

Job Description

Job Details

Job Title:	Specialist Children`s Learning Disabilities Nurse
Job Reference Number:	
Band:	6
Ward / Department:	Starfish Plus LD CAMHS
Directorate / Locality:	Specialist Services, Operations and Children`s Services (SSOCS).
Essential Qualifications:	<ul style="list-style-type: none"> • RNLD/RN/RMHN – Diploma level • ENB 998 • LSCB Core Module • Norfolk Steps • Additional specialist knowledge and expertise (equivalent to diploma level) in ADHD/ASD/LD

Job Purpose

- To provide highly specialised support and advice to children and teenagers with significant learning disabilities, neurodevelopment disorders and their families.
- To provide clinical nursing services for children and young people under 18 years of age.
- To provide a range of clinical expertise and design appropriate interventions to meet the child`s changing developmental needs.
- To be committed to implementing Every Child Matters principle.
- To supervise and manage junior staff, mentor new colleagues and student nurses.
- To undertake assessment and clinical interventions for children and young people with learning disabilities and mental health problems.
- To work within a multi-disciplinary team and lead on specialist area of care pathways such as ASD, ADHD & LD. The responsibilities include assessment, planning and implementation of care pathways for children within a specialist area.
- writing guidelines and auditing clinic sessions and ensuring communication between Consultant, GP and others as necessary.
- To participate in rolling programmes of parent education which can be delivered either into groups or individually, both in clinic settings and at home. The post holder will use a range of training approaches to meet individual needs and to overcome possible barriers to understanding.

Organisational Arrangements

Accountable To:

Clinical Lead

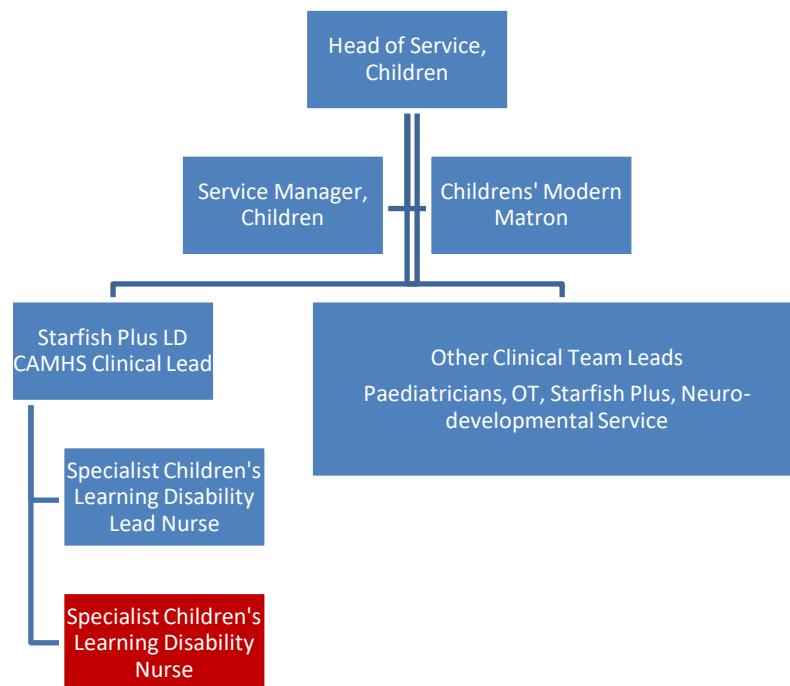
Reports To:

Lead Nurse

Responsible For:

Delivering nursing service to children and young persons with learning disabilities (aged 5-18 years)

Structure Chart



Main Duties & Responsibilities

Clinical

- Use highly developed effective communication skills based on valuing others, recognising own and other's strengths and differences.
- Ability to utilise an enabling and therapeutic approach with children and young people together with their families and carers.
- Ability to assess, plan and enable outcome focussed care interventions with children, young people and their families/carers, drawing on previous nursing experience within an evidence based and theoretically grounded framework, utilising Every Child Matters principles.
- Monitor and evaluate care against agreed outcome measures.
- Effectively plan and manage group work activities with colleagues.
- Ensure that care offered to children/young people is safe and needs focussed, drawing on current evidence based best practice.
- Use effective and standardised assessment tools.
- Practice in enabling and facilitative manner that aims high by drawing on strengths whilst recognising and working with stakeholders to minimise and overcome or adapt to environmental constraints.
- Be sensitive to and validating of, social and cultural difference whilst maintaining the primacy of safeguarding principles.
- Keep timely, concise and accurate records, maintaining confidentiality.
- Carry caseload as allocated by Integrated Team Leader, developing individualised nursing care plans.
- Lead or participate in individual or group work with children and young people, adapting resource packages to meet specific needs.
- Exercise clinical judgement, soundly grounded and evidence based, supported by effective case supervision.
- Engage in play with children and young people.
- Applying evidence-based nursing knowledge to specific situations.
- Adapting standardised methodology to meet individual need, carefully analysing situations that arise in light of previous experience and best practice.
- Exercising sound clinical judgement with children, young people and families/carers who may have extensive needs but who have access to limited resources.
- Person to person contact with children, young people and their family/carers on a regular basis.
- To participate in regular reviews of cases and attend case discussions, conferences and reviews as appropriate, including safeguarding core groups and the conference process.

Professional

- Identify and request sufficient time to continue professional development.
- Actively engage in monthly peer support meetings.
- Keep up to date regarding current practice and policy developments.
- Participate in research as allocated by the Integrated Team Leader/Clinical Pathway Lead following NCH&C guidelines and policies.

Organisational

- Collaborative working with inter-disciplinary and multi-agency partners.
- Manage diary effectively to maximise clinical/development/travelling time to cover large mixed rural and urban populations.
- Report workload pressures appropriately.
- Supervise and manage junior members of staff including PDR and capability processes.

- Be aware of and responsive to, issues of potential and actual risk that may arise in carrying out care, reporting promptly using recognised NCH&C systems.
- Participate in service development work as directed by Integrated Team Leader utilising own strengths and areas of professional interest/specialism.
- Input client data as required on current IT system.
- Maintain security and confidentiality of information acquired, stored and sent within local and national guidelines
- Regularly visit children and their carers at home and may frequently be lone workers.
- The post holder may use VDU equipment for at least an hour daily.

Trust Values



Community

- As one Trust, we enhance the lives of our patients through our commitment, support and working together
- We are proud to serve our local Community by providing integrated quality services with our partner organisations
- We respect and value the trust we are given to enter our patients' homes and lives



Compassion

- We provide compassionate, co-ordinated and personalised quality care that is safe and effective
- We empower and educate our patients and their carers in the effective delivery and management of their own independence, health and wellbeing
- We are dedicated to holistic, compassionate care and demonstrate this through our commitment to our personal and professional development



Creativity

- Our expertise, commitment and creativity are key to the successful delivery of our services
- We are always open to new ideas that support us in delivering effective compassionate care to our patients
- We continuously innovate and implement efficient delivery of care

Trust Behaviour Framework

- All post holders are required to adhere to the Trust's Behaviour Framework in the undertaking of their duties.



Care Respect and Dignity	We strive to understand each individual patient, service user, carer and customer's total needs as well as valuing and respecting our peers and colleagues.
Working Together for the Community	We are one team, whether working in teams locally, across NCH&C or with our partners for the benefit of our patients and services.
Integrity	We maintain high ethical standards, showing integrity and fairness in dealings with colleagues, partners and patients.
Taking Ownership	We take responsibility for our own performance, the success of our colleagues, our teams and the wider organisation.
Innovation, Flexibility and Resilience	We continuously seek more innovative ways of delivering care to patients and persevere in the face of challenging situations.

Research & Development

- May be required to undertake surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing.

Safeguarding Clause

- Norfolk Community Health and Care NHS Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment. Rigorous recruitment checks are carried out and where applicable to the role successful applicants will be required to undertake a criminal records check via the Disclosure and Barring Service (DBS).

Infection Control

- Norfolk Community Health and Care NHS Trust staff are responsible for protecting themselves and others against infection risks. All staff regardless of whether clinical or not are expected to comply with current infection control policies and procedures and to report any problems with regard to this to their managers. All staff undertaking patient care activities must attend infection control training and updates as required by Norfolk Community Health and Care NHS Trust.

Health and Safety

- Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act (1974), to ensure the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.
- To ensure that the Trust's Health and Safety Policies are understood and observed and that procedures are followed.
- To ensure the appropriate use of equipment and facilities and the environment is maintained in good order.
- To take the necessary precautions to safeguard the welfare and safety of themselves, patients, staff and visitors, in accordance with the Health and Safety at Work Act.
- To undertake appropriate Health and Safety training to support safe working practice including, where appropriate, its management.

General

- All staff are required to respect confidentiality of all matters that they learn as a result of the employment with the Trust, including matters relating to other members of the staff and members of the public/patients.
- Maintain appropriate patient and clinical records in line with the Trusts policies and procedures, and in line with the agreed service specification.
- The post holder will be expected to participate in an annual appraisal of their work where the job description will be reviewed and objectives set. In line with the annual personal development plan the post holder will be expected to undertake any training or development required to fulfil their role.
- Ensure that all patients, clients and colleagues are treated at all times in an equitable manner, respecting diversity and showing an understanding of diversity in the workplace.
- The post holder must carry out their responsibilities with due regard to the Trust's Equality and Diversity Policies, Procedures and Schemes and must ensure that equality is promoted at all times.

Code of Conduct (for Managerial posts)

- The post holder is required to adhere to the Code of Conduct for NHS Managers.
- The post holder is required to adhere to the Trust Leadership Promise.

This job description is not exhaustive and may be amended from time to time in consultation with the post holder. The post holder will be required to undertake any other duties as may be required for the effective performance of the post.

Person Specification

Essential defines the minimum criteria needed to carry out the job and the job cannot be done without these.

Desirable refers to criteria which are not essential and which successful applicants would be expected to acquire during their time in post. The desirable requirements are not taken in to consideration in a job evaluation panel.

Criteria	Essential	Desirable	Method of Assessment (Certificates / Application Form / Interview / References / Document Check)
Qualifications	<ul style="list-style-type: none"> • RNLD/RN/RMHN – Diploma level • ENB 998 • LSCB Core Module • Norfolk Steps • Additional specialist knowledge and expertise (equivalent to diploma level) in ADHD/ASD/LD 	<ul style="list-style-type: none"> • ENB807 	Certificates Application form Interview
Experience	<ul style="list-style-type: none"> • Substantial experience of working with children who have learning disabilities and their families • Substantial experience of collaborative multi-disciplinary and multi-agency working. 	<ul style="list-style-type: none"> • Community Learning Disability Nursing • Participation in group work. 	Application form Interview
Skills, Abilities and Knowledge	<ul style="list-style-type: none"> • Established Named Nurse skills • Evidence based and outcome led nursing practice. • Sensitivity to and understanding of the individual needs of children and their families. • Effective use of information technology. • Extensive knowledge of the emotional, psychological, developmental and social needs of children and young people with learning disabilities. • Proven ability to apply evidence based clinical interventions. 	<ul style="list-style-type: none"> • Knowledge of local statutory and non-statutory resources available for this particular group. • Good working knowledge of Sign-a-long, PECS/ Widget • Holder of identified caseload. • Participation in group work. • Individualised enabling direct work with children/young people. • Webster Stratton • Theraplay 	Application form interview

	<ul style="list-style-type: none"> • Ability to evaluate clinical effectiveness. • Understanding of non-verbal communication systems and their use with children and young people. • Accurate, timely and concise recording. • Thorough understanding of the Common Assessment Framework. • Ability to work in partnership with others. 		
Communication	<ul style="list-style-type: none"> • Able to speak and understand English Language • Able to communicate on all levels with children/young people/parents/carers and other professionals. • Good written and verbal communication skills. • Good presentation skills • Able to work as part of a multi-disciplinary team 		Application form Interview
Personal and People Development	<ul style="list-style-type: none"> • Able to supervise junior staff • Able to deliver parent training with other colleagues 	<ul style="list-style-type: none"> • 	Application form interview
Personal Attributes / Behaviours (linked to the Trust's Behaviour Framework)	<ul style="list-style-type: none"> • Able to identify with the Trust's commitment to safeguarding and promoting the welfare of children and young people/vulnerable adults. • Value diversity • Must hold full and valid UK driving licence and have use of a vehicle. • Enhanced DBS check 		Application form Interview

Manager responsible for completion of this document

Name:

Member of Staff to whom this document relates:

Date Completed:

Review Date:

Post Holder's Signature

Manager's Signature

Date Job Description Agreed

DISTRIBUTION: One copy to member of staff, one copy to personal file.

Please ensure Job Description is agreed and signed by both manager and employee.