

Job description for Childrens Continence Nurse Band 6

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, **making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for**, **those we work with** and **those who work with us**. **Everyone is part of our team**.

Our core strategy is to be an **employer of choice**, **a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values**, **leadership behaviours**, **teams**, **enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

The Childrens Continence Service is part of the Children and Young Persons Specialist Nursing Team. The service provides initial assessment and ongoing evaluation of the continence needs of children and young people throughout Northamptonshire. The service provides rehabilitation where appropriate and the provision of continence products where continence is not able to be achieved.

The post holder will assist the Lead Clinician for Children's Continence and the wider Community Children's Nursing Team within an Integrated Continence Pathway. The Post Holder will work within an integrated skills mix team to provide high quality and accessible care for Children and Young People within Northamptonshire.

The post holder should act as an advocate for Children and Young People on the caseload.

The post holder will provide care within clinic settings and within the child's home/school

Safeguarding is a key element of responsibility for all staff within the team and the Post Holder should adhere to protocols at all times and support staff members with Safeguarding issues

About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> • Approachable and accessible to colleagues and across multi agencies • Ability to work in a flexible way and respond to change. • Ability to work in a fast paced and challenging environment. • Reliable and consistent in approach, demonstrating empathy and an open communication style with all team members, fostering this culture across the team. • Leading, motivating and inspiring the team on a daily basis, bringing all team members together in providing high standards in the provision of care. • Encourage others to make decisions of their application of knowledge and skills. • Able to deal with interruptions/queries from colleagues throughout the day. • Able to work within another organizations environment maintaining confidentiality at all times 	<ul style="list-style-type: none"> • RSCN/RN Child/RN LD/ • Substantial post registration experience of children's nursing • Experience of managing children with continence needs • Experience and knowledge of working with children with additional health needs and complex health needs. • Good range of clinical skills to manage needs • Experience of delivering training and presenting to groups of people. • Demonstrable excellent customer service • Experience of engaging and communicating effectively with people at all levels. • Understanding of safeguarding procedures in accordance with local procedures • Ability to mentor students in the development of their programmes • Awareness and ability to work within the NMC Code of Conduct
Skills and Abilities	
<ul style="list-style-type: none"> • IT literate with ability to use electronic systems, spreadsheets/databases and produce reports and statistics. • Ability to manager and deliver projects. • Excellent interpersonal skills and the ability to utilize them to communicate effectively within a multi-disciplinary and team based working environment. • Excellent time management and organizational skills and the ability to manage a caseload of young people • Ability to work independently and organize a varied workload, meeting competing demands. • Ability to work within the NMC Code of Conduct 	<ul style="list-style-type: none"> • <i>Effective negotiation skills that demonstrates a flexible and client friendly approach.</i> • <i>Ability to occasionally deal with distressing or emotional circumstances</i> • <i>Ability to work in a busy, sometimes pressurised environment, prioritizing and working to deadlines.</i> • <i>Ability to deal with competing priorities on a daily basis.</i> • Ability to maintain confidentiality and represent the professional face of NHFT both internally and externally, dealing with any conflict in an appropriate manner

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- Share knowledge and experience within the team to promote learning opportunities for all.
- Ability to motivate self and others.
Share care plans with partner agencies and support their implementation within other settings
- To ensure a timely and efficient service is provided to all customers, by maintaining good practices and ensuring excellent clinical competencies, communication and working relationships.
- The post holder will actively participate in working groups to ensure the development of the service.
- The post holder will be expected to participate in Child in Need groups/Case Conferences to support the ongoing management of the child
- The post holder will support managers to recruit new staff, ensuring that we are able to deliver our services effectively and efficiently to patients and service users.
- The post holder will work alongside partner agencies to ensure best outcomes for children and young people.
- The post holder will take part in Multidisciplinary reviews

BEING AUTHENTIC

- Be a role model to others that will build engaged staff and teams, creating a culture of honesty, trust and openness with children and young people, families, carers, and professionals.
- Develop a partnership approach to working with other agencies
- Be able to communicate clearly with children and young people, families, carers and professionals
- Maintain professionalism at all times, ensuring a culture of excellence and consideration of diversity and inclusive behavior and practice.
- Participate in Appraisal of self and others providing support and feedback to other team members and members of the leadership team











TAKING RESPONSIBILITY

- *Actively encourage a culture of learning and development within the role and support others in the team to develop*
- *Recognize success and development of self and others and be confident to constructively challenge and resolve conflict fairly and swiftly.*
- *Review processes, procedures and systems to support continuous service improvements, developing, recommending, initiating and implementing changes to improve quality.*
- *Manage own clinics prioritizing needs when required, demonstrating personal resilience*
- *Responsible for ensuring that all the relevant administrative paperwork, assessments and care plans are up to date for individualized care*
- *To take the lead role on the development of specific work streams to enable the delivery of professional, timely, evidence based high quality care.*
- *Direct line management, development and direction of Band 4 and Band 3 staff including absence management in accordance with Trust policy.*
- *Act as Team Lead in the absence of the Team Lead for the Continence Team*

EMBRACING CHANGE

- Participate in changing practice in order to improve service
- Able to operate in a climate of continuous change and improvement.
- Actively promote equality and diversity in the service
- Deliver training to the education teams which ensures understanding of clinical competencies. Training will need to be delivered at a variety of sites throughout the county and assessed to ensure effectiveness.
- The post holder will plan for the year ahead, considering the service requirements to meet the needs of the caseload
- Contribute towards the development of clinical competencies in line with available guidance and research.

Benefits

Salary 	Location of work 	Permanent/fixed term 								
<p>Band 6 - Range £35,392 to £42,618 pro rata</p> <p>You will be paid on the 27th of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p>	<p>The post holder will be based at St Mary's Hospital Kettering however clinics and home visits can take place throughout Northamptonshire.</p> <p>Must be able to travel independently to other bases in the Trust across Northamptonshire.</p>	<p>This is a permanent post</p>								
Hours/pattern of work 	Annual leave and bank holiday entitlement 	Pension entitlement 								
<p>37.5 hrs per week, Monday to Friday</p>	<table><tr><td>Length of service</td><td></td></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p>https://www.nhsbsa.nhs.uk/nhs-pensions</p>
Length of service										
On appointment	27 days + 8 days									
After five years' service	29 days + 8 days									
After ten years' service	33 days + 8 days									
Health and Wellbeing Because your health matters too 	Learning and Development 	Equality and diversity 								
<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p> 	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>								

Find out more about us at:

www.bit.ly/24hoursinNHFT

www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.