

Job description

Position	Urological Sister
Grade	Band 6
Location	Princess Alexandra Hospital
Hours	Full-time 37.5 hours
Responsible to	Ward manager
Accountable to	Associate Director of Nursing

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



modern • integrated • outstanding

patient at heart • everyday excellence • creative collaboration

Job summary

To work with the lead nurse/ unit manager to ensure a comprehensive urological service is provided to all patients visiting the unit

To monitor the provision of care to patients with urinary catheters using Trust Catheter Care Pathway and Patient Passport

To support the delivery of all diagnostic and treatment clinics

To provide patients education and support as required

Job Description

- Perform comprehensive assessment of patient needs, plan, implement and evaluate care delivery according to changing health needs.
- Perform advanced evidence based clinical skills in assessment, diagnosis and treatment. Including performing and interpreting complex urinalysis; bladder charting; ultrasound bladder scans and urinary catheterisation.
- Support patients who are receiving short, medium- and long-term catheter care
- Provide education and support to patients who are required to self-catheterise
- Participate in the provision of all urological services and supporting patients with their continence needs especially where patients fail TWOC
- Ensure that all reasonable infection control measures are implemented when caring for patients with indwelling catheters.
- Establish and maintain effective communication with patients and carers/relatives and professionals across health and social services.
- Collect, collate, evaluate and report information, maintaining accurate patient documentation.
- To evaluate patient progress, reassess, alter treatment programmes and refer onto other healthcare professionals as appropriate
- To manage clinical risk within own patient caseload seeking guidance as appropriate.
- To maintain competencies in the safe use of medical devices and be aware of professional accountability
- To ensure that all equipment used is maintained and fit for purpose including responsibility for the safe use of equipment such as bladder scanners
- To be aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role, which will include recognising the types and signs of abuse and neglect and ensuring that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding adults.
- Working with the unit manager support the development of service standards and guidelines, and literature used for patient information leaflets
- Organise, direct and complete aspects of service evaluation and development such as audit and service feedback



- Actively seek personal and professional development and maintain and develop knowledge and clinical skills to meet personal and professional objectives.
- To utilize IT systems appropriately to improve the efficiency of the service

This is an outline job description designed to give an overview of the responsibilities of the post. The post holder will be expected to be flexible to respond to change and organisational need. The post holder will also be expected to contribute to the wider corporate and organisational needs of the Trust as appropriate



Person specification

Position	Urological Sister
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Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
Registered Nurse (part 1 register)	E
Evidence of continued professional development	E
Evidence of presentation/teaching skills	D
Leadership and mentorship courses	D
Completion of Intensive Care Course	E

Experience	
Extensive experience working in a Critical Care Environment	E
Experience of supervising others	D
Assessment and Discharge Planning Experience	D

Skills and knowledge	
Demonstrates clear evidence of ongoing professional development	E
Understanding and insight into current issues in nursing and NHS	E
Is aware of responsibility in relation to NMC professional code of conduct	E
Able to manage the ward in the absence of the ward manager	E
Can articulate and demonstrate clearly the vision for nursing within the clinical area	E
Excellent communication skills	E
High standard of record keeping	E



Excellent clinical skills	E
Ability to engage team in achieving goals and objectives	E
Able to problem solve, anticipate and formulate a plan	E
Act as patient advocate	E
Able to use the IT systems in the Trust	E
ILS / ALS	D
Experience in management of staff	D
Previous experience in managing complaints	D

Personal qualities	
Professional awareness reflected in attitude and appearance	E
Excellent communication skills both verbal and non-verbal	E
Kind	E
Able to work well both independently and as part of the wider MDT	E
Organised and flexible able to work under pressure	E
Enthusiastic with a passion for nursing, motivated and able to motivate others	E

