

<b>Job Title:</b>	Children's Community Nurse – Bladder and Bowel B5
<b>Reports to (job title):</b>	Team leader
<b>Line Manager to:</b>	Professional Lead Bladder and Bowel Service

## Job purpose

To provide support to children and young people living in WILTSHIRE with bladder and bowel needs and to promote continence, by utilising and promoting evidence-based care. To provide nursing care, support, training, advice and education to children and their families and carers at home and in the community working in close partnership with a range of other statutory and voluntary agencies.

To provide children and young people with the opportunity to express their views in an individually appropriate way, having to have their opinions considered to develop the services.

## Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

To co-work with other professionals to support the child and family's nursing needs.

Assess, plan, implement and evaluate specialist interventions, providing clear advice to the child, family, professionals, and care workers.

Implement both direct and indirect and robust programmes of intervention.

To be aware of client entitlements and rights and work within, and promote, an ethos of inclusion across all settings.

Accurately assess and immediately adjust specialist input and support to meet the child's needs in all settings.

To promote self-advocacy and to act as an advocate for clients and families.

To contribute to relevant teaching and support packages to clients, families, carers, and other professionals.

## Working conditions:

Occasionally may have to undertake assessment in chaotic, unhygienic environments.

Maybe frequently be in situations where exposure to body fluids is likely.

Working in young people's home, school, community and hospitals.

Mental Effort: May be required to be alert to sudden changes in the behaviour patterns of clients and to respond accordingly.

Will be required to undertake assessments and report writing

Will regularly be required to interpret behaviours influencing nursing care and informing the implementation of packages of care.

Freedom to Act: Adheres to and works within the NMC Professional Code of Conduct and guidelines.

Works within delegated autonomy and manages own caseload with support from a senior nurse.

Provides advice and support to parents, carers and families in line with set policies and procedures.

May be expected to attend a range of meetings supported by senior nurse/manager and occasionally independently.

Responsible for own professional development, participation in annual performance reviews, and supervision in accordance with organisational and professional policy and standards.

## **Physical Skills**

Utilise appropriate nursing skills with children and young people with bladder and bowel needs.

To provide practical care and sensitive support to the child or young person and their family.

Provide a range of clinical skills requiring dexterity and accuracy

## **Communication and Relationship Skills**

To be young person centred, to respect individuality, dignity, and choice and to provide a high standard of care for the child's ultimate benefit.

To communicate effectively with all children.

To communicate effectively, on a frequent and daily basis, with clients and their families and a wide range of professionals, regarding clinical issues and activities of daily living.

Provide comprehensive written reports for team members which will inform and support care packages.

To communicate at all levels and in all forms on difficult matters and/or in difficult situations.

To promote care within the family unit recognising the families wishes.

Will have to communicate sensitive and challenging information.

## **Analytical and Judgement Skills**

To regularly undertake specialised assessments and interventions reflecting the young person's needs.

To be responsible for effective identification and prompt appropriate action regarding welfare and safeguarding children concerns and issues.

Accurately assess and immediately adjust specialist input and support to reflect the child's needs in all settings.

## **Planning and Organisations Skills**

Prioritise own workload balancing numerous demands.

Requires some flexibility in planning to meet the daily demands on specialist time. Work closely with other team members to provide a cohesive service.

Work closely with all agencies to promote inclusion and ensure children and young people with additional needs maximise their potential.

Interfacing with and strengthening working relationships with other nursing teams.

Overseeing the planning, implementing and evaluation of programmes of care for individual children and young people

Responsibility for development and provision of Information Resources.

Maintain prompt and accurate records in accordance with organisational, national, and professional standards.

Responsible for personally generating observations and updating client records.

## **Responsibility for Research and Development**

Ensure clinical skills and practice is evidence based and up to date.

## **Responsibility for Policy and Service Development**

To participate in multi professional meetings.

Interpret and assist in the implementation of national local guidelines, policies and procedures affecting the development of services for children and young people.

Interpret and assist in the implementation of legislation affecting clinical practice.

Adhere to clinical policies and protocols and contribute to ongoing policy development.

## **Responsibility for Financial and Physical Resources**

Personal duty of care in relation to care of child/family belongings.

Personal duty to utilise resources appropriately.

Identifies the need for purchase of appropriate resources and consumables.

Ensure all mechanical equipment is regularly serviced and fit for purpose.

## **Responsibility for Human Resources**

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
Inspire	Challenge	Accountability
Understand	Improve	Involve
Communicate	Learn	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 flourish. 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 with 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 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

RSCN/RN Child or Specialist Practitioner.eg SCPHN

Experience/knowledge of working with children with additional needs

Current registration with the NMC

Able to work collaboratively within a multi-disciplinary interagency team.

Ability to reflect and critically appraise own performance.

Ability to organise and respond efficiently to complex information.

Ability to prioritise own workload, balancing numerous demands and meeting deadlines with the support of a senior nurse.

Commitment to client-centred practice.

Ability to pass on skills/knowledge to others within both formal and informal environments.

Ability to communicate effectively complex and sensitive written and verbal information.

Ability to maintain accurate records within professional and organisational guidelines and process.

Broad knowledge of normal child development

Working knowledge of a wide range of nursing models of practice.

Working knowledge of relevant legislation and national guidelines.

Working knowledge and evidence of observational implementation of therapeutic assessments, interventions relevant to children and young people.

Evidence of continuing professional development.

Basic IT skills

Significant experience of working within the community/primary care setting

**Other requirements:**

Ability to travel meeting the needs of the job.

The post holder must demonstrate a positive commitment to uphold diversity and equality policies.

Hazards:

Laboratory Specimens		Clinical contact with patients	X
Proteinaceous Dusts			
Blood/Body Fluids	X	Dusty Environment	X
Radiation		Challenging Behaviour	X
Solvents		Driving / Travelling	X
Respiratory Sensitisers		Food Handling	
Performing Exposure Prone Invasive Procedures		VDU Use	x
Manual Handling	x	Working in Isolation	x
Noise			



# Job Description

Employee signature

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Manager signature

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