

JOB DESCRIPTION

Job title:	Bladder and Bowel Clinical Nurse Lead
Grade:	7
Directorate:	Adult Services East
Division:	Specialist Services
Service:	Bladder and Bowel B&H and HWLH

1. Job summary

- a) The postholder will be required to lead the provision of a clinically effective, cost efficient service and clinically lead team of Specialist Bladder and Bowel clinicians.
- b) To provide clinical leadership across Brighton and Hove and High Weald Lewes and Havens (HWLH) to a team of dedicated clinicians.
- c) Be responsible for the development and delivery of a consistently high quality service, promoting the team as a positive place for staff experience and development.
- d) The postholder will demonstrate at all times a comprehensive knowledge base and promote excellence in nursing practice in a dynamic healthcare environment.
- e) As an active part of the specialist team, the postholder is expected to provide direct patient care acting as an expert practitioner and a role model to the whole team. It is essential that they can use initiative and work without direct supervision.
- f) The postholder will co-ordinate services to promote optimum health, self-management and effective liaison between agencies.

2. Communication and working relationships

- a) Work collaboratively, maintaining professional dialogue, with the service leads in SCT and other organisations on a range of bladder and bowel conditions plus related healthcare and/or social issues.



b) *Acts as an information resource for patients, multi disciplinary colleagues and other stakeholders. Responsible for signposting and referring individuals, families, carers and communities to the most appropriate agencies/ services to support their needs.*

- *Users and carers*
- *multi professional team members*
- *Clinical service manager*
- *GP's and other professionals in Community and Primary Care settings*
- *Out of Hours Services*
- *Ambulance Trust*
- *Secondary care*
- *GP cluster colleagues*
- *Social Services, Voluntary Sector, Independent Sector*
- *Pharmacy advisors / community pharmacists.*

3. Key responsibilities

- a) You will be expected to take part in the processes for monitoring and improving the quality of care provided to patients. This includes risk management, complying with and contributing to CQC requirements and clinical audit.
- b) Take part in clinical research in-line with Sussex Community NHS Foundation Trust protocols
- c) Ensure that patients receive the information they need and are treated with dignity and respect for their privacy.
- d) The post holder must co-operate with carrying out risk assessments and must adhere to safe systems of work. This includes understanding and adhering to the reporting procedures for clinical and non-clinical incidents/near misses. Employees must attend relevant courses and mandatory updates, take a proactive role in contributing to risk identification and management and be responsive to lessons learned from incidents and near misses.
- e) Reports clinical and non-clinical incidents and proactively manages risk to vulnerable adults
- f) To promote an environment conducive to effective learning and to comply with statutory and mandatory responsibilities in line with current Local and National Monitoring requirements
- g) Timescales for meeting standards of performance relating to the duties and responsibilities identified in this job description will be agreed with the post-holder via the annual appraisal process and the relevant KSF outline



- h) To attend Statutory/Mandatory Training.
- i) Teach and educate patients, their carers and other healthcare professionals to recognise subtle changes in their condition that could lead to exacerbation or acute deterioration and take appropriate actions.
- j) Acts as a clinical expert and information resource, leading in training,
- k) education and orientation programmes for staff, students and others.
- l) Is responsible for proactively seeking & providing learning opportunities for the team
- m) Proactively develops, implements and monitors public health and health promotion activities in accordance with national and local priorities.
- n) Incorporates relevant research findings with practice and participates in Sussex Community NHS Foundation Trust approved research programmes.
- o) Support the service manager to identify ongoing training and updating needs of other health care professionals in the community team.
- p) Be responsible for the performance review of community nursing staff which includes annual appraisal and individual development plans. Monitor staff against objectives set, giving feedback regularly via the supervision process.
- q) Challenge professional and organisational boundaries, identifying areas for skill/knowledge development and apply these to practice to provide continuity and high quality patient centred health care.
- r) Leads the development, implementation and audit of protocols, policies and integrated pathways using current research that facilitate change in practice which improve clinical outcomes and meet the needs of patients and carers.
- s) Inputs activity onto the recognised Trust database in order to support service development and meet contractual requirements.
- t) Manages risk and maintains service delivery through liaison with colleagues and by reporting unresolved clinical/staffing issues to the Team Lead.

4. Main tasks

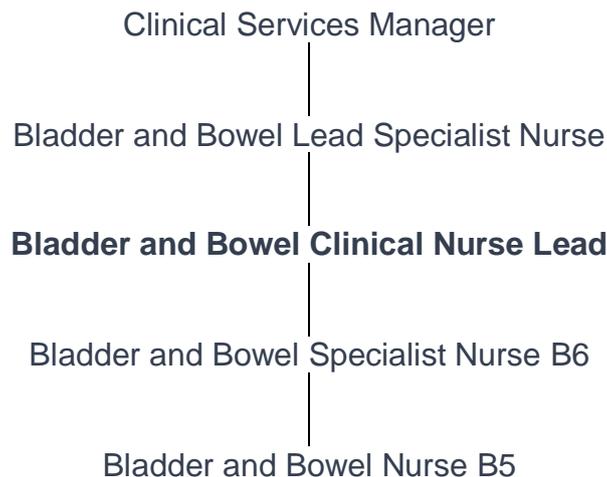
- a) Use advanced skills and expert knowledge to assess the physical and psycho-social needs of a defined client group, instigating therapeutic care plans and treatments based on the best available evidence in order to improve health outcomes.
- b) Communicate highly complex information about patient's conditions to multi-disciplinary team colleagues to ensure effective delivery of patient treatments.



- c) Negotiate and agree with the patient, carers and other professionals individual roles and responsibilities with actions to be taken and outcomes to be achieved, referring onto other services or professionals as appropriate. This will include participating in meetings/case conferences in response to the needs of the individual.
- d) Use advanced skills and expert knowledge to clinically lead the team in delivering best practice across Brighton and Hove and HWLH areas of the Bladder and Bowel Service
- e) Use of clinical tools to support clinical assessments and treatments such as Bladder ultrasound scanners.
- f) Provide expert clinical care and health promotion interventions.
- g) Use advanced skills and expert knowledge to identify subtle changes in condition, provide direction to the team and take all appropriate actions necessary to minimise the need for hospital admission.
- h) Ensures effective liaison and communication with other professional groups and outside agencies, acts as an information source and works in partnership in the interest of individuals.
- i) Keeps accurate, contemporaneous records and written reports, as required.
- j) Assist as delegated by the Team Leader in the recruitment of staff, appraisal process, risk assessment process and complaints: performance management process
- k) Assist in clinical supervision and peer review including mentorship to junior colleagues
- l) Provides clinical leadership to team members.
- m) Joint responsibility for overtime and expense approval
- n) Responsibility for ordering and maintaining stock, including supervising junior staff with product management and orders



5. Organisation chart



The following paragraphs must appear in all job descriptions – please do not delete them.

- a) The post holder may have tasks or responsibilities delegated to them, appropriate to their level of competence. They may also be expected to delegate tasks or responsibilities to other staff, as appropriate.
- b) The Delegation Policy sets out the expectation of staff regarding the safe delegation of clinical care and therapeutic interventions to unregistered practitioners and support workers.

6. Flexibility

- a) This job description is intended to provide a broad outline of the role. The post holder may be required to carry out other duties commensurate with their banding and competence.

7. Policies and procedures

- a) The post holder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times.

8. Confidentiality and data protection



- a) The post holder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (2018) and General Data Protection Regulation (2018) at all times.
- b) The post holder must comply with all Trust information and data protection policies at all times. The work of a NHS Foundation Trust is of a confidential nature and any information gained by the post holder in their role must not be communicated to other persons except where required in the recognised course of duty.

9. Health, safety and wellbeing

- a) Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and must follow these in full at all times, including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors and colleagues.

*For posts **without** line management or supervision responsibility:*

- b) The Trust is committed to support the health and wellbeing of all its employees. The post holder is required to familiarise themselves with the organisation's range of health and wellbeing support and report stress and ill health as early as possible.

*For posts **with** line management or supervision responsibility:*

- b) The Trust is committed to support the health and wellbeing of all its employees. The post holder is required to familiarise themselves with the organisation's range of health and wellbeing support, share with their team, and report stress and ill health as early as possible.

10. Equality, diversity and inclusion

- a) The Trust aims to grow inclusive teams in which you feel like you belong, we encourage a culture of learning from different points of view. We want to support you to be courageous and to overcome bias and challenge prejudice.
- b) We are a Disability Confident Employer (Level 2). We go the extra mile to make sure disabled people get a fair chance. As well as paid employment we offer work experience and apprenticeships for disabled people.

11. Use of technology

- a) The Trust is making increased use of computer technology. The majority of employees (both clinical and non-clinical) should expect to use automated



information systems in their work in order to improve quality and coordination of services, and enable faster and more certain communication within the Trust. Necessary training will be provided.

12. No smoking policy

- a) SCFT operates a no-smoking policy, in line with government legislation. This applies to all staff, visitors and patients. It is a condition of employment for staff that they do not smoke whilst on duty or in uniform or anywhere on Trust premises. This includes electronic cigarettes.
- b) Whilst we do not discriminate against employing smokers, they are expected to adhere to this policy and all prospective employees should be aware of this.

13. Professional registration

- a) All employees who are required to be a member of a professional body are required to hold relevant registration and must comply with the standards and guidelines of their professional practice, education and conduct and must act at all times within the boundary of the code of conduct.

14. Infection prevention and control

- a) Infection prevention and control is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times thereby reducing the burden of healthcare-associated infections (HCAI).

15. Safeguarding children, young people and vulnerable adults

- a) SCFT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment. Rigorous recruitment checks are carried out and successful applicants may be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service (DBS).

16. Quality

- a) Excellent care at the heart of the community is our Trust vision. To make sure our care meets this high standard all staff must ensure that the three themes of quality care are provided in every encounter they have with our patients. The three themes are safe care, effective care, and patient-centred care.
- b) All staff, clinical and non-clinical, are expected to ensure that quality is a key consideration in all we do. This includes reviewing practice and being open to feedback on our performance, being open and honest, and seeking to identify, resolve, and appropriately escalate issues and risks.



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PERSON SPECIFICATION

This person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet, or have the potential to meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

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Criteria	Essential or desirable	Method of assessment
Qualifications and/or professional registration		
NMC Registration	E	A,C
RGN / Degree	E	A,C
Master's degree or equivalent experience	E	A,C
ENB 998 or equivalent	D	A,C
Promotion of Continence Care (ENB 978) or equivalent	E	A,C
Management qualifications	D	A,C
Non-medical prescriber, or wiliness to undertake training	E	A,C
Completion of advance physical assessment module or willingness to undertake	E	A,C
Experience		
At least 5 years post-registration experience, a minimum of 3 years' at B6	E	A,I
Experience at a senior level in B&B specialist nursing	E	A,I
Well-developed Interpersonal skills	E	I
Experience in Continence service provision	E	A,I
Presentation Skills	A	A
Able to work flexible hours	D	A
Experience of self-direction	D	A,I
Experience of self-direction	E	A,I
Evidence of assertiveness	E	A
Evaluation and clinical audit	D	

Criteria	Essential or desirable	Method of assessment
Skills and knowledge		
I.T. emails, Microsoft Word	E	
Experience in a related nursing speciality	E	A,I
Clinical skills relating to continence	E	A,I
Leadership skills	E	A,I
Organisational skills	E	A
Teaching skills	E	A,I
Experience as an Appraiser	E	A,I
Experience in Clinical supervision	E	A,I
Ability to relate theory to practice	E	A,I
Ability to prioritise workload	E	A,I
Knowledge and understanding of the principles of adult protection	E	A,I
Ability to work with a range of healthcare professionals	E	A,I
Flexible to cover service needs	D	
PowerPoint	D	I
Database management	D	I
Awareness of any changes in NHS provision	D	I
Awareness of any changes in NHS provision		
Member of specialist interest groups/forums		
Car Driver with access to a vehicle for work and business insurance for work-related travel	E	A,I

Good luck with your application!



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