

Job Description

Bladder and Bowel Clinical Team Lead Band 7



...we are caring and compassionate

...we deliver quality and value

...we work in partnership

Name:	
Job title:	Bladder and Bowel Clinical Team Lead
Team:	Bladder and Bowel Service
Business unit:	Local care
Band:	7
Location:	MCH house
Last updated:	April 2024.

Job purpose

- To lead the provision of a clinically effective, cost efficient service and clinically lead a team of specialist bladder and bowel clinicians.
- To provide clinical leadership across Medway to a team of dedicated clinicians.
- 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 including clinical policies, training to MCH colleagues and external agencies.
- To demonstrate at all times a comprehensive knowledge base and promote excellence in nursing practice in a dynamic healthcare environment.
- 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.
- To co-ordinate services to promote optimum health, self-management and effective liaison between agencies.
- To act as an information resource for patients, multi-disciplinary colleagues and other stakeholders. Responsible for signposting and referring individuals, families, carers, etc.
- Ensure that patients receive the information they need and are treated with dignity and respect for their privacy.
- Reports clinical and non-clinical incidents and proactively manages risk to vulnerable adults.
- 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.
- Teach and educate patients, their carer's and other healthcare professionals to recognise subtle changes in their condition that could lead to exacerbation or acute deterioration and take appropriate actions.
- Acts as a clinical expert and information resource, leading in training, education and orientation programmes for staff, students and others.
- Responsible for proactively seeking and providing learning opportunities for the team.
- Proactively develops, implements and monitors public health and health promotion activities in accordance with national and local priorities.
- Support the service manager to identify ongoing training and updating needs of other health care professionals in the community team.
- 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.
- Manages risk and maintains service delivery through liaison with colleagues and by reporting unresolved clinical/staffing issues to the clinical lead.
- Use advanced skills and expert knowledge to clinically lead the team in delivering best practice across Medway areas of the continence service.
- Provide expert clinical care and health promotion interventions.
- 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.
- Ensure 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.

Role requirement and person specification

Criteria	Essential
Qualifications, training, knowledge and experience	<ul style="list-style-type: none"> • NMC Registration • Degree Master's degree or equivalent experience • Mentorship preparation/Practice Assessor/Practice Supervisor • Promotion of Continence Care (ENB 978) or equivalent • Management qualifications • Completion of advance physical assessment module or willingness to undertake • Extensive and relevant post-registration experience • Experience at a senior level in bladder and bowel specialist nursing and continence service provision • Presentation skills • Experience of self-direction • Evaluation and clinical audit • Clinical skills relating to continence • Leadership skills, organisational skills and teaching skills • Experience as an appraiser and in clinical supervision • Ability to relate theory to practice, with a knowledge and understanding of the principles of adult protection • Ability to work with a range of healthcare professionals and be flexible to cover service needs • Awareness of any changes in NHS provision
Communication skills	<p>Communicate highly complex, sensitive or contentious information about patient's conditions to multi-disciplinary team colleagues to ensure effective delivery of patient treatments; barriers to understanding.</p> <ul style="list-style-type: none"> • Communicates highly sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance. • 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.
Analytical and judgemental skills	<ul style="list-style-type: none"> • 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 take a proactive role in contributing to risk identification and management and be responsive to lessons learned from incidents and near misses. • 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. • Negotiate and agree with the patient, carers and other professional's 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.
Planning and organisational skills	<ul style="list-style-type: none"> • Ability to prioritise workload. • Plans delivery of specialist nursing care, allocation and deployment of staff, coordinates multi agency activities
Physical skills	<ul style="list-style-type: none"> • I.T. emails, Microsoft Word, PowerPoint • Use of clinical tools to support clinical assessments and treatments such as bladder ultrasound scanners. • Dexterity and accuracy required for insertion of catheters

Criteria	Essential
Responsibility for patient care	<ul style="list-style-type: none"> 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. Assesses, develops and implements specialist nursing care programmes; provides highly specialist advice.
Responsibility for policy and service development	<ul style="list-style-type: none"> 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.
Financial and physical resources	<ul style="list-style-type: none"> Joint responsibility for overtime and expense approval. Responsibility for ordering and maintaining stock, including supervising junior staff with product management and orders.
Human resources	<ul style="list-style-type: none"> Be responsible for the performance review of community nursing staff which includes annual appraisal (PDR) and individual development plans. Monitor staff against objectives set, giving feedback regularly via the supervision process. Assist in the recruitment of staff, appraisal process, risk assessment process and complaints, performance management process. Assist in clinical supervision and peer review including mentorship to junior colleagues. Provides clinical leadership to team members. The organisation 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.
Information resources	<ul style="list-style-type: none"> Database management Inputs activity onto the recognised MCH database in order to support service development and meet contractual requirements. Keeps accurate, contemporaneous records and written reports, as required.
Research and development	<ul style="list-style-type: none"> Take part in clinical research in-line with MCH protocols Incorporates relevant research findings with practice and participates in MCH approved research programmes.
Freedom to Act	Accountable for own professional actions, manages team and interprets policy
Effort factors	See overleaf

Physical effort

This factor measures the physical effort (sustained effort at a similar level or sudden explosive effort) required for the job. It takes account of any circumstances that may affect the degree of effort required, such as working in an awkward position or confined space. Please tick the appropriate box in the table below.

Job requirements	Yes / no	Average number of shifts per week	Average number of times per shift	Average duration of each occurrence	Average weight lifted
Standing / walking for substantial periods of time?	No				
Standing / sitting with limited scope for movement for long periods?	Yes	5	3	45 mins	
Making repetitive movements?	Yes	3-5	3	10 mins	
Inputting at a keyboard?	Yes	3-5	3	1 hour	
Kneeling, crouching, twisting, bending or stretching?	Yes	1	1	10 mins	
Climbing or crawling?	No				
Working in physically cramped conditions?	No				
Working at heights?	No				
Pushing / pulling trolleys or similar?	Yes	1	1	10 mins	
Running?	No				
Cleaning / pot washing?	No				
Lifting weights / equipment with mechanical aids?	No				
Lifting weights / equipment without mechanical aids?	Yes	1	2	15 mins	
Manual digging?	No				
Other? (please specify)					

Mental effort

This factor measures the mental effort (concentration, responding to unpredictable work patterns, interruptions and the need to meet deadlines) required for the job. Please tick the appropriate box in the table below and describe the level of alertness / concentration required when undertaking certain activities. Please note that the periods of time in the table refer to continuous periods of concentration.

Job requirement	Average duration	How often per day / shift?	Are there interruptions?	If yes, do they require you to change what you are doing?
Check documents	20 mins	4-5	yes	yes
Carry out calculations	10 mins	1	yes	yes
Analyse statistics	10 mins	1	yes	yes
Operate equipment / machinery	20 mins	3-4	yes	yes
Drive a vehicle	20 mins	3-4	yes	yes
Carry out screening tests				
Carry out clinical / therapeutic / social care / diagnoses / assessments	1 hour	3-4	yes	yes
Attend meetings (please describe role)	1 hour	1-2	yes	yes
Prepare detailed reports	1 hour	2-3	yes	yes
Carry out formal student / trainee assessments	1 hour	1	yes	yes

Undergo cross examination in court	1 hour	potential	yes	yes
Carry out clinical, therapeutic or social care interventions / treatment	1 hour	2-3	yes	yes
Carry out non-clinical fault finding	1 hour	1 year	yes	yes
Other (please specify)				

Is the pattern of this work predictable in nature? **Yes**

If no, please describe below, including examples of activities / responsibilities that make it unpredictable.

Emotional effort

This factor measures the emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding. Please complete the table below, indicating whether you carry out the activities listed as examples.

Examples	Number of occasions per week / month / year
Giving unwelcome news to patients / clients / carers / staff	1-2 per week
Processing, e.g. typing / transmitting, news of highly distressing events	1-2 per week
Providing a service for distressed / angry patients / clients	2 per week
Dealing with difficult situations / circumstances	2-3 per week
Designated to provide emotional support to front line staff	1 per week
Providing a care or therapy service to emotionally demanding patients / clients	2-3 per week
Caring for the terminally ill	1 per week
Communicating life changing events to patients / clients	1 per week
Dealing with people with challenging behaviour	1 per month
Arriving at the scene of a serious incident	
Other (please specify)	

Working conditions

Are you require to work in, directly with or exposed to:	Yes / no	Frequency per week / month / year
Driving / being driven in normal situations (excluding driving to work)?	Yes	Daily
Driving / being driven in emergency situations?	Yes	1-2 per week
Inclement weather?	Yes	Variable
Use of VDU more or less continuously?	No	
Excessive temperatures?	Yes	Variable
Unpleasant smells / odours?	Yes	1-2 per week
Excessive noise and / or vibration?	No	
Dust / dirt?	Yes	1-2 per week
Humidity?	No	
Exposure to dangerous chemicals / substances in containers?	No	
Exposure to aggressive verbal behaviour where there is no or little support?	Yes	1-2 per year
Unpleasant substances / non-household waste?	Yes	1-2 per week
Noxious fumes?	Yes	1 per week
Infectious material / foul linen?	Yes	1 per week
Fleas or lice?	Yes	2 per year
Body fluids, faeces, vomit?	Yes	1-2 per week
Exposure to dangerous chemicals / substances not in containers?	No	1 per year
Other (please specify)		