>Analysing statistics – occasionally</li> </ul>

Criteria	Essential
	<ul style="list-style-type: none"> <li>• Driving a vehicle – frequently</li> <li>• Carry out clinical / therapeutic / social care / diagnoses / assessments – frequently</li> <li>• Attend meetings – occasionally</li> <li>• Prepare detailed reports – occasionally</li> <li>• Carry out formal student / trainee assessments – frequently</li> <li>• Undergo cross examination in court – rarely</li> <li>• Carry out clinical, therapeutic or social care interventions / treatment - frequently</li> <li>• Health &amp; safety risk assessments – occasionally</li> <li>• Work pattern is unpredictable</li> </ul> <p>Emotional effort</p> <ul style="list-style-type: none"> <li>• Giving unwelcome news to patients / clients / carers / staff – frequently</li> <li>• Providing a service for distressed / angry patients / clients - frequently</li> <li>• Dealing with difficult situations / circumstances - frequently</li> <li>• Designated to provide emotional support to front line staff – frequently</li> <li>• Providing a care or therapy service to emotionally demanding patients and carers – frequently</li> <li>• Caring for the terminally ill – rarely</li> <li>• Dealing with challenging behaviour – occasionally</li> <li>• Raising safeguarding vulnerable adult issues internally and to social services, participating in investigations - rarely</li> <li>• Liaising with emergency services – rarely</li> </ul> <p>Working conditions</p> <ul style="list-style-type: none"> <li>• Driving- frequently</li> <li>• Unpleasant smells and odours – frequently</li> <li>• Dust and dirt – frequently</li> <li>• Exposure to aggressive verbal behaviour where there is no or little support – occasionally</li> <li>• Infectious material / foul linen – frequently</li> <li>• Body fluids, faeces, vomit – frequently</li> <li>• Fleas / lice – occasionally</li> <li>• Exposure to dangerous chemicals / substances not in containers – rarely</li> </ul>