

Job Title: Community Learning Disability Nurse – Health Promotion Lead

Band: 5

Responsible to: Lead Learning Disability Nurse

Accountable to: LD Health Team Manager

Base: Colindale, London Borough of Barnet Offices.

JOB PURPOSE

To deliver a competent, comprehensive, and co-ordinated nursing service in the community, working in partnership with other members of the multi- professional team and all others involved in the delivery of an integrated care pathway to adults with learning disabilities. This includes taking a lead in health promotion work and providing specialist health care, advice, and expertise in care planning for this client group.

To positively represent the needs and rights of people with learning disabilities, tackling health inequalities and improving access to NHS services for people with learning disabilities through facilitating a close working relationship between primary and specialist services, Voluntary and Private Organisations, People with learning disabilities and Carers.

KEY WORKING RELATIONSHIPS

Working as part of Integrated Barnet Learning Disability team - key working relationships with London Borough of Barnet Council, CLCH, and third sector organisation with Barnet.

MAIN DUTIES AND RESPONSIBILITIES

CLINICAL DUTIES

- To be responsible for the provision of health facilitation for people with learning disabilities.
- To undertake comprehensive specialist-nursing assessments that take into account the nature of the learning disability and its implications for care.
- In partnership with the client/carer to assess, plan, implement and evaluate specialist care programs to meet complex health needs under the supervision of line manager
- To hold a client caseload, as agreed with line manager, and deliver a competent and co-ordinated nursing service in partnership with service users, members of the Learning Disabilities Service and other agencies.
- To contribute to specified health service developments and nursing projects, such as running teaching sessions for adults with learning disabilities
- To assist in developing and improving access to primary care health services
- To educate clients, families and carers, towards promoting the health needs of people with a learning disability, including planning, facilitating and delivering educational training sessions.
- Conduct comprehensive clinical risk assessments and develop appropriate risk management plans in conjunction with clients, carers and other professional services
- To advise, facilitate and educate clients, carers and/or families on the appropriate approaches that may be required in delivering the agreed treatment plan/care.
- To take appropriate action where necessary in relation to the safeguarding of vulnerable adults and alerting any concerns regarding children to safeguarding children services.
- To co-ordinate, and implement Health Action Planning, through an advisory role supporting generic health professionals in health facilitation role across the organisation (health visitors, district nurses, practice nurses, therapists and GPs) and actively promote health action planning.
- Offer professional specialist advice to support individuals, carers and others in improving quality of life and reducing health inequalities.
- To liaise with specialists to improve access to health services for people with learning disabilities.
- To ensure own area of expertise, knowledge and practice is up to date by achieving and demonstrating agreed standards of personal and professional development within agreed timescales.
- To work flexibly to meet the needs of individuals

- To be professionally accountable for the effective and efficient management of their caseload, taking into account the need to combine one's own responsibilities and those of the team in line with the Nursing Midwifery Council (NMC) Code of Conduct.
- To assess and monitor the progress of any agreed treatment plans, supervise prescribed medication regimes. To be aware of and report any concerns to the prescribing officer
- To adopt a person centred approach, focusing on all aspects of the client's lifestyle with an emphasis on promoting independence.
- To provide sound professional advice where changes or crisis intervention is required over a range of complex situations, where appropriate under the supervision of a specialist community nurse.
- To co-ordinate health facilitation through the use of health action plans and supporting people with a learning disability to access primary and secondary health care.
- To offer consistency and specialist input to a range of professions and agencies within and outside of the team.
- To ensure clinical conditions/health needs associated/prevalent in people with a learning disability such are properly and adequately treated/managed

COMMUNICATION

- To develop communication and interpersonal skills with the aim to develop a 'therapeutic relationship' in order to empower and enable the client to achieve optimum functioning.
- To promote, maintain and further develop the necessary requirements of communicating with clients whose understanding may be impaired by their learning disability or by the nature of the distress they are experiencing.
- To demonstrate skills and the ability to provide and receive complex information in difficult and challenging situations.
- To contribute to the effectiveness and efficiency of the teams in which he/she works.

MANAGEMENT AND LEADERSHIP

- To promote and participate in research and development and participate in audits, surveys and clinical trials.
- To maintain and further develop knowledge and skills through appraisals, personal development plan, training and ongoing clinical experience.
- To facilitate education and learning of student learning disability nurses on placement in the service, ensuring the identified aims and objectives are met.
- To display, promote and monitor high standards of organisational skills, planning and priority setting both clinically and organisationally.
- To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, absence cover, and representation of service at internal and external committees and meetings.
- To keep up to date with developments in the area of learning disabilities both locally and nationally and ensure that this is reflected in practice.
- To maintain, as required, record keeping within NMC Guidelines and provide clinical activity information as required. The post holder should also be fully aware of the communication of confidential information in line with the Data Protection Act and Caldicott Guidelines

PROFESSIONALISM

- To liaise and network with professionals in the statutory and voluntary agencies.
- To ensure effective management of allocated caseload and submit written reports and statistical work returns as required.
- To apply the concept of continuous development of self and promote research based practice.
- To be responsible for the safekeeping and administration of medicines in accordance with NMC standards and Trust policies.
- To contribute to team meetings.
- To participate in staff performance appraisal (PADR).

TEACHING AND TRAINING

- To develop and deliver effective training initiatives to carers, people with learning disabilities and mainstream services, working collaboratively with other members of the multi-professional team. Training packages, where possible, should be jointly developed with other members of the multi-professional team
- To participate in clinical audits and nursing research and to implement evidenced based standards of practice. Be aware of contemporary research and ensure evidence based practice.
- To propose changes to working practices through contributing to the development of specialist protocols for the management of specialist health needs.
- To facilitate education and learning of student learning disability nurses on placement in the service, ensuring the identified aims and objectives are met.
- Identify training and development needs through appraisal and participate in identifying an annual Personal Development Plan.
- Plan for and attend all statutory/mandatory training events required by Central London Community Health Care Trust (CLCH)

CLINICAL GOVERNANCE

- To adhere to clinical governance policy of CLCH NHS trust and to follow LBB clinical governance policy in regard to working relationship with LBB.

RESEARCH

- To undertake research when required within CLCH or LBB, and support other professionals who conduct research when requested.

Job Description

The above list of duties is not intended to be exhaustive, and you will be required to undertake any other duties commensurate with the grade and in line with the requirements of the post. The duties and responsibilities may be subject to change, which will be done in discussion with the postholder

Person Specification Job Title: Community Learning Disability Nurse- Health Promotion Lead

| Factors | Criteria | Assessment |
|---|---|-----------------|
| Education/Qualification | | |
| Essential | <input type="checkbox"/> Qualified Learning Disability Nurse or Registered General Nurse or Mental Health Nurse with an interest and experience of working with people with a learning disability | AF and IV and P |
| Desirable | <input type="checkbox"/> Dual qualification – Learning Disability and Registered General Nurse qualification | AF |
| Experience | | |
| Essential | <input type="checkbox"/> Experience of overcoming health inequalities for people with learning disabilities <input type="checkbox"/> Experience of working with people with a learning disability to empower them to make decisions about their health needs <input type="checkbox"/> Experience of working with a multi-disciplinary team <input type="checkbox"/> Experience of managing a caseload at student level | AF and IV and P |
| Desirable | <input type="checkbox"/> Varied placement experience at student level <input type="checkbox"/> Experience of completing a Health Action Plan <input type="checkbox"/> Experience of delivering training <input type="checkbox"/> Experience of leading on projects to do with health promotion | AF and IV |
| Skills and Knowledge | | |
| Essential | <input type="checkbox"/> Awareness of National Legislation and LD health drivers including LeDeR, CIPOLD <input type="checkbox"/> Demonstrate high level communication skills <input type="checkbox"/> Must be aware of and experience of using the Mental Capacity Act <input type="checkbox"/> Must have competent IT skills | AF and IV and P |
| Desirable | <input type="checkbox"/> Experience of mental health and challenging behaviour <input type="checkbox"/> Experience of working with complex physical health needs | AF and IV and P |
| Other | | |
| Essential | <input type="checkbox"/> Able to work flexible hours if people are in crisis <input type="checkbox"/> Able to travel around borough and work in variety of settings <input type="checkbox"/> Ability to lone work and manage own time | AF |
| *Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T – Test, C – Certificate | | |