

Job Title:	Continence Nurse Band 5
Reports to (job title):	Continence Nurse Manager
Line Manager to:	

Job purpose

To be professionally accountable and maintain the standards of professional practice as set by the appropriate regulatory body applicable to your profession or role.

To deliver compassionate person-centred care, and treat patients, service users, their families and their carers with consideration, dignity, and the respect you would want for yourself or your family.

To support and deputise for the Continence Nurse Manager / Senior Continence Nurse in ensuring the standards of professional practice as set out by appropriate regulatory body applicable to your profession or role are maintained.

Utilise clinical proficiency in delivering a high standard of nursing care. Provide managerial and leadership skills to support the Continence Nurse Manager / Senior Continence Nurse and nursing team to deliver continually improved standards and efficient and effective use of resources.

To be accountable for:

- Delivering safe and effective clinical practice
- Enhancing the patient's experience with regular and constructive communication Managing and developing the performance of a team of nursing staff
- Ensuring effective contribution to the delivery of the organisation's objectives Efficient and effective use of resources
- Deputising for Senior Continence Nurse and Continence Nurse Manager

Base location

The Orbital, Thamesdown Drive, Swindon, SN25 4AN

Key responsibilities

In this role you will:

Clinical Care & Patient Management

- Deliver high-quality, compassionate nursing care tailored to the needs of diverse patient populations.
- Autonomously assess, plan, implement, and evaluate individualised care, ensuring best practice and adherence to local healthcare policies.
- Work with patients' carers and relatives to ensure that they are partners in their care.
- Adapt clinical approaches to meet the unique healthcare challenges.
- Work within the limitations of the continence budget without compromising the clinical needs of the patient.
- Recognise and respond appropriately to deteriorating patients, escalating concerns as necessary.
- Includes participation in catheter and continence clinics, along with conducting home-based and care home assessments to support patient-centered care.

Leadership & Team Collaboration

- Provide clinical leadership, supporting and mentoring junior nursing staff, healthcare assistants, and students.
- Act as a role model, upholding professional standards and ensuring high-quality person centred care delivery.
- Work collaboratively within multidisciplinary teams, contributing to patient care plans and treatment strategies.
- Lead and ensure accurate documentation for clear, effective communication in accordance with the NMC Code of Conduct and local standards. Lead in the provision of a high standard of care that ensures that compassion, dignity and respect is maintained.
- To deputise in the absence of the Continence Manager and Senior Nurse ensuring that service continuity is maintained.
- Work harmoniously and effectively with colleagues to establish robust communication networks within the team.

Service Development & Quality Improvement

- Contribute to the development and implementation of policies and procedures that enhance patient safety and service efficiency.
- Identify areas for improvement and participate in audits, research, and quality assurance initiatives.
- Support the education and training of healthcare professionals, promoting continuous professional development.
- Implement infection prevention and control measures, ensuring compliance with health and safety regulations.

Adaptability & Cultural Awareness

- Work effectively within different venues, adapting to varying clinical practices and regulatory frameworks.
- Demonstrate cultural awareness and sensitivity when delivering care to diverse patient groups.
- Maintain resilience and professionalism when working in unfamiliar or high-pressure environments.
- Be flexible in responding to changes in service demands.

This role is ideal for a highly skilled and motivated community nurse seeking a diverse, challenging, and rewarding career. If you are passionate about making a difference and keen to expand your experience beyond traditional healthcare settings, we encourage you to apply.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the

expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines

- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their

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capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- NMC Registered Nurse
- Substantive experience working autonomously in a community health care setting in last 3 years.
- Substantive experience of regularly performing continence assessments within the last 3 years
- Experience in lone working in different environments.
- Full UK Driving license with use of a car
- Ability to carry out moving and handling and equipment safely

Desirable

- Appropriate Post Registration Accredited Course for role
- Experience of creating and providing education packages.
- Experience of managing junior staff and students.
- Experience in competently using continence related equipment.
- Evidence of the ability to build therapeutic relationships with people who demonstrate challenging behaviour.

Employee signature

Manager signature
