

NHS Lothian

Post: Community Learning Disability Nurse Band 5

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	Excellent Communication Skills. Confident and Articulate. Communicates enthusiasm for the post. Committed to the development and maintenance of good relationships with colleagues, patients, carers and communities.		I and R
Qualifications and Training	Registered Learning Disabilities Nurse (Part 5)	Registration as a nurse in other parts of the NMC Register. Registered mentor for undergraduate student nurses. Evidence of post registration training in areas of study relevant to this post.	A and C A and C A and I A and I
Experience and Knowledge	Understanding of health inequalities experienced by people with learning disabilities. Aware of demographic issues affecting learning disabilities population. Knowledge of Adult Protection Guidelines and Child Protection Procedures.	Good understanding of Adults with Incapacity legislation. Experience of working with children with learning disabilities.	I A and I
Skills and/or Abilities	Able to describe their role as a team member. Able to effectively manage conflict. Skills in negotiation. Able to describe how evidence based practice can be applied in this post.		A and I
Specific Job Requirements	Ability to work without close supervision Able to travel independently around		I and R A

	Lothian		
--	---------	--	--

Key – how assessed	
A = Application form	I = Interview
C = Copies of certificates	T = Test or exercise
P = Presentation	R = References



JOB DESCRIPTION

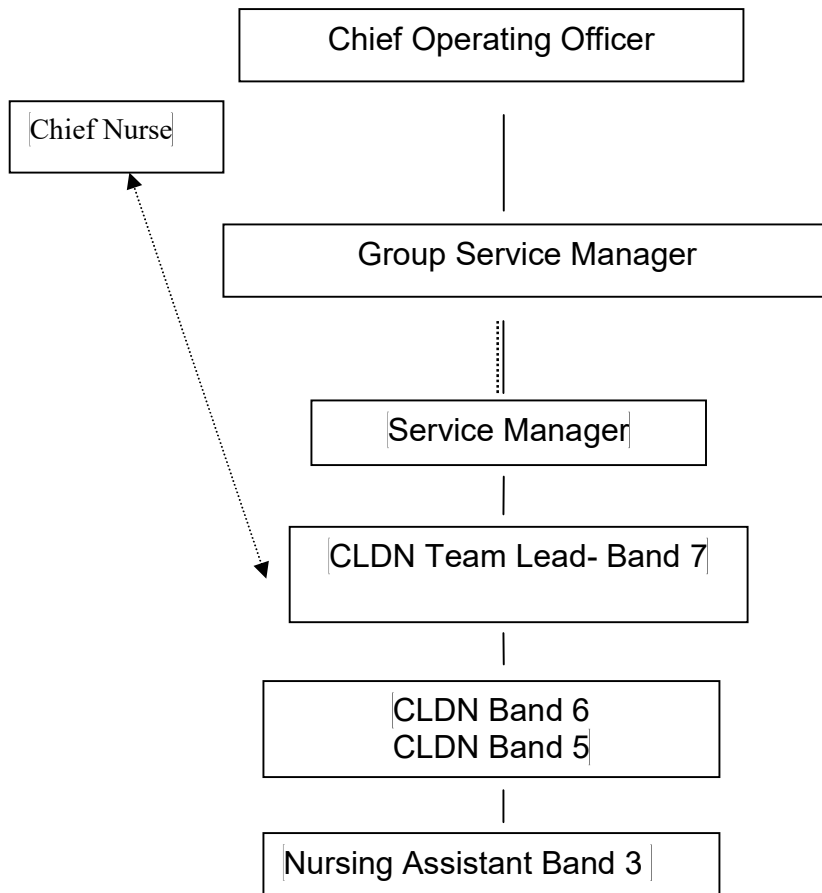
<p>1. JOB IDENTIFICATION</p> <p>Job Title: Community Nurse (Learning Disability) Band 5</p> <p>Responsible to (insert job title): Community Nurse (Learning Disability) Band 6</p> <p>Department(s): CLDT</p> <p>Directorate: Adult Services</p> <p>Operating Division: East Lothian Health and Social Care Partnership</p> <p>Job Reference:</p> <p>No of Job Holders:</p> <p>Last Update (insert date): 8 January 2020</p>

<p>2. JOB PURPOSE</p> <ul style="list-style-type: none"> Under the direction of a Community Nurse Band 6, the post holder works collaboratively with other professionals and agencies to provide a high quality, comprehensive and dynamic specialist nursing service to maintain and improve the health and well being of children and adults with learning disabilities in a community setting.

3. DIMENSIONS

- Geographically based
- The post holder works with a defined caseload under the supervision of a Community Nurse Band 6 contributing to assessment, planning, implementation and evaluation of care, working with client to discharge from the service
- Clinical practice within the client's home is not usually directly supervised

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The community nursing service forms part of the East Lothian Community Learning Disability team, which is managed by the East Lothian Health and Social care Partnership. The team comprises of Psychiatry, Psychology, Speech and Language, Dietetics, Physiotherapy and Occupational Therapy. The community nursing service is available to both children and adults.

The Learning Disability Service provides specialist health care advice and treatment relating to the person's learning disability across the life span. It supports other NHS and Social care services and care agencies to provide mainstream services to people with learning disabilities to enable health improvement.

6. KEY RESULT AREAS

1. Work with the Community Nurse Band 6 to provide specialist health and nursing advice to other professionals, relevant agencies and carers within the clinical area.
2. Provide a specialist health and nursing perspective at case conferences and reviews to ensure health needs of clients are addressed in a variety of environments
3. Establish and maintain therapeutic patient relationships through assessing, planning, implementing and evaluating individual specialised nursing care plans under the supervision of the caseload holder, following the philosophy and standards of the Community Learning Disability Team.
4. Practise within the legal and ethical framework of the Nursing and Midwifery Council.
5. Practise within local, regional and national policies and guidelines e.g. those pertaining to child and adult protection, mental health and community care to ensure client well being and needs are met.
6. To promote the development of flexible working within the nursing team, as a core member of the adult multi-professional team, and with child and transition services.
7. Undertake teaching and mentorship of unqualified nursing staff and undergraduate nursing students
8. Work with the Community Nurse Band 6 to promote health surveillance assessment, health education and health promotion to improve health and well being
9. Work with the Community Nurse Band 6 to develop, implement and audit uni and multi professional standards of care
10. Administer prescribed medication, monitoring for side effects, liaising with prescribing staff
11. Be aware of research findings relevant to the delivery of care and service development that will influence and promote evidence based practice
12. Have the skills and knowledge to address the potential range of challenging behaviours displayed by client group. Be able to implement de escalation strategies in hostile and difficult environments

7a. EQUIPMENT AND MACHINERY

- Personal computer
- Clinical equipment used to carry out health screening assessment: Urinalysis, Sphygmomanometer, scales, height measure, auroscope, syringes, needles

- Mobile phone

7b. SYSTEMS

- Maintaining client records
- Input into and update computerised information system (Trak)
- Input into and update Regional computerised single shared assessment system
- Responsible for completing SSTS/eExpenses
- Responsible for ordering surgical supplies

8. ASSIGNMENT AND REVIEW OF WORK

- Work with the Community Nurse Band 6 to provide initial assessment, including risk assessment, to identify health needs and develop individualised programmes of care for children and adults in partnership with other agencies as appropriate
- Case reviews will take place at least 6 weekly between postholder and caseholder.
- Receive annual appraisal and agree a personal development plan with the Community Nurse Band 6
- Participate in clinical supervision

9. DECISIONS AND JUDGEMENTS

- Makes clinical judgements, involving complex facts/ situations, from a range of information sources relevant to the patient and acts upon them e.g. referral to other professionals, amendment of nursing care plans, advice to carers/ patient.
- Responsible for time management of allocated cases and prioritising workload.
- Plans and organises a broad range of learning disability nursing interventions, some of which are long term and will facilitate meetings between relevant agencies involved in individuals' care to ensure a comprehensive and consistent approach to patient care.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Adapting interpersonal skills to a very wide range of cognitive abilities and modes of communication, alleviating barriers to successful therapeutic relationships.
- Working across the life span with a complex client group who have diverse care needs, often with many clients living within chaotic lifestyles
- To deliver quality and effective health care balancing conflicting priorities

11. COMMUNICATIONS AND RELATIONSHIPS

- Be skilled in non-verbal and augmented modes of communication to address barriers to patient involvement.
- Skilled in adapting information, considering patients cognitive ability, communication and interpersonal skills/ deficits, into a suitable format to ensure optimum understanding and retention of health advice.
- The post holder will be expected to have a developed level of interpersonal skill to communicate effectively with colleagues, both internal and external to the organisation
 - **Internal:**
 - Multi-professional Community Learning Disability Team Members
 - Community Child Health
 - Primary Care Teams
 - Learning Disability Assessment and Treatment staff
 - Child and Adolescent Mental Health Services
 - Hospital Liaison Nurses
 - Epilepsy Team
 - Transition Nurse Facilitator
 - **External:**
 - Social Work
 - Education
 - Voluntary Organisations
 - Police
- Be able to provide and receive complex, sensitive or contentious information using developed interpersonal skills. This may involve motivating and negotiating in a hostile or volatile situation.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical skills

- Keyboard & IT skills
- Car driver
- Manual handling skills
- Administrating IM injections

Physical effort

- Carrying health screening equipment

Mental Skills

- Working with both predictable and unpredictable case management system
- Crisis management
- Working with clients with complex and diverse care needs

Emotional

- Child protection and vulnerable adult work
- Work with clients displaying challenging behaviour
- Recognise personal stress and act upon this

Environmental factors

- Occasional exposure to Body fluids
- Inclement weather
- Occasional exposure to verbal and physical aggression from clients and families/carers (on average twice per month)
- Lone working
- Occasionally visiting clients with a marked range of living standards with the potential risk of infestation

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- RNMH/RNLD
- Evidence of continued professional development, developing skills in a broad range of therapeutic interventions appropriate to the specific care needs of children and adults with learning disability in the community
- Good interpersonal skills with capacity to develop negotiating and influencing and counselling skills
- Basic IT skills
- Car driver

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: