

People Centred

Positive

Compassion

Excellence

**JOB TITLE:** Lead/Liaison Nurse Learning Disabilities

**BAND:** Band 7

**BASE:** Bickerstaffe House (Integrated Learning Disability Team)

**RESPONSIBLE TO:** Learning Disability Team Manager

**ACCOUNTABLE TO:** Head of MH/LD Services

**DBS DISCLOSURE:** 'This post is subject to an Enhanced 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:**

The post holder will work collaboratively with colleagues in the integrated learning disability team and primary and secondary health care settings to provide a specialist learning disability service to people with a learning disability. The post holder will act as lead nursing professional in planning, leading and delivering health services across the team. The post holder will be expected to demonstrate a commitment to the current value base and philosophy of care for people with a learning disability, always promoting equality of access to services and supporting the protection of vulnerable children and adults.

**DUTIES AND RESPONSIBILITIES**

<b>1</b>	<p><b>Communication and Relationships</b></p> <ul style="list-style-type: none"> <li>• Demonstrate a high level of communication and relationship skills in order to establish and maintain effective relationships with service users and their families/carers with due consideration of the specific communication needs of people with learning disabilities.</li> <li>• Work as part of a multi-agency/multi-disciplinary team. Share information, develop and maintain effective communication with other professionals across health, social services, provider and third sector agencies</li> </ul>
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	<ul style="list-style-type: none"> <li>• Act as a resource and point of contact for Primary and Secondary Health care staff and other professionals.</li> </ul>
<b>2</b>	<b>Responsibilities for patient/client care</b>
	<ul style="list-style-type: none"> <li>• Manage the interface between mainstream general hospital services, primary care services and the specialist community learning disability services to ensure positive practice and the delivery of high quality services.</li> <li>• Facilitate people with a learning disability to understand their own healthcare needs and access services appropriate to meeting those needs.</li> <li>• Provide specialist assessments of need and plan implement and evaluate episodes of care, analysing assessment data to determine ongoing need.</li> <li>• Provide support and advice regarding assessments of special needs such as Mental Capacity, Best Interest , Mental Health Act and Deprivation of Liberty safeguards to the client, their family /carer and professionals involved in decision making processes.</li> <li>• Develop collaborative working arrangements/pathways with health, social care and third sector colleagues.</li> <li>• Advise on person centred approaches to care planning and health facilitation.</li> <li>• Provide specialist input into pre-admission, discharge planning and aftercare liaison with other agencies.</li> <li>• Provide specialist intervention, assessment and advice in respect of managing the needs of individuals with complex health needs and/or challenging behaviour. Support the development of risk management strategies and positive behaviour support plans as required.</li> <li>• Demonstrate a broad knowledge of clinical skills in healthcare e.g. Epilepsy management and use of rescue medications, general health checks, moving and handling.</li> <li>• Develop healthcare information and resources in accessible formats for service users, their families/carers.</li> <li>• Work with mainstream services to reduce health inequalities by identifying and minimising barriers to accessing healthcare, and advising/recommending reasonable adjustments.</li> <li>• Provide enhanced clinical input in areas of specific need for people with a learning disability for example epilepsy, challenging behaviour, transitions, sexual health.</li> <li>•</li> </ul>
<b>3</b>	<b>Planning and Organisation</b>
	<ul style="list-style-type: none"> <li>• Provide specialist input to case conferences, client reviews and clinical meetings as required, supporting the implementation of safeguarding vulnerable adult procedures or Blackpool Borough Council, reporting, leading and participating in investigation of incidents as appropriate.</li> <li>• Manage a small defined caseload.</li> <li>• To identify and lead on health related training and promotion activities/events within the team.</li> </ul>
<b>5</b>	<b>Policy and Service Development</b>
	<ul style="list-style-type: none"> <li>• Actively raise awareness of the service to people with a learning disability,</li> </ul>

	<p>family/carers and other health, social care and third sector staff.</p> <ul style="list-style-type: none"> <li>Facilitate, support and monitor effective healthcare provision within primary and secondary health care services and provider agencies.</li> <li>Maintain awareness of local and national policy influences on clinical practice.</li> <li>Alongside the team manager to facilitate the development of tools/resources/service policies which meet divisional, trust and national objectives for example CQC.</li> </ul>
<b>6</b>	<b>Managerial</b> <i>including responsibilities for Finance, Physical, Human, Information Resources</i>
	<ul style="list-style-type: none"> <li>To act as an effective role model by demonstrating professional competence.</li> <li>To participate in the operational management and clinical supervision of community nurses, health professionals and support workers, including appraisals.</li> <li>To participate in the recruitment of nursing, health professionals and support workers in the team as appropriate to your professional knowledge and practice.</li> <li>To support alongside the team manager the implementation of safe clinical practice and governance processes within the team.</li> </ul>
<b>7</b>	<b>Decision making and Autonomy</b>
	<ul style="list-style-type: none"> <li>To work within own professional code of practice and be accountable for own professional practice.</li> <li>To report all incidents/near misses in accordance with NHS Blackpool and Blackpool Council Partnership's policies and procedures.</li> <li>To report all safeguarding adult/child protection concerns in accordance with local policies and procedures.</li> <li>To maintain accurate and legible records for all service-user involvements including advice provided to families and other agencies.</li> </ul>
<b>8</b>	<b>Research and Development</b>
	<ul style="list-style-type: none"> <li>To identify areas for audit within the CLDT/Trust and facilitate/support completion.</li> <li>To undertake research activities as required relating to the support of people with a learning disability who have complex physical and emotional health needs.</li> <li>To identify and promote the use of outcome measures to monitor and improve quality and clinical effectiveness.</li> </ul>

### **Additional information**

#### **9. Physical Effort**

- The post holder will be required to use a keyboard and computer skills to input data, prepare presentations and reports.
- There is a requirement for driving within the community and across community and hospital sites- sometimes for longer periods.
- 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**

- 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 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.
- You may be exposed to distressing or emotional circumstances.
- Occasionally dealing with hostile or challenging environments/behaviours, imparting unwelcome news and crisis intervention.

## **12. Emotional Effort**

13. To engage in clinical work with service-users who may be distressed – sometimes for sustained periods.
14. To provide advice and support to colleagues, carers and service-users who have been involved in incidents of challenging behaviour – including aggression.
15. To support and engage with carers who may be exhibiting anger or other negative emotions towards service-users.
16. 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.

### **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**

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.

#### **10. 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.

#### **11. Smoke-free Policy**

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

#### **12. 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.