

Isle of Man
Public Service
Careers



Continence Nurse

Integrated Primary and Community Care Services

Job Information

Working together for the **Isle of Man**

Job Description

Job Title:	Continence Nurse
Band:	6
Division:	Community Care Division Community Nursing
Job Evaluation Reference No:	1252v1/JE/23
Responsible to:	Continence Service Clinical Lead
Responsible for:	Provision and Promotion of continence service across Isle of Man

Overview

The post holder will work alongside the clinical lead and be committed to the promotion of continence across the Isle of Man.

They will support both hospital and community providers in supporting people with continence problems, as well as the providing education to service providers on best practice in Continence care. The Island wide remit allows for excellent integration of information and support for patients. Working across multidisciplinary and third party services.

The Post holder will actively engage across the community to promote pro-active identification of high risk groups and practices which affect continence. They will be passionate about raising awareness of the role of the Islands Continence Service in the provision of education and treatment of both urinary and faecal dysfunction. They will also ensure the service is working to the latest evidence based care.

Where treatment is not possible; the post holder will promote the dignity and respect of the individuals by ensuring the most appropriate management options for their condition are available; in order to allow them to actively engage in community without prejudice.

CARE

In Manx Care we pride ourselves on our Commitment & passion, Accountability & reflection, Respect & inclusion, and Excellence & innovation. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

Job Purpose

The Continence Nurse works in collaboration with the Clinical lead to ensure quality proactive delivery of a specialist continence service to those with bladder and bowel dysfunction to the population of the Isle of Man (this includes children and adults).

The post holder will actively promote identification of high risk groups and practices affecting continence and work to reduce or educate the wider society in promoting good self-care to reduce or eliminate these risks.

The post holder will raise awareness of how to access services in order to support good continence care; working with all other Multidisciplinary services across the community for an integrated approach to continence care.

The post holder will contribute to service delivery and development of innovative practice by identifying and disseminating new developments in continence care and supporting, motivating and enabling others.

The post holder will undertake individual assessments, nursing interventions including diagnostic procedures, action planning and treatment/management advice to patients with complex bladder and bowel dysfunction from assessment and diagnostics to successful outcomes. They will support patients with management options prescribed by other specialist providers including patients under specialist services in tertiary centers with their ongoing care on Island.

They will participate in clinical audit within the Continence service and benchmarking of services and will contribute to policy development related to continence care.

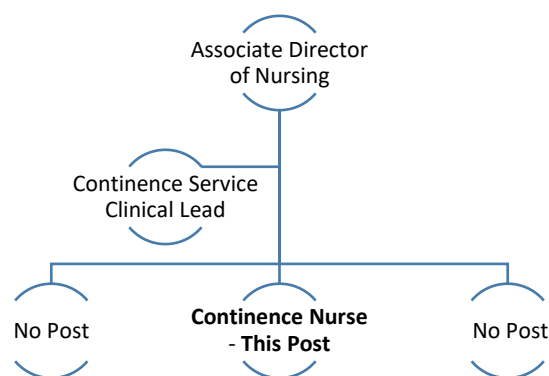
Duties and Responsibilities

- ♥ Assessing individuals continence needs, developing, planning implementing and evaluating programs of care to improve continence.
- ♥ To manage a clinical caseload of those with complex continence problems, developing programs of care.
- ♥ To run regular Continence Nurse led clinics and carry out domiciliary visits allowing all patients equal access to the service.
- ♥ To support the clinical lead in the promotion of continence; and the assessment, treatment and management of patents with bladder and bowel dysfunction.
- ♥ Co-ordinate with the contracted provider to ensure appropriate delivery of continence aids to all users.
- ♥ To support the clinical lead in development and review of policies, procedures and guidelines relating to bladder and bowel dysfunction across the Manx Care.
- ♥ Provide education, advice and support, on continence and related issues, to health and social care professionals, patients, carers and others.
- ♥ Supports the clinical lead in delivering teaching in regard to bladder and bowel dysfunction. This will include such as: pre-registration students, Healthcare assistants, and post-registration staff, Homecare, Care home, and care agency staff.

- ♥ To compile, update and ensure good practice guidance and information is available to Manx Care staff teams.
- ♥ To keep up to date with current research that is relevant to continence promotion and care and ensure adherence to same in practice by regular audit.

Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



Communication and Relationship Skills

The communication and relationship skill requirements of this role are:

- ♥ An ability to provide and receive personal and confidential information directly to and from those with continence problems; and their carers where relevant. This can be as part of assessment or treatment. This often entails, dealing with complex, sensitive personal information and unique situations and information, and there may often be barriers to understanding – for example when working with those with dysphasia or special educational needs.
- ♥ To have a high level of empathy and awareness of the highly sensitive and distressing nature of continence problems
- ♥ To be able to communicate unpleasant news, and regularly provide both counselling and re-assurance to clients and their carers. This can often be emotionally demanding and high pressured.
- ♥ Discuss all treatment options with sensitivity, knowledge and expertise respecting patient confidentiality, privacy and respect.
- ♥ To provide a confidential telephone information and advice line for local residents with the same requirements for professional judgment and emotional demands given above.
- ♥ To provide, receive and update information by electronic means including email and via the electronic patient record systems within the Government security codes of using this media
- ♥ Able to recognise and reflect on barriers to effective communication and modifies behavior in response to achieve a more effective response. This is particularly appropriate when dealing with patients with additional needs or patients with mental health disorders.

♥ To act as a source of highly specialist advice and information and ensure effective communication within the key working relationships, in order to maintain a coordinated and informed team approach. The key relationships of this post include:

- ♥ District Nurses
- ♥ Health Visitors
- ♥ School Health Advisors transition?
- ♥ Community Mental Health Team
- ♥ Community Nurses for Learning Disabilities
- ♥ Urology, Gynaecology and Paediatric Specialist Services
- ♥ Hospice staff
- ♥ Social workers
- ♥ General Practitioners and Primary Health Care Staff
- ♥ Physiotherapy for Women's Health
- ♥ Community Allied Health Professionals
- ♥ General Public
- ♥ Outside Contractors / Agencies
- ♥ Social Services
- ♥ Private sector nursing and residential Care homes.
- ♥ Centre for Nurse Education.
- ♥ General Wards and clinics at both Noble's Hospital and RDCH

♥ In collaboration with Clinical lead: To raise awareness of the service by production and dissemination of written information and appropriate use of social media to both Health Care Professionals and to the general public.

♥ To develop and maintain a close liaison with acute and secondary health care settings, as well as with the core and extended Primary Health Care Team.

♥ To ensure engagement and understanding during teaching workshops by ensuring appropriate language and skills needed are recognized at time of delivery.

♥ To co-ordinate local, and participate in national, public awareness programs with regard to bladder and bowel problems alongside the Clinical lead.

♥ To meet regularly with the Clinical lead and in absence of clinical lead to communicate with Community Matron regarding any issues/concerns in practice that will or may impact on service delivery.

♥ To disseminate information either verbally or written regarding best practice issues throughout Community Nursing, and Health and Social Care sectors

♥ To have the ability to diffuse conflict, confrontation, and contention in high pressured situations.

♥ Maintain accurate, comprehensive and up-to-date records and information in line with legal and service requirements.

Knowledge, training and experience required to do the job

The essential knowledge, training and experience requirements of this role are:

- ♥ Registered General Nurse with current NMC registration.
- ♥ Degree in Nursing or related subject.
- ♥ Relevant post-registration experience in Adult Nursing.
- ♥ Full Driving Licence.

- ♥ Experience and knowledge of continence care. Particularly in relation to national and local policies in Continence care and product provision.
- ♥ Possession of a recognised teaching qualification.
- ♥ Working knowledge of Isle of Man Government Financial regulations.
- ♥ Ability to use own initiative.
- ♥ Excellent interpersonal and influencing skills.
- ♥ Ability to confidently lead and motivate others in planning and executing change.
- ♥ Ability to work within Multidisciplinary teams.
- ♥ Ability to recognise own learning needs.

The desirable knowledge, training and experience requirements of this role are:

- ♥ Member of the Association of Continence Advice (ACA) or other associations involved in promotion of continence.
- ♥ Evidence of management experience at band six or above.
- ♥ Completion of ACA MOOC or alternative Continence Course.
- ♥ Certificate in urodynamic studies.
- ♥ Certificate in Pelvic floor examination.
- ♥ Non-Medical prescribers' status.

In addition the post holder must :

- ♥ Recognise own limitations in provision of clinical care and / or advice, referring to other multidisciplinary services accordingly.
- ♥ Staff must work in accordance with all health and social care polices.
- ♥ Ensure Mandatory training is completed in line with Manx Care requirements.
- ♥ The Isle of Man is committed to safeguarding and promoting the welfare of children and young people and adults at risk and expects staff to share this commitment.

Reports critical and untoward incidents where identified in accordance with Manx Care guidance: investigates, participates in Root cause analysis and identifies, plans and implements appropriate remedial action in collaboration with clinical lead and relevant care group.

Analytical and Judgement Skills

The analytical and judgement skill requirements of this role are:

- ♥ Makes autonomous clinical decisions in regard to treatment and advice; based on the assessment of individuals with bladder and bowel dysfunction patients who are self-referred or referred from other professionals including general practitioners, Allied health professionals, social workers.
- ♥ Utilises a range of diagnostic tools and interprets results within the assessment.
- ♥ Ability to assess the range of treatment options available and using expert knowledge, skills and experience provides a balanced judgement of most appropriate treatment or care intervention for an individual.
- ♥ Challenges clinical and prescribing practices which are not evidenced based and providing evidence to those who are unaware of its relevance or existence.
- ♥ Recognises own limitations in the provision of clinical care and/ or advice, referring to other multidisciplinary professionals accordingly.

- ♥ To maintain confidentiality in line with NMC and Manx Care policies, using experience and analytical and judgment skills to determine what information needs to be shared with other services.
- ♥ Use own judgment to identify and escalate risks and issues to Senior Management.

Planning & Organisational Skills

The planning and organisation skill requirements of this role are:

- ♥ Ability to plan, organise tasks and activities using own initiative within area of own clinical practice. Reviewing priorities based on the changing and unpredictable needs of the service.
- ♥ Contributes to planning and delivery of clinics and domiciliary visiting rotas to ensure effective service delivery. This may include work outside of office hours in future planning.
- ♥ To be self-directed in managing, recognising and establishing supportive networks for self and patients.
- ♥ Plans and agrees patient reviews to meet needs.
- ♥ In collaboration with Clinical lead; Recommends plans and evaluates treatment pathways within their specialty.
- ♥ The post holder requires flexibility in responding to changing priorities as daily operational service issues need to be resolved. The post holder would be expected to cover in the absence of Clinical lead.
- ♥ Plans and supports other multidisciplinary services with either joint working or advice and teaching to help meet patient's needs.
- ♥ As appropriate attends Multidisciplinary meetings.
- ♥ Organises and delivers multiple presentations and workshops in relation to teaching, both within the department and external associations.
- ♥ Supports clinical lead with changes across both public and professional arenas which are implemented by the disposable product contract holder and the product company. This includes addition of new product or changes to third party/ current products.

Physical Skills

The physical skill requirements of this role are:

- ♥ The post holder requires a high level of dexterity to carry out tasks such as insertion of catheters, urethral and suprapubic for both male and female adults.
- ♥ Teaching of intermittent Self-Catherisation to patients within their own homes where facilities are often less than ideal for moving and handling and often require a high degree of flexibility and adaptation to reduce risk to self.
- ♥ Urodynamic studies requires catheters to be inserted into bladder Vagina or Bowel.
- ♥ To carry out frequent bladder scans to ascertain residual levels of urine in bladder and interpreting results of same.
- ♥ Measuring and application of continence aids for urinary management such as convenes which requires sensitivity for intimate examination.
- ♥ Frequent Digital rectal examination as part of fecal incontinence/ bowel management assessments including insertion of suppositories, enemas, continence aids for fecal incontinence.
- ♥ Teaching of use of trans anal irrigation systems which often requires working in patients own bathrooms with little room.
- ♥ The post holder is a lone worker so is regularly assisting patients on and off examination couches or their own beds to perform the examinations required as part of the assessment process.

- ♥ Working in clinic environments around the Island and patients own homes requires any equipment to be carried there by the post holder.
- ♥ Teaching sessions often require visual aids or supporting equipment which again is carried by the post holder to each session.
- ♥ The post holder is required to adapt to visiting in home environments but also spends a large amount of time either at a computer or driving between patients. Requiring high levels of concentration.

Patient/Client Care

The patient/client care requirements of this role are:

- ♥ Works as an autonomous practitioner in assessing patients with bladder and bowel dysfunctions. This requires care and compassion and a building of trust to be able to ascertain the sensitive and personal information required to make appropriate clinical judgements.
- ♥ Carries a caseload of complex clients adjusting plans of care to maximise quality of life in respect of continence management. This includes involvement of the patients larger care package at times.
- ♥ Involved in advice and joint assessment of patient with other services such as Urogynaecology, Women's health Physiotherapy, District nurse or school nursing service.
- ♥ Covers all ages with their differing needs.
- ♥ Service has an open referral system requiring triage and assessment of referrals and information from multiple sources. This includes: Health services such as GP, consultants, hospitals and community services, Social care, care agencies, care homes, Self-referrals and family/ carer referrals.
- ♥ Need to recognise and adapt to differing needs of clients particularly patients with additional needs or patients with mental health disorders; also patients with communication difficulties.
- ♥ Ability to recognise that some patients may have experienced sexual abuse in the past which makes the assessment process additionally challenging. The post holder needs to be aware of the implications of the procedures and safeguarding issues for both patient and practitioner in these situations.
- ♥ Supports patients who are dealing with terminal diagnosis or undergoing treatments for cancers.
- ♥ Supports patients with chronic long term conditions such as Parkinsons, MS.
- ♥ Due to self-referral options the post holder needs to be aware they may be a first contact for a patient and may need to work corroboratively to encourage other services to be accepted if situation is complex.
- ♥ Responsible for making diagnostic interpretation of assessments and providing a plan of care to the patient with planned reviews.
- ♥ To formulate personalised and specialised treatment plans for clients. These will include pelvic floor exercise programs, biofeedback, bladder and bowel training, in-dwelling urethral and suprapubic catheter care programs, intermittent self-catheterisation, and supply or make recommendations for aids, appliances and medications, taking note of UK NICE guidelines where these exist.
- ♥ Ensures plans of care are fully documented in the electronic records and communicated to appropriate other professional involved in care provision.
- ♥ Awareness of limitations of role and knowledge of when to refer to other services.

- ♥ Patients are often referred by other services such as GP, Urology, Urogynaecology for further assessment and treatment planning.
- ♥ Post holder is often involved in the multidisciplinary planning and discharge of complex patients and can be a source of information and training for specific procedures which support discharge/ ongoing care.

Policy and Service Development

The policy and service development requirements of this role are:

- ♥ To develop, implement and evaluate policies, protocols and guidelines which are evidence based and promote patient centred care relating to bladder and bowel dysfunction within the Manx Care.
- ♥ Ensure national and local policy is evidenced within the service.
- ♥ To provide advice and guidance to parties working on policies, procedures and guidelines relating to bladder and bowel dysfunction in the private sector.
- ♥ To instigate effective auditing of policy and documentation for continence issues
- ♥ To identify risks and issues within own area and propose strategies to assist in the reduction of such risks
- ♥ To develop the specification for tender for Manx Care contract for provision of disposable continence supplies
- ♥ To carry out patient satisfaction surveys and implement any changes required to improve service delivery.
- ♥ To raise awareness of the service by the production and dissemination of information, presentations and appropriate use of social media to both Health Care Professionals and to the general public across the Isle of Man.
- ♥ Maintain and collate information for reports which provide information to Community Matron on the service provision and costs.

Financial and Physical Resources

The financial and physical resource requirements of this role are:

- ♥ Supports the Management of the disposable products system ensuring allocation is kept within policy to provide cost effective but appropriate care.
- ♥ In absence of clinical lead attends the quarterly budget review of same.
- ♥ Reviews products particularly new products in the treatment and management of bladder and bowel dysfunction, in relation to cost effective care options. Advising on appropriate use of same where this would be effective budgetary management whilst improving or meeting needs of the patients.
- ♥ Ordering of products for specific patients' needs both prescribed or through community stores.
- ♥ Involvement in the tender process for disposable and washable products to ensure cost effective products that meet need of tender specification.
- ♥ Ensures users are aware of contacts and ways to reduce overstocking of continence products therefore mitigating waste.
- ♥ Ensures appropriate systems in place for return of unopened unused products are instigated when patients needs change.
- ♥ Use of Fleet vehicle in line with Manx Care policies on use of same.

- ♥ Adheres to Manx Care policy relating to use of IT equipment both office based and mobile (IPad and mobile phone) as well as use of equipment within clinic settings including appropriate cleaning of same in line with infection control policy.
- ♥ Involves taking equipment on domiciliary visits, clinics or to teaching and is responsible for appropriate care in this setting.

Human Resources

The human resource requirements of this role are:

- ♥ The post holder will act as effective role model and example of good service.
- ♥ Working within a competency framework; will be responsible for assessing clinical competencies where appropriate.
- ♥ In the absence of Clinical lead; Annual leave or sickness; to take responsibility for some management duties as prioritised by community Matron and Deputise to maintain patient care and treatments.
- ♥ Is responsible for identifying training needs within the field of continence and developing education and training packages in collaboration with Clinical lead.
- ♥ Promotes good integration and identification of services that support improving patient outcomes and satisfaction in continence care. This can involve reallocation of referrals to a more appropriate service such as Women's health physiotherapy.
- ♥ To regularly support students on work experience visits to promote continence care.
- ♥ Works in conjunction with Clinical lead to identify needs and develop the service to best fulfil the needs of the organisation MANX CARE.
- ♥ Maintains Professional Registration in line with NMC requirements ensuring adherence to needs of revalidation process are met.
- ♥ Identifies with Line manager Professional and personal training needs through the Personal development Review.

Information Resources

The information resource requirements of this role are:

- ♥ Ability to access and use computerised patients' records both in community via EMIS, and Rio systems and also use of Medway and MediViewer for patients in hospital and urodynamic clinic in accordance with local policies.
- ♥ Use of both base computers/ Laptops and mobile devices (IPad) to access and record accurate patients records and emails both at base and when on domiciliary visits.
- ♥ Supports the clinical lead with development and update of assessment forms/templates on EMIS in conjunction with IT support services which will allow reporting of service statistics.
- ♥ Supports the training of users of the disposable product delivery system which is shared with contracted distributor.
- ♥ To be competent in the use of a variety of software packages including Word, Excel, PowerPoint, email and internet to enable the production of documents, training materials and reports.
- ♥ Ability to use IT resources during teaching and other presentations.
- ♥ Ensure all electronic information contained within the Government advice website relating to Continence service is accurate and clear.

- ♥ The post holder will produce and update information leaflets for public and professional use relating to promotion of continence and use of continence management products in collaboration with clinical lead.
- ♥ Appropriate use of social media to increase awareness of continence related information, campaigns and support lines within policy guidelines.

Research and Development

The research and development requirements of this role are:

- ♥ The post holder is responsible for the analysing and interpreting of new and existing national/ international guidelines making recommendations and implementing agreed changes which relate to bladder and bowel care.
- ♥ To participate in work relating to research/ evaluation of the Continence service provision both locally and nationally; through auditing, benchmarking and standard setting.
- ♥ The post holder must ensure own knowledge base is up to date with latest research through attendance/ participation in specialist conferences and online webinars.
- ♥ Maintain professional links and sharing of information relating to service development with UK specialist services through both individual links with other services and professional associations such as Association of Continence Advisors (ACA) and RCN forum for Continence care.
- ♥ To undertake audit of the service as allocated by clinical lead; by client satisfaction surveys and an annual audit of the home delivery service using the results to influence the development of the Continence Service
- ♥ Work in conjunction with Clinical lead to ensure all audit and quality initiatives are communicated appropriately.

Freedom to Act

The freedom to act requirements of this role are:

- ♥ Maintaining registration with N.M.C, Ensuring all requirements for revalidation are met.
- ♥ Comply at all times with the N.M.C. code of Professional Practice, Standards for Conduct, Performance and Ethics. Acting at all times as a professional role model.
- ♥ To maintain confidentiality in line with NMC and Manx Care policies, using experience with analytical and judgement skills to determine what information needs to be shared with other services.
- ♥ Demonstrates clinical and professional leadership skills with the creativity to inspire and motivate others within and outside the organisation.
- ♥ Makes autonomous judgements and devises plans of care for patients with bladder and bowel dysfunction being aware of own professional and personal limitations and referring to other services as clinically indicated.
- ♥ Support development and delivery of educational training programs to meet and enhance the Continence service in light of latest evidence based care.

- ♥ Acts as a change agent on a daily basis through the process of facilitating others to change via education, training, promoting discussion within the Continence arena.
- ♥ Co-ordinate with the contracted provider to ensure appropriate delivery of continence aids to all users.

Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of the organisation. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018 and General Data Protection Regulation.

Health & Safety

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

In the absence of Manager/ Deputy Manager, the Registered Nurse is responsible for all patients, staff, allied health professionals, the building and all safety protocols.

Safeguarding

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.

Staff must work in accordance with all health and social care policies relating to safeguarding.



Job Description Appendix 1

Physical, mental and emotional demands of the job and working conditions

Physical Effort

- ♥ Regular clinic sessions are carried out in both hospitals, a community clinic – these account for approximately 30% of client appointments – the remaining 70% are seen at home domiciliary visit or on hospital wards. This requires all relevant equipment, samples, supplies etc., that regularly weigh over 5 Kg, to be carried by the continence advisor to and from clinics and to and from patients' homes and the car throughout each working day.
- ♥ The continence nurse is required to drive approximately 500 miles per month whilst on duty.
- ♥ There is approximately 4 - 5 hours daily use of a computer, both writing notes and letters and maintaining statistical databases, that requires accurate keyboard skills.
- ♥ Clients often need physical help with positioning – e.g. onto examination couches, or in bed for scans, catheterization or to change their pad or appliance.
- ♥ There is regular exposure to urine and faeces.
- ♥ Teaching of Clean intermittent self-catheterization can often require working in cramped bathrooms or on peoples own divan beds which have no option to alter height etc.

Mental Effort

- ♥ High level of concentration is needed whilst listening to complex medical histories from patient groups prior to making clinical decisions.
- ♥ The post holder is required to work with unpredictable demands on time and is often in contact with anxious or distressed patients or carers.
- ♥ There are an unpredictable amount of interruptions for advice via telephone, email, casual office callers, other staff etc.
- ♥ There is approximately 4–5 hours daily use of a computer, both writing notes and letters and maintaining statistical databases, that requires accurate keyboard skills.
- ♥ Long periods of concentration are needed for either reading or interpreting information in order to produce reports, evaluations, teaching sessions etc.
- ♥ Requirement to concentrate during teaching sessions and manual skills adapting approaches to meet requirements and understanding of the individuals needs which includes both patients/ carers and staff.

Emotional Effort

- ♥ The type of service provided means that there is often an environment of anxiety and tensions and there is an ongoing need to reduce embarrassment and improve dignity.
- ♥ Many people when they make contact with regard to the bladder and bowel dysfunction can be hostile as they are embarrassed and under pressure themselves and these feelings need to be managed both with speed and accuracy and understanding.
- ♥ Often dealing with patients with poor prognosis diagnosis and long term conditions which can be end of life or ongoing treatment regimes
- ♥ It is not uncommon for people with bladder and bowel dysfunction to have had experienced sexual abuse and this needs to be a consideration when assessing/ treating anyone in the service.

Working Conditions

- ♥ With a permanent office base, but working for much of the time in a peripatetic role, driving from clinic to clinic, house to house.
- ♥ There is approximately 4-5 hours daily use of a computer including tablet (IPad) for mobile working.
- ♥ Clients' houses may provide a number of risks they may be dirty, unsafe, etc. Regular exposure to urine and faeces.
- ♥ The postholder is a lone worker for the predominate amount of patient contacts.

Agreement of above description

I have read and agree with the above description

Job Holder's Name (please print)

Date:

Job Holder's Signature

Line Manager's Name (please print)

Date:

Line Manager's Signature



Manx Care Person Specification

Job Title:	Continence Nurse
Board:	Manx Care
Care Group:	Community Nursing
Grade/Band:	6

Attributes	Essential (E) or Desirable (D)	Method of Assessment
Qualifications <ul style="list-style-type: none"> ♥ Registered Practitioner. ♥ Basic level degree. ♥ Evidence of on-going Professional Development. ♥ Broad based vision Knowledge of Continence/Incontinence. ♥ Understanding of basic financial management. ♥ Teaching qualification or working towards this. ♥ Full driving licence. ♥ Non-Medical prescriber. 	E E E E E E E E	CV Interview Portfolio
Experience <ul style="list-style-type: none"> ♥ Relevant post registration experience in Adult Nursing. ♥ Experience and knowledge of continence care. ♥ Relevant community based experience. 	E E D	CV Interview
Attributes <ul style="list-style-type: none"> ♥ Calm and resourceful. ♥ Ability to respond professionally to complex situations in a reasoned manner. ♥ Ability to work alone and as part of a team. ♥ Negotiating skills. ♥ Excellent communication skills. ♥ Computer literate. 	E E E E E E	CV Interview
CARE <ul style="list-style-type: none"> ♥ Shows COMMITMENT to promoting continence service across the Island; 	E	Assessment Interview

<p>identifying high risk groups and ensuring access to service.</p> <ul style="list-style-type: none"> ♥ Demonstrates APPRECIATION of the sensitive nature of the conditions associated with incontinence. ♥ RESPECT: is able demonstrate diversity and confidentiality alongside flexibility to meet differing needs of service users. ♥ EXCELLENCE: Demonstrates awareness of latest evidence and how this applies to the service as well as ability to undertake audit and benchmarking of service. 	<p>E</p> <p>E</p> <p>E</p>	
<p>Circumstances and Interests</p> <ul style="list-style-type: none"> ♥ Full, valid Driving Licence and access to own vehicle ♥ Evidence of knowledge of bladder and bowel dysfunction. ♥ Be part of a nationally recognised organisation dealing with bladder or bowel dysfunction (Associated Continence Advice, ACA). ♥ Isle of Man Worker ♥ Satisfactory Police Check 	<p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p>	<p>Application CV Interview Pre-employment Checks</p>