

Job Description

Job Information	
Job Title:	Children's Community Continence Nurse
Directorate/Service:	Community Nursing
AfC Band:	Band 5
Responsible to:	Paediatric Clinical Team Lead
Accountable to:	Clinical Team Lead, Community Children's Specialist Teams
Base Location:	Low House Health Centre
Job Code:	409-6142093

Job Summary
<p>To follow the trust vision to provide 5 star Patient care.</p> <p>To provide (assess, plan, implement and evaluate) home and community-based nursing support to children and young people with Continence issues in order to ensure their wellbeing and improve outcomes.</p> <p>To assist in the development, implementation, provision, monitoring and evaluation of the service in conjunction with the Lead Nurse for continence, Senior continence advisors and Admin team.</p> <p>To provide safe, evidence based and efficient bladder and bowel care to patients to prevent hospital admission and promote early discharge</p> <p>To manage the continence nurse assistants as required</p>

Dimension & Context of the role
<p>To provide an expert Children's Continence Service to enhance the experience of children and young people with bladder or/and bowel problems.</p> <p>To provide appropriate child and family focussed nursing support to children, young people and their families that responds to individual needs and local community needs. It takes into account the need to prevent hospital admission, facilitate early discharge and to provide ongoing continence care for children and young people with continence needs, working across the whole of the child/young person's environment – home, school, community and hospital – to facilitate participation, inclusion and normality</p>

Key Responsibilities
<p>KEY DUTIES</p> <ul style="list-style-type: none"> • Post holder to work flexibly across the Children's Community Nursing service, delivering high quality, evidence-based bladder and bowel care for children and young people preventing hospital admission and facilitating early discharge from hospital. • Develop and use knowledge and skills in order that professional development, bladder and bowel competencies can be maintained and keep professional portfolio up to date. • To manage own caseload including complex patients with long term or life limiting conditions or illnesses

- Draw upon an appropriate range of multi-agency and inter-professional resources in their practice.
- To support the Team Leader and Nurse Specialist in the effective daily management of the patient / team caseload
- Support with training and packages of care to meet the needs of the child.
- Ensure effective line management of staff.
- To accept responsibility for own professional practice as a reflective, accountable clinical practitioner.

CLINICAL & PROFESSIONAL RESPONSIBILITIES

- Maintain Professional Registration and adhere to relevant Code of Practice of Professional body.
- Perform clinical skills in assessment, diagnosis and management, treatment of treatment.
- Performing and interpret complex skills in; urinalysis, bladder and bowel charting/interpretation, ultrasound bladder scanning and result consideration once competent.
- Perform more complex and difficult skills of performing and translating uroflowmetry results with support.
- Provide professional advice/ support / supervision / direction to junior members of the team.
- Establish and maintain effective communication with patients and cares/relatives and professionals across health and social care services.
- Provide specialist clinical knowledge to primary health care teams and other health professionals, parents/carers and relatives seeking advice on the management of the child with continence issues and management.
- Provide specialist clinical knowledge and skills to deliver high quality evidence based care to patients with bladder and bowel dysfunction.
- Provide a package of care around the child to meet their varying needs in relation to bladder and bowel management acting and advising appropriately to ensure they are supported within the community setting.
- Provide accurate and regular reviews of the child's physical, emotional and spiritual needs and on the progress of their condition/diagnosis.
- Deliver high quality care and training, by ensuring both clinical practice and all verbal and written information is evidence based.
- Liaise directly with health professionals in primary care and act as an advocate for patients to ensure they are given the optimum opportunity to explore the continence care options available to suit their individual needs.
- Escalate concerns in relation to management plans / treatment / safeguarding / social issues to ensure the child safety is paramount in accordance with legislation.
- Actively participate within Audit and Paediatric Benchmarking

- Ensure knowledge, skills and competency are updated and maintained through appropriate CPD, training and development opportunities to enable effective care to be delivered in line with current research-based evidence and practice.
- Ensure that verbal communications and written documentation are maintained and are clear, relevant and concise, in accordance with Nursing and Midwifery Council's (NMC) Standards of Records and Record Keeping and Trust policy.

ADMINISTRATIVE RESPONSIBILITIES

- Maintain accurate and contemporaneous and accurate clinical records recording all patient related activity on clinical systems as directed by NMC code of conduct, legal obligation and local and national policies.
- Keep patient records up to date on a regular basis and update IT systems as necessary to ensure records and information are accurate and concise.
- Complete KPIs ensuring KPIS are met by the team and report back to the service manager.
- Complete appropriate written or typed referrals to other service where a need is identified to meet the needs of the patient holistically.
- Complete and submit safeguarding reports as requested.
- Complete and contribute to any necessary a reports and quality assure those of other staff as required for submission to the Special Educational Needs panel.

TEACHING & TRAINING RESPONSIBILITIES

- Embrace training opportunities provided by others formally or informally in order to improve practice and patient care outcomes.
- Participate in education programmes, seminars and in-service training days.
- Develop effective education programmes to ensure children, families and carers are fully informed about the health needs of the child and competent in their care.
- Act as a mentor to new staff members and students ensuring their individual learning needs are identified and programmes implemented to meet those needs.
- Be responsible for identifying your own training and developmental needs ensuring they are met.
- Keep up to date with and critically appraise current research and evidence-based care as well as contemporary issues relating to the development of children's services.
- Facilitate the acquisition of new skills and knowledge in order to meet the needs of individual children, service needs and statutory requirements.

LINE MANAGEMENT/SUPERVISORY RESPONSIBILITIES

- Represent the children's nursing service in the absence of the Nurse specialist.
- Support the clinical leadership of junior staff members including, supervision, annual

appraisal, setting individual performance plans and training.

- Organise clinics on a monthly basis and in the absence of a member of staff.

SAFEGUARDING RESPONSIBILITIES

To be competent at safeguarding children and implementing the Child in Need and Child Protection procedures as appropriate includes the following skills, competencies and knowledge:-

- Be able to recognise child abuse.
- Be able to document accurately child protection concerns according to Laming recommendations, differentiating fact from opinion.
- Know who to contact / inform / seek advice from; know how to contact them 24 hours a day, seven days a week, know when to contact them according to Trust and Local Safeguarding Children's Boards policies and procedures.
- Have understanding of own (and others') professional roles and boundaries, including the Named professionals, trust managers and social workers.
- Knowledge of the implications of key national document/reports.
- Understand multi-agency frameworks, investigations, working and child protection assessment processes including the use of the Common Assessment Framework / investigation/working.
- Be able to present child protection concerns in a child protection conference with support.
- Demonstrate ability to work with families where there are child protection concerns
- Be able to advise other agencies regarding the health management of child protection concerns.
- Ability to contribute to serious case reviews or individual management reviews.
- Understand child protection investigation and the basics of forensic procedures.
- Aware of Local Safeguarding Children's Board and it's remit.

GENERAL DUTIES

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in the annual performance review to identify personal development needs
- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
- To fully comply with the relevant sections of the Health and Safety at Work Act. They must also understand and implement Mersey and West Lancashire Hospitals NHS Hospitals Trust "Statement of Policy on Health and Safety at Work" and the Trust corporate "Health and Safety Policies and Procedures". You are required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions to avoid actions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the

confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles.

- The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All staff will be treated with respect by management, colleagues, patients and visitors and equally staff will treat management, colleagues, patients and visitors with the same level of respect. Staff will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff therefore who come into contact with children, young people and vulnerable adults have a responsibility to ensure they are trained and competent to be alert to potential indicators of abuse or neglect and know how to act on their concerns in line with the policies and procedures of Mersey and West Lancashire Teaching Hospital NHS Trust.
- To ensure that when creating, managing and sharing information records it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that the record keeping is contemporaneous
- In accordance with the Health and Social Care Act 2008, the post holder will actively participate in the prevention and control of infection within the capacity of their role. The Act requires the post holder to attend infection prevention and control training on induction and at regular updates and to take responsibility for the practical application of the training in the course of their work. Infection prevention and control must be included in any personal development plan and/or appraisal.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be cross site.
- The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
- To adhere to the NHS Constitution and its principles and values. You must be aware of your Duty of Candour which means that you must be open and honest during your employment and if you see something wrong, you must raise it. You must read the NHS Constitution in full and can download this from the Trusts intranet site or the www.gov.uk website. Hard copies are available from the HR Department on request.
- The Trust is a non-smoking site. Failure to follow this rule could lead to disciplinary action.

ORGANISATIONALCHART/LIST

Directorate Manager for Paediatrics



Clinical Manager for Children Community Specialist Services



Paediatric Continence Team Lead



Paediatric Continence Nurse Advisor



Paediatric Continence Nursery Nurse Specialist