

Job Description

Post:	Community Learning Disability Nurse
Band:	6
Location/Base:	Learning Disability Directorate
Responsible to:	Clinical Integrated Team Manager
Main Contacts:	Team members, provider services, directorate staff

Job Summary

To work within the Learning Disability Directorate as part of a multi-disciplinary integrated team.

The post holder will provide specialist health and behaviour assessments to individuals referred to the learning disability team.

Interventions will be delivered across different settings including the person's home.

There will be a requirement to liaise with partners and stakeholders to ensure responsive, effective, safe and person centred services are delivered.

Main Duties and Responsibilities

- At all times to work in accordance with Pennine Care NHS Foundation Trust policies and procedures
- The post holder will work in partnership with all members of the Multidisciplinary Team to achieve the 'Good Health' objectives of 'Valuing People'
- To provide a safe, effective, responsive, efficient, timely, community nursing service to people with learning disabilities, their families and carers.
- To undertake a range of comprehensive assessments for individuals with a learning disability and complex and challenging needs. This assessment work requires a specialist knowledge base on which to practice.
- To monitor and evaluate complex interventions and packages of care.
- The post holder may be required to become a physical intervention trainer, this task requires the trainer to have highly developed and co-ordinated physical skills.
- The post holder will be expected to offer behaviour support training to identified others including teams around the adult
- The post holder may be required to provide advice to others regarding the management and care of service users with swallowing difficulties

- To develop a range of interventions and specialised care plans.
- To be responsible for co-ordinating the provision of clinical care, within a defined caseload accessing supervision from a designated nurse as appropriate.
- To embrace the public health role, promoting health and wellbeing and where possible, prevent ill health.
- To support the work of the Community learning disability nurses, in reducing the health inequalities faced by people with learning disabilities.
- To work collaboratively with primary care and secondary care services to ensure the health needs of people with learning disabilities are met.
- The post holder will undertake an active role in identifying and managing risk.
- The post holder may be required to participate in Safeguarding Adult investigations.
- The post holder will be required to work in partnership with Social Services and Child Safeguarding.
- To represent individuals as unique and valid citizens in the goal of inclusion.
- The post holder will receive appropriate support to manage their own caseload and will be expected to prioritise competing demands.
- To plan and organise individual packages of support, with the ability to respond timely, creatively and flexibly to unpredictable situations.
- To work in partnership to achieve planned co-ordinated discharges.

Responsibility for Staffing

- To support and mentor students, whilst on placement with the learning disability team.
- To contribute and participate in multidisciplinary peer supervision.
- To plan and deliver training and education to a wide range of audiences.
- To provide management supervision to junior members of staff.

Responsibility for Financial Resources

- The post holder does not carry any responsibility for the allocation of resources although there is an expectation of the post holder providing information to commissioners purchasing appropriate care packages.

Policy and Service Development

- The post holder, through the appraisal process will agree to contribute to team / directorate development objectives and will work in partnership with relevant others to achieve these objectives. This task will involve developing specialist knowledge and skills.
- The post holder will contribute to the development of a wide range of policies and procedures.

Information Resources

- To maintain accurate and up to date performance data.

- The post holder will be responsible for the collection and interpretation of assessment data. This work will involve gaining collaboration and commitment of carers and family members.
- The post holder will be required to analyse and formulate complex data about individual service users. This data will be utilised to plan and deliver effective support.

Research, Development and Audit

- To utilise evidence based practice when care planning for people with complex needs.
- To participate in local and regional specialist networks when required.
- To participate in Trust wide audits
- To complete outcome measures

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process

General Duties of all post holders

To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.

To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.

To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.

The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.

The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.

The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.

The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.

All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.

The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.

The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

Appointments to regulated and controlled activities require an enhanced DBS disclosure.

Pennine Care NHS Foundation Trust (PCFT) employees have a statutory duty to promote the welfare of children and young people and to protect adults; enabling them to live free from harm, abuse and neglect.

Engagement with safeguarding training, in line with responsibilities, is mandatory for all PCFT employees. PCFT employees must familiarise themselves with policies and procedures and adhere to these.

It is the responsibility of all staff to report safeguarding concerns and familiarise themselves with who to contact in order to do this or seek further guidance.

Professional and Personal Development

The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.

The post holder will be involved in a formal appraisal and yearly conversations review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.

The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.

The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.

The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

Infection Prevention and Control is the responsibility of all Trust staff.

All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.

Sustainability / Net Zero Carbon

Pennine Care are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

Energy: Switch off non-essential electrical equipment / lighting when not in use. Report heating issues, building too hot / too cold to the Estates Team.

Water: Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.

Waste: Follow the Trust waste policy – Reduce – Reuse – Recycle do not overorder equipment / medicines. Healthcare waste must be disposed of in line with the Trust's waste management policy.

Biodiversity: Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the estate team for further details

Transport & Travel: Where possible lift share, cycle, walk or use public transport