

Community Learning Disabilities Nurse Specialist

Location:	Community Team for People with Learning Disabilities, Wiltshire
Business Unit:	Learning Disabilities, Autism and Neurodivergence Services, BSW
Responsible to:	Specialist Learning Disabilities Health Team Manager and Clinical Lead
Band:	6
Hours:	37.5 (Monday to Friday, excluding bank holidays)
Base:	County Wide; Chippenham, Warminster, Salisbury, Marlborough

Main Purpose of the Job

This is a Specialist Community Nursing role which will actively promote the health and wellbeing of people with learning disabilities through a range of specialist clinical and education interventions in line with all the relevant government policies and guidance e.g. Valuing People 2009 and Transforming Care 2015.

Main Responsibilities and Duties

- To actively promote the health and wellbeing of people with learning disabilities through a range of specialist clinical and education interventions.
- To provide specialist advice on a range of learning disability health issues.
- To work as part of a multidisciplinary team with other specialist health professionals across community and acute services, local authority colleagues, care providers and families.
- To be professionally accountable for a designated complex community nursing caseload. This may be for providing specialist advice or for care management of clients who have been assessed as eligible for Continuing Health Care (CHC) funding or are health funded due to being under Section 117 of the Mental Health Act.
- To supervise designated staff.
- As a member of the multi-disciplinary team, support and contribute to the development of the learning disability service in accordance with the objectives and principles of Valuing People Now 2010 and other relevant government policies and guidelines.
- Work in accordance with relevant national frameworks and guidance for the provision of NHS care.
These may include; Care and Treatment Reviews (CTRs), NHS Continuing Healthcare, NHS-funded Nursing Care: July 2009 (revised 2012) and Transforming Care 2015.

Patient Care

- To establish robust communication networks with clients, carers and other health workers and care agencies.
- Utilise a range of communication skills to ensure that clients with learning disability understand the implications of their health issues, including complex health problems.

- Maintain a knowledge and skills base and evidence the same through a personal professional portfolio and act in accordance with the NMC Code.
- Provide and receive clinical supervision and provide high quality leadership to ensure ongoing high standards.
- Develop and demonstrate clinical credibility through professional practice, supervision and regular updating of clinical skills.
- In line with local guidelines review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- To contribute to the development of the learning disabilities service.
- Participate in professional policy making activities which contribute to the development of the service.
- Prioritise own workload and other junior members of staff.
- To attend and chair team meetings, client reviews, person centred planning meetings, as appropriate.
- To undertake research and/or audit projects relevant to nursing and disseminate findings at local level.
- Actively participate in promoting health, e.g. a variety of training (desensitisation, positive behaviour support, epilepsy training), role modelling methods of interaction and health promotion, provide advice (e.g. dietary, personal care), and signposting to appropriate services or support groups.
- Promote informed consent by providing information, then where necessary to undertake capacity assessments and if required work through 'Best Interest' processes in line the Mental Capacity Act 2005
- To recognise the need to complete a CHC checklist due to an individual's complex health needs in line with the NHS Continuing Health Care National Framework.
- To coordinate the multidisciplinary assessment and review individuals with learning disabilities in line with the NHS Continuing Health Care National Framework.
- To undertake case coordination/key worker role as appropriate in line with relevant guidance.
- To manage a caseload of clients in the role of care co-ordinator, which will consist of varying complexity.
- To assess clinical health needs, implement nursing care plans, signpost to primary health care team as appropriate, and evaluate planned care.
- To assess and manage risk related to care.
- To work in partnership with people with a learning disability, their families and carers, using communication skills effectively to facilitate clients' understanding of health issues.
- To supply specific specialist advice and training to develop other services and equip them to meet the health needs of adults with a learning disability.
- Undertake a range of clinical tasks, procedures and practices underpinned by specialist knowledge and/or experience.
- Establish and maintain effective communication with patients/clients, relatives and colleagues using a range of skills including interpersonal, verbal, written and information technology.
- Can identify and manage obstacles to effective communication
- Escalate concerns appropriately; e.g. urgent MDT, dynamic service register (DSR), safeguarding, police.

Budget Responsibilities

No budget responsibility

Responsibilities for People or Training

- The post holder will undertake appraisals and develop PDP's as required.
- Supervise and line manage staff and student's as required.
- Facilitate the development of other team members and provide peer group supervision as required.
- Demonstrate ongoing personal development through participation in internal and external development opportunities, recording learning outcome(s) in nursing portfolio and applying new skills in practice.
- Contribute to the education of learning disability nursing students through providing clinical placement and facilitating and mentoring student nurses and/or student nursing associates as appropriate.
- Design, develop and deliver training packages for clients, their carers and other professionals in response to identified needs, e.g. trauma informed care, epilepsy, positive behaviour support, sexuality, cancer awareness, dietary advice.
- Undertake specific training which is appropriate to the role e.g. positive behaviour support

Other Factors

- The post is community based, working in various locations, with external visits to clients in their homes or day services, sometimes driving long distances within rural and semi-rural areas.
- The post holder needs to be aware that working alone is essential.
- The post holder needs to be able to work in a flexible manner, both proactively and reactively to situations that arise on a daily basis.
- The post holder will need to be able to concentrate on tasks on a daily basis assessing and managing risk in different settings.
- The bases for the post are in open plan offices with some disruptions/distractions.

Our Values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security



HCRG Care Services Ltd, company number 7557877 registered in England and Wales at
The Heath Business and Technical Park, Runcorn, Cheshire WA7 4QX
Send any correspondence to the address at the top of this letter
For our Privacy Notices, please see our service website

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information Governance Responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professionals

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile

is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Supplementary Information

This job description should be read alongside the Supplementary Information provided for applicants with the advertisement and alongside the Employee Handbook for current staff members.

Community Learning Disabilities Nurse Specialist – Person Specification

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your references.

Criteria	Essential	Desirable
Education, Qualifications and Training	<ul style="list-style-type: none"> Registered Nurse (RNLD/ RNMH/RGN) Post registration experience 	<ul style="list-style-type: none"> Leadership and management training Teaching and assessing in clinical practice Positive behaviour support training Further qualifications relevant to community nursing e.g. post graduate community qualification, specialist areas of expertise e.g. ABA, desensitisation
Experience & Knowledge	<ul style="list-style-type: none"> In-depth experience of working with adults with a learning disability Working within a multi-disciplinary team Leadership experience Teaching experience Setting and monitoring standards of care Case management experience Experience within a wide range of patient/client care groups 	<ul style="list-style-type: none"> Community LD team experience Experience of working to the Continuing Health Care Framework, Care Programme Approach framework, Positive Behaviour approach Profiling community needs and targeting identified health needs of population
Skills	<ul style="list-style-type: none"> To be able to communicate with people using a range of mediums. To be able to work flexibly and sensitively alongside carers and families Wide range of interpersonal and communication skills Competence in a wide range of nursing skills To be able to write clear and concise reports, care plans and risk assessments I.T. literate Skills in preparing and presenting teaching sessions Undertake specific and or complex nursing tasks 	

	<ul style="list-style-type: none"> • Ability to reflect on own practice and others • A good standard of written and spoken English is required to be able to undertake the relevant duties. • Good time management skills • Ability to work in open plan environments 	
Other Job-Related Requirements	<ul style="list-style-type: none"> • Willing to work in other areas of HCRG as and when required to do so. • Full valid driving licence for the UK • Access to a car for use at work 	