

<b>AFC Reference:</b>	LD/0031R
<b>Job Title:</b>	Community Learning Disability Nurse
<b>Band:</b>	6
<b>Division/Service:</b>	Specialist Learning Disabilities Division
<b>Accountable to:</b>	Operational Manager / Modern Matron / Community Learning Disabilities Team Manager
<b>Responsible to:</b>	Community Learning Disabilities Team Manager

**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 Community Learning Disability Nurse will be a key member of the Multi- disciplinary Community Support Teams of the Specialist Learning Disabilities Division. The primary responsibilities will include:

The definition, development and delivery of valued and expert specialist health supports which promote the independence, community inclusion and positive reputation of people with learning disabilities and their carers.

Assuming a lead in the continued development of effective clinical services to meet the complex needs of people with either a challenging behaviour or mental health problem through direct and indirect work, training, supervision, co-working and consultation.

Adopting and enabling a person-centred care programme approach across the Directorate ensuring the full participation of all individuals in valued community life experiences.

Engaging in collaborative planning and joint working with other agencies involved in the delivery of local comprehensive social support services. To act as Care Co-ordinator under C.P.A. framework.

The post-holder would be expected to work flexibly in varying locations, and at varying times to meet the needs of the service.

### **Principal Responsibilities:**

#### Clinical

1. To carry a clinical caseload and operate as Care Co-ordinator with individuals who present either with challenging behaviour, mental health problems and/or complex physical health needs
2. To accept referrals of individuals and their carers as allocated through the initial intake process by the Team Manager.
3. To undertake a thorough assessment of new referrals as identified in the intake procedures of the Directorate.
4. Following assessment to derive a formulation and plan of intervention, negotiating this with the client(s) and colleagues and carers where appropriate, and communicating this to the referrer and other relevant professionals.
5. To provide a range of appropriate evidence-based interventions based on the assessed need of the referral and result in an effective care programme that can be utilised across the service both in community, acute and residential settings.
6. To evaluate the outcome of these interventions and ensure that they inform future practice.
7. To develop complex service specifications and care packages in conjunction with Local Authority/Health Authority Care Managers.
8. To ensure that any clinical interventions are effectively dovetailed with appropriate social support arrangements.
9. To undertake on occasions urgent or emergency assessments, including risk assessments.
10. To participate in the on-call arrangements of the Directorate as required.
11. To organise own workload and work schedules.
12. To carry out other clinical duties as may be agreed with the Team Manager.
13. To monitor all clinical interventions.
14. To adhere to Risk Management Procedures as outlined by the trust.

#### Developing Effective Clinical Services

15. To provide a specialist clinical advice to colleagues.
16. To utilise and encourage an eclectic approach to the management of people with complex needs.
17. To participate in Personal Development Planning Reviews and in service training.

18. To keep up to date with current information and changes in topics relevant to the service.
19. To be an advisor on clinical support to other health and social care professionals and assist in the identification of staff training needs.
20. To facilitate the education of clients, relatives and other agencies concerned with provision of learning disability services in the community, through involvement in the Multi-Agency joint Training and Development arrangements
21. To be involved in the development of training/information resources for staff in the area of Learning Disabilities and mental health difficulties.

### Communication/Liaison

22. To organise and chair regular staff meetings and other forums as appropriate.
23. To maintain systematic clinical and professional records as required by the service.
24. To provide statistical information as required by the Trust
25. To ensure effective communication between health, social services and voluntary sector, agency staff, co-ordination of other services as appropriate
26. To participate in relevant clinical, staff and professional meetings, as advised by the Team Manager.
27. To ensure inter-professional communications by regular liaison, case conferences, clinical reviews as required.
28. To consult and negotiate with other relevant people, including clients, carers and relatives on the development of clinical interventions.

### Professional

29. To observe and maintain agreed Trust policies and procedures.
30. To be aware of the responsibilities under the Health and Safety at Work Policy and to ensure that other staff similarly comply.
31. To be fully aware of and to assist medical staff in observing and complying with the legal requirements of the Mental Health act 1983 and Mental Health (Patients in the Community) Act 1995.
32. To inform the Service Manager and/or Team Manager of other matters that might affect policy decision.
33. To control drugs and equipment in the community according to district policy.
34. To institute and carry out research projects.
35. To ensure a high level of ethical conduct in the Learning Disabilities Service.
36. To undertake any duties as may be delegated by the Team Manager.
37. To act as supervisor, assessor and mentor to students, nurses and junior staff.
38. To act as N.V.Q. Assessor where appropriate.
39. To attend professional meetings when necessary e.g., nurse meetings.
40. To participate in relevant focus groups.

**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.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/information to the attention of team members and other MCT colleagues they work with.

- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

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.

**PERSON SPECIFICATION**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>Registered with Qualification R.N.L.D.</li> <li>Evidence of clinical experience in either challenging behaviour or mental health</li> <li>Evidence of working in a range of service environments</li> <li>Eclectic range of clinical competency</li> </ul>	<ul style="list-style-type: none"> <li>Working with offenders</li> <li>Working in mental health services</li> </ul>
<b>KNOWLEDGE/ EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>Experience of Person-Centred Planning</li> <li>Experience of Care Programme Approach</li> <li>Experience in the development and implementation of complex care packages</li> <li>Working knowledge and understanding of the Mental Health Act</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of supported living arrangements</li> <li>Experience of staff training and development</li> </ul>
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>Continuous Improvement</li> <li>Accountability</li> <li>Respectfulness</li> <li>Enthusiasm</li> <li>Support</li> <li>High professional standards</li> <li>Responsive to service users</li> <li>Engaging leadership style</li> <li>Strong customer service belief</li> <li>Transparency and honesty</li> <li>Discreet</li> <li>Change oriented</li> </ul>	
<b>SKILLS:</b>	<ul style="list-style-type: none"> <li>Good communication skills</li> <li>Ability to work with others as part of Multi-disciplinary team</li> <li>To work as part of the on-call team as required</li> <li>Values led approach</li> <li>Commitment to equal opportunities</li> </ul>	
<b>OTHER:</b>	<ul style="list-style-type: none"> <li>Advanced CRB clearance</li> <li>Flexible approach to hours/duties</li> <li>Must have the ability to travel within the area of work</li> <li>Ability to work in an unpredictable environment which may include people with challenging behaviour</li> </ul>	