

Job Description

Our vision: To support our local communities by excelling in everything we do together.

Job Title:	Community Learning Disability Nurse
Band:	5
Network:	Community and wellbeing
Base:	Central Locality
AfC Ref:	3963
Hours of work:	37.5

Our Values

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- *We are always learning*
- *We are respectful*
- *We are kind*
- *We are a team*

Reporting Arrangements:

Managerially accountable to: Central Operational Lead

Professionally accountable to: Senior Community Nurse, Locality Lead Nurse

Job Summary

To support the provision of a community service to individuals with a learning disability in a defined area of Lancashire, in order that health care needs are met and contractual agreements fulfilled.

A registered learning disability nurse, with knowledge of health policy and legislation applicable to people with a learning disability and/or Autism. Adaptability, good communication skills and self-motivation are essential, alongside skills in working with people who have complex health needs, challenging behaviour and/or Autism, including demonstration that practice is evidence based and innovative.

The post holder will be responsible for a defined caseload alongside supervision of junior members of staff

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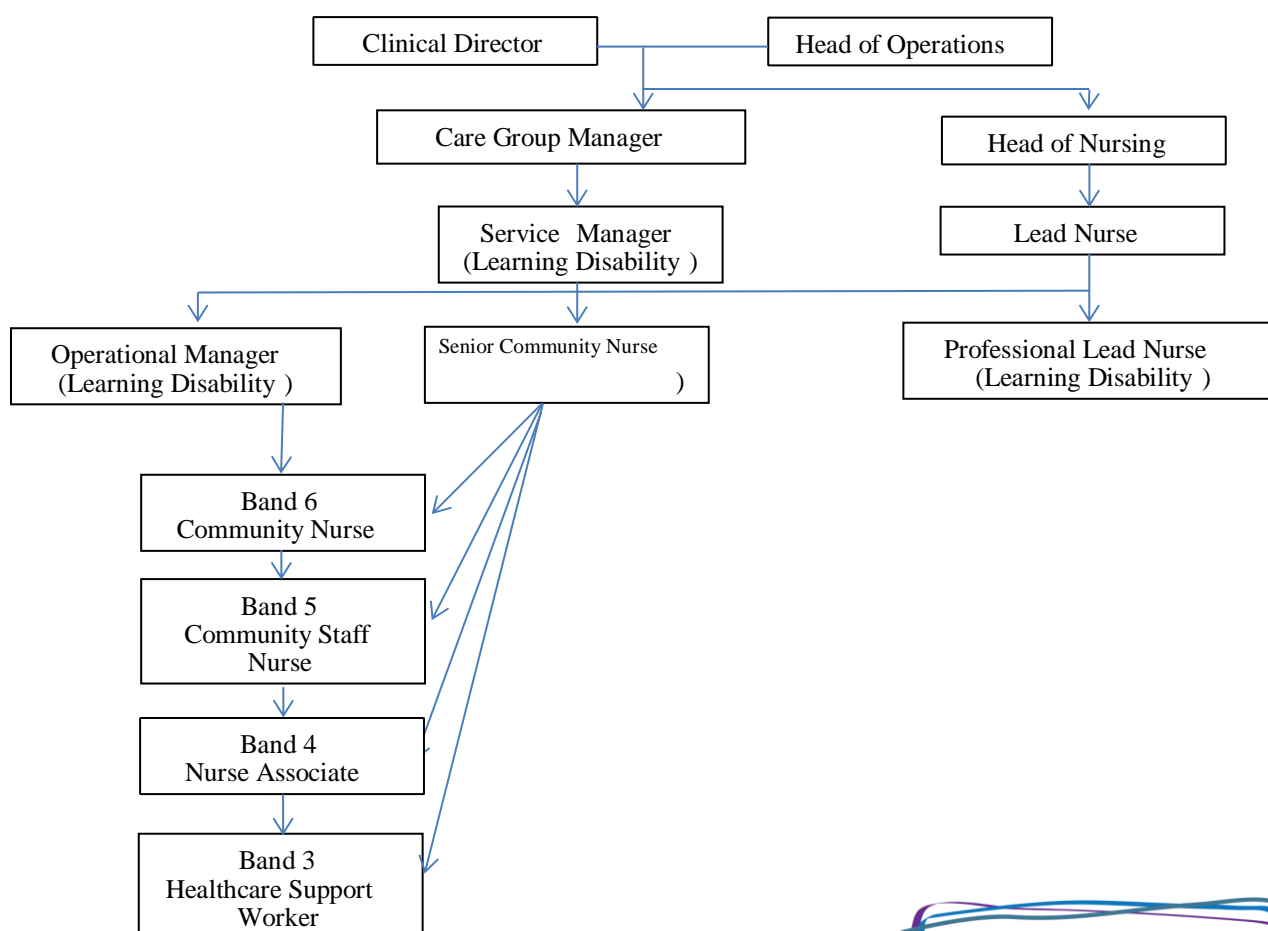
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Key Relationships

Service users, their families and/or carers.
 Advocacy services
 Social services (Local Authorities)
 Local Council services
 Supporting living and residential commissioned service providers
 GP, Primary and secondary health care services
 Mental health services
 Police and forensic support services
 Commissioners (where applicable)
 Child health services
 Educational services
 Voluntary and independent sector services

Department Chart



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Key Responsibilities

The post holder will:-

Communication and Relationship Skills

- Demonstrate flexible and creative use of verbal and non-verbal communication approaches, in order to communicate complex information relating to diagnosis, gaining consent, assessment and treatment.
- Demonstrate communication skills which will predominantly be used with individuals who have varying degrees of learning disability and associated conditions; such as communication difficulties, sensory impairment, challenging behaviour, emotional and psychological needs.
- To maintain confidentiality at all times.
- Ensure that effective and confidential communication will be promoted in relationships with stakeholders and in supporting individuals with a learning disability.
- Act as a positive role model for peers, colleagues and the wider organisation
- Present information in a professionally positive manner with confidence when meeting service users and partners.

Analytical and Judgmental Skills

- Seek guidance and supervision from the Community Nurse, analyse the functions of challenging behaviours within the individuals varying environments, in order to make recommendations where appropriate to inform future interventions.
- Identify the need for and facilitate referrals in collaboration with the Community Nurse relevant to meeting the needs of the individual.
- The ability to make judgements on problems requiring investigation, analysis, e.g. assessment of condition.
- Be accountable for decisions made within the scope of practice within the context of the role.
- Demonstrate in-depth knowledge of and adhere to all NMC standards and Trust guidelines.

Planning and Organisational Skills

- Manage a defined caseload
- To apply clinical interventions in accordance with the defined models of care/pathways applicable to the learning disability service.
- Maintain an accurate electronic appointment diary
- Ensure contacts are planned in a timely manner.

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- Ensure individual care plans are formulated, reviewed and evaluated in a timely manner in partnership with the individual, their carers/families and the wider multi-disciplinary team
- Discharge their responsibilities in accordance with the organisation's lone worker policy.
- Effectively delegate work and allocate to junior members of staff according to skill and competencies in order to meet caseload/service user/community needs,
- Evaluate programmes of care and ensure all delegated clinical activity is completed in a timely manner.

Patient/Client Care

- Manage, plan, organise and evaluate interventions within a defined caseload, and where appropriate supervise junior members of the team to ensure delivery of a high quality nursing service, meeting the complex and diverse needs of the identified population.
- Adopt a person and 'family' centred public health approach that will seek to reduce risk and enhance health through delivery of needs led, high quality evidence based care.
- Identify, delegate and evaluate appropriate assessments in order to inform interventions, to meet the health related needs and risk reduction/management of the individual, their carers/families.
- Identify the need for and facilitate referrals relevant to meeting the needs of the individual.
- Support the triage of referrals and enquiries, gathering appropriate assessment information to determine the person's level of learning disability, eligibility to receive learning disability service support and identify the specific area of need.
- Work in partnership with other health care providers, statutory and voluntary organisations and family/carers to provide a specialist learning disability advisory service, which promotes health and wellbeing and prevents ill health of individuals, families and communities.
- Ensure complete, accurate and contemporaneous records are maintained in accordance with professional and organisational standards.
- Be aware of, and follow the NICE standards/guidelines when planning and implementing interventions.
- Provide evidence based therapeutic interventions to meet the complex needs of the client group where there often exists poor motivation to change.
- Participate when required in statutory safeguarding of children, young people and vulnerable adults by providing leadership, managing risks, making difficult decisions, undertaking reviews, writing reports, attending statutory meetings with the support of a community nurse.

Responsibilities for Policy and Service Development

- Actively promote awareness of health related needs and seek to facilitate health enhancing activities which may affect the health of the identified population.
- Have an awareness and may contribute to relevant forums and conferences both internal and external to LCFT in order to improve service delivery at a local, regional and national level.

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- Undertake mandatory and service essential training, and other learning opportunities identified within PDR in accordance with LCFT policy, maintaining records accordingly.
- Strive to deliver evidence based interventions.
- Adhere to legal and ethical frameworks and professional standards.
- Actively work towards the attainment of national and local health targets.
- To participate in the process of internal rotation as and when required.

Responsibilities for Finance

- Demonstrate an understanding of the trusts cost improvement plan and will be responsible for managing their expenses in an effective manner.
- Demonstrate consideration of cost effective services.

Responsibility for Human Resources

- Manage junior staff to ensure the delivery of a high quality service.
- Ensure clinical, management and professional supervision is implemented in accordance with organisational policy.
- Act as a mentor within the team to support and facilitate learning needs of others.

Responsibility for Information Resources

- Facilitate an active learning environment for junior members of staff and students, incorporating preceptorship, mentorship and induction programmes.
- Be aware of the confidential nature of the work and adhere to policy, concerning confidentiality at all times, ensuring security of documentation.
- Adhere to IT and information governance standards as required by the Trust.
- Complete timely returns on an individual level, relating to activity and performance as required by the service.
- Support the development and delivery of training and education to others.
- Ensure the safety of trust property and resources to prevent damage or loss.

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Research and Development

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Freedom to Act

- Discharge their responsibilities in accordance with the Trust Policies and procedures.

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.



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As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

Behaviour

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

Support the aims and vision of the Trust

- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

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Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
Education/ Qualifications	Registered Learning Disability Nurse Current NMC Registration. Demonstrates continuing professional development	2 –3 years' experience Teaching/Mentorship post-registration qualification Specialist practitioner: Learning Disability Nurse	Application Form
Knowledge	Knowledge of Safeguarding Children's Framework Communication written verbal and through IT Awareness of need for confidentiality. Awareness of child related national policies. Have innovative & creative approaches to work with children. Ability to motivate others. Possess good observational skills. Ability to	Knowledge and skills in the assessment / management of risk	Application form and Interview

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	<p>develop own personal portfolio.</p> <p>Ability to work unsupervised and use own initiative</p> <p>Ability to deal with conflict in a calm manner.</p> <p>Ability to work under pressure and to meet deadlines</p>		
Experience	<p>Ability to support people who have a learning disability and/or Autism on an individual and group basis.</p> <p>Experience of working with children.</p> <p>Ability to work both within a team & to work alone.</p> <p>Liaison with families/ carers / professional</p> <p>Working within multi disciplinary framework</p> <p>Working with Families in a community setting</p>	<p>6 months post-registration experience</p> <p>Experience of working in community setting</p> <p>Working with individuals who challenge</p> <p>Managing others</p>	Application form and Interview

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	<p>Ability to manage resources.</p> <p>Ability to manage time and own diary</p>		
Personal	<p>Act in a professional manner at all times.</p> <p>Ability to have a flexible approach & manage change</p> <p>Empathic – non judgemental approach</p> <p>Reliable and Trustworthy.</p> <p>Good attendance record.</p>		
Other	<p>Ability to travel around the Trust</p>		

EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
At times there will be requirement to carry IT equipment, i.e. Laptop, projector, training resources	Occasionally	To and from car and venue	Varied	None

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Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?

MENTAL EFFORT		
Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Writing clinical notes, letters, reports	Daily	2-3 hours daily
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
No		

EMOTIONAL EFFORT		
Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Cases involved in safeguarding adults/children's processes.	Indirect	Fairly frequent
Can be the professional that is required to raise a safeguarding concern.	Direct	Fairly infrequent
Supporting service users and families who are in distress.	Direct	Varies
Supporting service users who display self-injurious behaviour	Indirect	Fairly frequent
WORKING CONDITIONS		
Does the job involve exposure to unpleasant working conditions? – Please detail.		How often?
No		

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