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Job Description

JOB TITLE: Senior Community Learning Disability Nurse

BAND: 6

BASE: Bickerstaffe House

RESPONSIBLE TO: Learning Disability Lead Nurse

ACCOUNTABLE TO: Integrated Team Manager

DBS: 'This post is subject to a DBS Check

INFECTION PREVENTION AND CONTROL:

The post holder must comply with all relevant policies, procedures and training on infection prevention and control.

JOB SUMMARY:

- To work as part of the Integrated Learning Disability Team providing intensive support to people with a learning disability who have complex physical and emotional health needs.
- To support the Lead Learning Disability Nurse in planning, leading and delivering intensive support to people with a learning disability who have complex physical and emotional health needs.
- To promote and facilitate access to a range of health services by acting as a key point of contact and working to improve care delivery across the health and social care economy.
- Contribute to the management and leadership of the nursing team on a daily basis.

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DUTIES AND RESPONSIBILITIES

1	Communication and Relationships
	<ul style="list-style-type: none"> • To communicate information in an appropriate and timely manner. • Coordinating multi-agency approaches for people with a learning disability who have complex physical and emotional health needs. • To provide and receive highly complex and sensitive information. • To demonstrate empathy and understanding within all areas of communication. • To provide high quality written reports, notes and plans. • To develop and maintain good therapeutic relationships with service-users and carers. • To ensure information is meaningful and accessible to people with learning disabilities. • To maintain positive relationships with other agencies. • To highlight, challenge and report poor practice as appropriate.
2	Responsibilities for patient/client care
	<ul style="list-style-type: none"> • To work as an autonomous practitioner managing a caseload in an effective and productive manner. • To develop links with primary and secondary health care services in order to maintain effective care pathways, and compliance with local and national strategy. • To actively promote service user and family involvement in complex care planning. • To undertake screening assessments in determining eligibility for the service and ensure any unmet or ineligible needs are forwarded to the relevant agency. • To assess and manage complex clinical issues in relation to service-users; can advise and collaborate with carers, professionals and other agencies around complex clinical interventions and outcomes. • Can use a range of specialist assessments to identify health needs for service users and to support and mentor other nurses' development in this area. • To identify service user related training required by other agencies in order to ensure appropriate person centred care delivery facilitating access to this internally or via links with external NHS colleagues or providers. • To contribute to safeguarding investigations which have a health focus. • To utilise evidence based practice, policies and procedures and the management of risk.

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	<ul style="list-style-type: none"> • Ensure nursing assessments include consent, safe administration and medication monitoring and reporting.
3	Planning and Organisation
	<ul style="list-style-type: none"> • To adhere to own professional code of conduct/practice and all organisational policies and procedures. • To be responsible for prioritising own workload and delegating to/supporting others. • To take the lead in organising and chairing multi-agency meetings relevant to complex physical and emotional health needs. • To develop, implement and review risk assessments for all clinical work-based activities – including those with service-users. • To contribute to planning and organisation within the CLDT (e.g. events and working groups). • To participate and on occasions take the lead on good practice initiatives in consultation with the Lead Learning Disability Nurse. • To be responsible for organising and delivering training events.
5	Policy and Service Development
	<ul style="list-style-type: none"> • To implement clinical and operational policies and procedures. • To contribute to service development initiatives. • To support band 5 & band 3 staff regarding the implementation of service developments and improvements. • To promote best practice in supporting people with a learning disability who have complex physical and emotional health needs. • To contribute to the development of tools/resources/service policies which meet divisional, trust and national objectives for example CQC.
6	Managerial <i>including responsibilities for Finance, Physical, Human, Information Resources</i>
	<ul style="list-style-type: none"> • To act as an effective role model by demonstrating professional competence. • To provide supervision to designated band 5, & band 3 staff. • To carry out appraisals for designated band 5, & band 3 staff. • To participate in the recruitment of band 5 & band 3 staff. • To participate in monthly managerial and clinical supervision with the LD Liaison Nurse. • To identify service deficiencies and offer options for intervention/problem solving in collaboration with the Lead Learning Disability Nurse/Integrated Team Manager. • To ensure equipment and clinical records are stored and maintained correctly.

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7	Decision making and Autonomy
	<ul style="list-style-type: none"> • To work within own professional code of practice and be accountable for own professional practice. • To assist the implementation of the CLDT's operational policies and systems of work. • To be accountable to the Learning Disability Lead Nurse for all clinical and operational judgments. • To make referrals to other agencies as appropriate for people with a learning disability who have complex physical and emotional health needs. • To report all incidents/near misses in accordance with NHS Blackpool and Blackpool Council Partnership's policies and procedures. • To report all safeguarding adult/child protection concerns in accordance with local policies and procedures. • To maintain accurate and legible records for all service-user involvements including advice provided to families and other agencies.
8	Research and Development
	<ul style="list-style-type: none"> • To maintain registration with own professional body and comply with all relevant codes of practice within sphere of work. • To identify areas for audit and undertake within the CLDT as required. • To undertake research activities as required relating to the support of people with a learning disability who have complex physical and emotional health needs. • To participate in the use of outcome measures to monitor and improve quality and clinical effectiveness.

Additional information

9. Physical Effort

- To drive to visits, meetings and appointments as required – sometimes for longer journeys.
- To participate in training activities that may require some physical activity (e.g. physical intervention training).
- To engage in office based activities that may require sitting at a desk for long periods.

10. Mental Effort

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- To concentrate for sustained periods whilst engaged in assessment activities (e.g. observations, interviews).
- To concentrate for sustained periods whilst writing assessment reports.
- To participate in clinical and operational meetings.
- To provide training to carers and staff teams as required.

11. Working Conditions

- To work with service-users who may present with a range of challenging behaviours including on occasions aggressive behaviours.
- To work in settings where carers or staff teams may be resistant to clinical recommendations.
- You may be required to provide intensive support out of hours to people with a learning disability who have complex health needs and who need additional support to engage in or access health treatment.

12. Emotional Effort

- To engage in clinical work with service-users who may be distressed – sometimes for sustained periods.
- To provide and advice and support to colleagues, carers and service-users who have been involved in incidents of challenging behaviour – including aggression.
- To support and engage with carers who may be exhibiting anger or other negative emotions towards service-users.
- To be responsible for taking appropriate action where safeguarding adults concerns exist.

GENERAL REQUIREMENTS

1. Quality

Each member of staff is required to ensure that:

- a) The patient and customer is always put first;
- b) That in all issues, the patient/customer requirements are met and all staff contribute fully to achieving the Trust's corporate goals and objectives;
- c) That all staff hold themselves personally responsible for the quality of their work and therefore seek to attain the highest standards achievable within their knowledge, skills and resources available to them in furtherance of the Trust's Vision and in embedding the organisation's Values.

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2. Confidentiality

Each member of the Trust's staff is responsible for ensuring the confidentiality of any information relating to patients and for complying with all the requirements of the Data Protection Act whilst carrying out the duties of the post. Any breaches in confidentiality will be dealt with by the Trust's Disciplinary Procedure and may result in dismissal.

3. Data Protection/Freedom of Information Acts

Carry out any requirements within the duties applicable to the Data Protection Act, 1998 and the Freedom of Information Act 2000.

4. Health and Safety

Each member of the Trust's staff is responsible for ensuring that they carry out the duties of their post in accordance with all appropriate Health and Safety legislation (Health & Safety At Work Act 1974), guidance and procedures and they do not, by any act or omission on their part, create a threat to the Health and Safety of any other person.

5. Equality & Diversity

It is the responsibility of all employees to support the Trust's vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the Trust's Equality and Diversity Strategies and Policies.

6. Working Time Directive

You are required to comply with the regulations governing working time and to any locally agreed associated arrangements.

7. Harassment & Bullying

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The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

8. External Interests

Each member of the Trust's staff is responsible for ensuring that any external interest they have does not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in doubt about a possible conflict of interest.

9. Mandatory Training

Each member of the Trust's staff has a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.

9. Flexibility

This job description is intended to act as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the Trust to achieve its corporate goals and objectives.

10. Smoke-free Policy

In line with the Department of Health guidelines, the Trust operates a strict smoke-free policy.

13. Safeguarding

The Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share its commitment.

Rigorous recruitment checks are carried out on successful applicants who may be required to undertake Enhanced Disclosure via the DBS.