

AFC Reference:	LD/0082
Job Title:	Community Nurse for Adults with Learning Disabilities
Band:	5
Hours:	37.5 hours
Division/Service:	Specialist Learning Disabilities
Accountable to:	Team Manager, Community Learning Disabilities Team
Responsible to :	Deputy Team Manager, Community Learning Disabilities Team

Job Outcomes:

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

Job Purpose:

- The post-holder will be responsible for the assessment of health care needs and the development and evaluation of Care Plans for individuals referred to the Service.
- The post-holder will have responsibility for prioritising and managing a supervised caseload delegated by the Team Manager and be responsible and accountable both professionally and legally for all aspects of clinical and non-clinical activity in the service area, ensuring a high standard of clinical care is delivered to the people with learning disabilities under their management.

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- The post-holder will be required to work in diverse environments away from the main area and not directly supervised but will be under the guidance of a Senior Nurse.

Principal Responsibilities:

1. Clinical Duties

- 1.1** As a supervised practitioner, to be professionally and legally responsible and accountable for all aspects of the post holders own non-clinical activity. To actively promote and ensure that all aspects of clinical care offered to people with learning disabilities are of a high clinical standard and evidence based in line with professional codes of conduct and local policies and procedures.
- 1.2** To liaise with other members of the Learning Disability Team and other agencies, families and carers to support the development of Health Action Plans for people with learning disabilities incorporating specialist individual treatment plans and goals. To evaluate regularly and modify the aims and goals in consultation and agreement with the person with learning disabilities and carers.
- 1.3** To take responsibility for the safe administration of medication to service users ensuring that NMC Regulations are adhered to.
- 1.4** To facilities access to generic services where possible and to act as a link person for Primary Care Health Services.
- 1.5** To carry out specific Nursing interventions for people with more complex needs in terms of health, mental health, epilepsy and challenging behaviour under the supervision of Senior Nurses.
- 1.6** To regularly evaluate progress using appropriate outcome measures and change care programmes within guidelines set by a Senior Nurse.
- 1.7** To develop and monitor written information for patients and their families and/or carers. The post-holder will provide written or verbal information and reports to the multi-disciplinary/multi-agency team and other external agencies as required. To identify the need for referral to other professions and agencies as required.
- 1.8** To be aware of psychosocial issues, cultural and social differences and consider the implications of these when formulating a care programme.
- 1.9** To ensure that professional practice promotes social inclusion and is person centred at all times and to attend planning meetings and case conferences, as required.
- 1.10** To develop risk management plans for clients on own caseload, and with more complex clients under the supervision of Senior Nurse.
- 1.11** To carry out intake assessments under supervision.

2. Professional Responsibilities

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- 2.1 To be responsible for clinical record keeping in accordance with NMC Guidelines, Trust and Department standards for documentation and legal requirements.
- 2.2 To plan, co-ordinate, deliver and evaluate the Service to clients within the clinical area on a day-to-day basis, and to assist senior staff in the planning and developing of the Service, introducing new and innovating packages within the Team.
- 2.3 To promote health for people with learning disabilities by education and training sessions, within the scope of the post holder's training to people with Learning Disabilities, their families, carers, paid support workers and other colleagues.
- 2.4 To participate in the Learning Disabilities Directorate On-call Service.
- 2.5 In exceptional circumstances to co-operate with reasonable requests from more senior staff to vary your area of work to meet unplanned clinical need.

3. People Management

- 3.1 To support the education of junior staff and students, offering clinical support and teaching as appropriate.
- 3.2 To manage the client and family/carers expectations and changing emotional needs using reassurance and negotiation skills to persuade and motivate.
- 3.3 To ensure that work is conducted in accordance with Trust Equality & Diversity Strategy, and to contribute to its development.

4. Resource Management

- 4.1 To be responsible for the correct and safe use of equipment and the physical environment in accordance with Health and Safety regulations.

5. Leadership

- 5.1 To be a point of contact for liaison between home and all other agencies involved in clients care, and to assess, advise and direct carers and other professions, offering clinical and non-clinical teaching and advice within guidelines from a Senior Nurse.

6. Communication

- 6.1 To communicate effectively, both verbally and non-verbally, with people with learning disabilities and their carers.

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- 6.2** To impart or discuss complex information both verbally and in writing, regarding health information and/or prognosis, treatment plans and expected goals in an appropriate format and to refer to other professionals or agencies as required.
- 6.3** To communicate effectively clinical information in order to gain informed consent and have the capacity to work within a legal framework with patients who lack ability to consent to treatment in discussion with the Team Leader.
- 6.4** To use appropriate communication skills to gain co-operation with a programme where there may be barriers to understanding e.g. language difficulties, challenging behaviour.
- 6.5** To make use of I.T. systems to collect, collate and utilise data and information for people with learning disabilities, carers and families and other professionals and provide service statistics, being fully aware of the Confidentiality Policy of the Trust and to apply it to all areas of work.
- 6.6** To record and maintain up to date, accurate written reports as per Trust, Departmental and NMC Standards and Policies and to provide information regarding activity as required by the Service.

7. Research & Audit

- 7.1** To undertake evidence based audit and user feedback projects to further improve their and the Team's practice.
- 7.2** To contribute to the continuing development of clear evidence-based treatment pathways by attending relevant nursing forums and in-service training.
- 7.3** To undertake as directed the collection of data for use in service audit and research projects.

8. Education & Training

- 8.1** To be responsible for own personal educational and experiential learning, keeping up to date with relevant practice within evidence based framework.
- 8.2** To be responsible for maintaining their own competency to practice through Continuing Professional Development activities and maintain a portfolio, which reflects personal development, adhering to the principles of reflective practice.
- 8.3** To participate in tutorials, individual training sessions, post-graduate lectures and external courses as identified in their individual personal development plan.
- 8.4** The post holder will be required to participate in an individual performance review system to ensure that clear goals are identified within their personal development plan.
- 8.5** To undertake mandatory training as identified by the Trust and ensure that all actions are in line with training.

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Generic Responsibilities for all staff:

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient / service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

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	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	<ul style="list-style-type: none"> Registered nurse qualification – Learning Disabilities RNLD Current NMC Licence to Practice. Portfolio demonstrating evidence of learning and development. 	<ul style="list-style-type: none"> Training qualification ENB 998 or equivalent.
KNOWLEDGE/EXPERIENCE:	<ul style="list-style-type: none"> Demonstrate experience at pre registration level of working across a wide range of clinical areas. Experience of nursing care planning process for adults with Learning disabilities. 	<ul style="list-style-type: none">
VALUES:	<ul style="list-style-type: none"> Continuous Improvement Accountability Respectfulness Enthusiasm Support Responsive to service users Engaging leadership style Strong customer service belief Transparency and honesty Discreet 	
SKILLS:	<ul style="list-style-type: none"> Ability to communicate effectively at all levels with other professionals and with people who may have significant barriers to understanding. Demonstrates good standard of verbal and written communication skills including basis I.T. skills. Basic knowledge of national and local policy / good practice guidance relating to care of people with learning disabilities. Awareness of specialist assessment tools. 	

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	<ul style="list-style-type: none">• Ability to work effectively within a multidisciplinary team.• Able to plan and manage own workload.	
Special Requirements	<ul style="list-style-type: none">• Ability to work in an unpredictable work environment which may include people with challenging and aggressive behaviour.• Flexible approach to hours and duties.• Keen to progress own personal development.• Must have the ability to travel within the area of work.	