

JOB DESCRIPTION

Post Title: Community Learning Disabilities Nurse

Band: 6

Hours: 37.5

Accountable to: Clinical Team Leader - Wandsworth Learning Disability Team

Responsible to: Lead Nurse - Wandsworth Learning Disability Team

Base: Balham Health Centre, 120-124 Bedford Hill, London SW12 9HS

Liaises with: Service users, carers, colleagues, other organisations.

OUR VALUES

Our values are in keeping with the NHS Constitution and our [Behaviours Framework](#) set the standards for how we plan and make decisions; deliver quality care; behave with each other and service users and recruit, induct, appraise and develop our staff. We are looking for staff who will help us live these values and help to make SWLSTG a better place for everyone.

JOB SUMMARY:

- To hold a client caseload, as agreed with the Team Leader, and deliver a competent and co-ordinated nursing service in partnership with service users, members of the multidisciplinary Community Learning Disability Team and other agencies.
- To provide advice and expertise in care planning and risk management to other health and social care professionals.
- To provide support, supervision and education to carers and clients with specialist care needs.
- The post holder will have responsibility for the assessment of care needs, risk assessment and the implementation and evaluation of client care for a defined caseload.
- Participate in the teaching and development of colleagues, students and colleagues in other agencies about this specialist area.

KEY RESULT AREAS:



Respectful



Open



Compassionate



Collaborative



Consistent

Clinical

- To act as a lead Health Care Professional to clients allocated at clinical meetings.
- To work within complex care networks including families, community and in-patient services, care homes, day centres and colleges.
- To work flexibly to meet the needs of the clients.
- To lead the development and audit of clinical standards within the nursing service, in relation to best practice.
- To advise on the clinical and resource issues that are required in order to respond to national and local targets.
- To contribute to care planning and risk management for adults with learning disabilities.
- To work within the multi-disciplinary team to carry out assessments and help design interventions for people with learning disabilities.
- To assess, develop and implement specialist programmes of nursing and social care to meet the needs of a diverse range of clients.
- To exercise appropriate professional autonomy when working with clients in the community and to provide advice to non-specialists and other specialists/ professionals within the clinical field.
- To ensure effective interagency working when clients are admitted and discharged from in-patient settings.
- To provide supervision to junior staff within the team.
- To contribute to care planning and risk management for adults with learning disabilities who may also present with physical health needs.
- To provide medication, monitor and administer medications as required.
- Under supervision, to monitor the progress of agreed treatment plans, prescribed medication, and report back on positive and adverse reactions to the prescribing doctor.
- To enter information onto RiO and write complex and sensitive reports reflecting specialist knowledge on a regular basis.
- To collect and compile observations and recordings as required.
- To provide advice, education, support and supervision to carers.
- To provide education across agencies and organisations on specialist area
- To participate in teaching and training as appropriate.
- To implement and contribute to policy and service development as appropriate.
- To work in accordance with the NMC Code of Professional Conduct and act within local protocols and trust policies.
- To offer specialist advice and consultation on client placement issues, including clients placed in and out of borough.
- To advise and educate clients, carers and relatives (as appropriate) on the implementation of care-plans, health promotion and behavioural guidelines.
- To act as a first point of contact regarding assessment for clients and carers who access specialist learning disability services.
- To represent the multi-disciplinary team at client reviews and network meetings, and chair these meetings when appropriate.
- To work with senior managers on nursing recruitment and selection
- To take part in regular multi disciplinary, operational and professional supervision



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- To contribute to client discussions at clinical meetings and multi disciplinary supervision meetings.
- **Operational**
- To contribute to the induction of newly appointed staff.
- To provide and receive complex information, using sensitivity, empathy, or reassurance, in situations that are volatile or present risk.
- To maintain records to required professional and Trust standards.
- To be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions.
- To liaise with statutory, voluntary and private organisations as agreed with the multi-disciplinary team.

Education and Research

- To contribute to an effective learning environment for students on placement to the service.
- To participate in peer supervision and provide regular supervision, advice for junior colleagues within the nursing team and support with professional development plans.
- To keep up-to-date with new techniques and developments and best practice

Training and Development

- To undertake mandatory and statutory training as required by Trust policy, identifying individual and team training needs.
- To contribute and commit to undertaking an annual Development Review/appraisal.
- To undertake personal development as identified in the Personal Development Plan (PDP).

GENERAL:

South West London and St. Georges Mental Health Trust is an equal opportunities employer. It is the policy of the Trust to ensure that no user of the service, past, present or future employee, or job applicant, receives less favourable treatment on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation; in line with the Trust's Equality and Diversity Strategy.

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.
- The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If



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postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).

- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

Updated: Adebisi Bisi-Balogun

Job Title: Deputy Team Leader

Date: 8th April, 2024



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PERSON SPECIFICATION

Job Title: Community Learning Disability Nurse

Band: 6

| | Essential | Desirable | <u>How Tested</u> |
|--------------------------------------|---|--|---|
| Experience | <p>Experience of working with people who have a learning disability.</p> <p>Experience of working in a community setting</p> <p>Experience of undertaking assessment of the needs of people with learning disabilities and developing a robust care plan to meet needs.</p> | <p>Experience of teaching and training of staff and/or carers.</p> <p>Experience of contributing to policy and procedure development and implementation.</p> <p>Experience of managing and supervising other staff.</p> <p>Experience of developing and delivering training packages with other professionals.</p> | <p>Application form</p> <p>Interview</p> |
| Training & Qualifications | <p>RNLD (current NMC registration)</p> <p>Evidence of continuing professional and personal development.</p> | <p>Mentorship training</p> <p>Facilitator's training</p> <p>ENB 998 or equivalent</p> <p>Post registration training in Learning Disabilities</p> | <p>Application form</p> <p>Interview</p> <p>Proof of qualifications and professional registration if relevant</p> |
| Knowledge & Skills | <p>Knowledge of the predominant health needs of people with learning disabilities.</p> <p>Knowledge of assessment</p> | <p>Research and audit skills.</p> <p>Report writing skills.</p> | <p>Application form</p> <p>Interview</p> |



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| | <p>tools for people with learning disabilities.</p> <p>Knowledge of the health inequalities experienced by people with learning disabilities and how these can be addressed.</p> <p>Knowledge of our business and how it supports patient care.</p> <p>Good organisational ability and time management skills.</p> <p>Effective communication skills both written and verbal.</p> <p>Good IT Skills.</p> <p>Skills in assessment, care planning and case management.</p> <p>Knowledge of relevant legislation and how they apply to people with learning disabilities.</p> <p>Ability to interpret research and apply to practice.</p> <p>Knowledge of counselling skills, group skills, cognitive skills, and behavioural skills.</p> <p>Clear understanding of National Policy relevant to learning disability.</p> <p>Knowledge of safeguarding of adults & children.</p> <p>Ability to work as an active member of the multidisciplinary team.</p> <p>Knowledge of recent</p> | | |
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| | <p>initiatives in nursing</p> <p>Ability to maintain high standards.</p> <p>Ability to assess clinical situations quickly and use initiative.</p> | | |
| Behaviours and Values | <p>Ability to behave in accordance with our Trust values:</p> <p>Respectful - so you feel appreciated and included.</p> <p>Open - so you feel informed and involved.</p> <p>Collaborative - we expect teamwork so you feel connected and supported</p> <p>Compassionate and kind so you feel valued and cared for.</p> <p>Consistent - in our quality of care so you feel safe and reassured.</p> | | Application & Interview |
| Other | <p>Ability to participate and support organisational changes.</p> <p>Commitment to involving people with learning disabilities and carers in care planning.</p> <p>Ability to travel effectively between sites and community settings.</p> | | Interview |

Updated: Adebisi Bisi-Balogun

Job Title: Deputy Team Leader

Date: 8th April, 2024



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