

Job Description

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

Job Title:	Community Nurse Learning Disability
Band:	6
Network:	Specialist
Base:	Chorley – also work across Preston, and West Lancs when required.
AfC Ref:	
Hours of work:	37.5 hours per week

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:

Reports to: Operational Lead

Responsible for: Service Manager

Job Summary

This is an exciting opportunity to gain wide-ranging experience of community services for people with learning disability. The Learning Disability Service strives to provide forward thinking high quality services, working in partnership with other agencies. In addition to working with people with learning disabilities and their families we have a strong commitment to health promotion through service development and training initiatives. We are committed to helping our staff develop and you will be part of an enthusiastic and experienced team.

We are looking for a registered nurse with an up to date knowledge of health policy for people with learning disabilities. Adaptability, good communication skills and self –motivation are essential. The successful applicant will be an experienced clinician with proven skills in working with people who have complex needs and challenging behaviour. You will also be able to demonstrate that your practice is evidence based and innovative.

A means of transport is essential and applicants must be willing to undergo an enhanced CRB check.

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Key Relationships

Service users and their families and carers. Social services, Providers of day services, supporting living tenancies and residential placements. Primary and secondary health care services including mental health services. Police and forensic support services.

Key Responsibilities

Communication and Relationship Skills

The post holder will employ a 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. These communication skills will predominantly be used with individuals who have varying degrees of learning disability and associated conditions; such as, communication difficulties, sensory impairment, challenging behaviour and emotional and psychological problems.

Analytical and Judgement Skills

The post holder will have the skill to analyse the functions of challenging behaviours in complex situations within the individuals varying environments, in order to make recommendations where appropriate to inform future interventions.

Planning and Organisational Skills

The post holder will be required to organise their own caseload and work, plan their own diary and that of junior staff. Will also be required to manage clinics

Patient and Client Care

1. The post holder will manage a defined caseload, and will plan, organise and where appropriate supervise other members of the team to ensure delivery of a high quality nursing service, meeting the complex and diverse needs of the identified population.
2. The post holder, in the context of this activity, will lead work with individuals or groups.
3. The post holder will 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.
4. The post holder will select, adapt, facilitate and delegate appropriate assessments in order to inform interventions to meet the health related needs and risk reduction/management of the individual, their 'family' and the environment.
5. The post holder will analyse the functions of challenging behaviours in complex situations within the individuals varying environments, in order to make recommendations where appropriate to inform future interventions.
6. The post holder will identify the need for and facilitate referrals relevant to meeting the needs of the individual.

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7. The post holder will receive, screen and triage referrals and enquiries, gathering appropriate assessment information to determine the persons level of learning disability, eligibility to receive learning disability service support and identify the specific area of need.

8. The post holder will work in partnership with other health care providers, statutory, voluntary organisations and family/carers, to provide a specialist learning disability advisory service that promotes good health and well being and prevents ill health of individuals, families and communities.

Responsibility for Policy and Service Development

1. The post holder will actively search for and promote awareness of health related needs and seek to facilitate health enhancing activities and influence policies that effect the health of the identified population.

2. The post holder will attend and contribute to relevant forums and conferences both within and outside LCFT to improve service delivery at a local and national level, including leading specific continuing development projects of the team and service.

Responsibility for Finance

The post holder will have an understanding of the trusts cost improvement plan and will be responsible for managing their expenses in an effective way.

Responsibility for Human Resources

1. The post holder will manage staff to ensure the delivery of a high quality service, including appraisal and supervision.

2. The post holder will lead in recruitment and selection of staff.

Responsibility for Information Resources

1. The post holder will facilitate an active learning environment for all staff and students, incorporating preceptorship, mentorship and induction programmes.

2. The post holder will develop and deliver training and education to other professionals, pre/post registration students and inter-agency personnel.

Research and Development

The post holder will be involved, and where appropriate lead, research, audit and developments within the service.



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Freedom to Act

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 postholder.

Person Specification

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

Description	Essential	Desirable	Assessment
<u>Education/ Qualifications</u>	Part 5 or 14 of NMC register Post registration experience	NST 307 / ENB 998 Relevant post registration Qualification	Application form
<u>Knowledge</u>	A means of mobility around Lancashire Ability to support people who have a learning disability on an individual and group basis Knowledge of contemporary health learning disability policy IT competence Presentation Skills		Application form and Interview

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	<p>Knowledge and skills in the assessment / management of risk</p> <p>Demonstrates reflective practice.</p> <p>Demonstrates continuing professional development</p>		
<u>Experience</u>		<p>Experience of working in community setting</p> <p>Working with individuals who challenge.</p> <p>Experience of project development.</p> <p>Experience of managing others</p>	Application form and Interview
<u>Skills and Abilities</u>	<p>Communication – Non verbal, verbal and written</p> <p>Multi agency Team working</p> <p>Enthusiasm and motivation</p> <p>Ability to handle difficult situations</p> <p>Organisational skills – ability to manager own</p>		

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	time and workload Non-judgemental attitude Willing to CRB enhance check		
<u>Work Related Circumstances</u>	Flexibility - ability to work unsocial hours / weekends as dictated by the case load Ability to meet travel requirements of the post.		

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.	Occasionally	To and from car and venue		None
Carrying of weighing scales	Occasionally	To and from car and venue		

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
No			

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

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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 processes. Can be the professional that is required to raise a safeguarding concern.	Indirect Direct	Fairly frequent 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		

Our Values & Behaviours

The values and behaviours 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:

Values	Behaviors we expect
We are always learning	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

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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.

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."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.

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- 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.
- To uphold the Trust's commitment to health and wellbeing



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**We are
Respectful**



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